



KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

(For schools re-visited during the 2006-2007 school year)

School: **Paris High School**

Prepared By: **Reba Woodall**

Date of Re-Visit: **November 14, 2006**

Telephone Number of Reviewer: **(859) 299-5472**

Reviewed By: **Larry Boucher**

1. Completed Required Forms

Verification of Forms (Form GE-50) Yes No

Participation Opportunities Summary Chart (Form T-70) Yes No

Benefits Summary Charts (Forms T-71 & T-72) Yes No

Benefits Publicity (Form T-73) Yes No

Corrective Action Plan Summary Charts (Form T-74) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:

(Check One or More)

X	A	Substantial Proportionality
	B	History and Continuing Practice Of Programs Expansion
X	C	Full and Effective Accommodation of Interest and Abilities

- A). Was the Substantial Proportionality Test (T-1) an area in which the school met Title IX Opportunities compliance?
Yes No

Comments: According to the data submitted by the school, it appears Paris High School has met the standard for test T-1 for the year 2005-2006. The school also appears to have met the standard for every year since 2001.

- B). Was the History and Continuing Practice of Program Expansion Test (T-2) an area in which the school met Title IX Opportunities compliance?
Yes No

Comments: According to the data submitted by the school, it appears Paris High School has not met the standard for test T-2 for the year 2005-2006.

- C). Was the Full and Effective Accommodations of Interest and Abilities Test (T-3) an area in which the school met Title IX Opportunities compliance?
Yes No

Comments: According to the data submitted by the school, it appears Paris High School has met the standard for test T-3 for the year 2005-2006. The school also appears to have met the standard for this test every year since 2002.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?
Yes No

Comments: According to the data submitted by the school, students attending Paris High School are surveyed every other year to ascertain their interest in interscholastic athletics.

4. Checklist of the Title IX Components of the Interscholastic Program

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		At this time, data shows that Paris High School is meeting the standard for compliance for Test 1 and Test 2. Compliance for the opportunities portion of Title IX was discussed during the Gender Equity Committee meeting. The importance of student responses on the survey and how that information should lead to future athletic plans for the school was also discussed. The re-visit team suggested the school's permanent Title IX file be labeled and put in a binder for easier accessibility. A copy should be in the Title IX Coordinator's office and in the Principal's office.
Equipment and Supplies	X		Uniforms were in good shape and equitable with the exception of baseball and softball. The baseball team has 2 uniforms and the softball team has one. The Gender Equity Committee was made aware of this difference and was asked to address this issue. Also during the Gender Equity Committee Meeting the need for continued review and evaluation, by the committee, of the school uniforms and the uniform replacement policy was stressed. The need for adherence to the policy is important for equity.
Scheduling of Games and Practice Time	X		Prime Dates for the Girls Basketball team for the 2006-2007 season is 44%. This exceeds the 40% KHSAA requirement. The possibility of other sports having a prime date requirement was discussed during the meeting. Where facilities are shared, practice times are rotated weekly. Exceptions are addressed by competition schedules or by consensus of affected coaches.
Travel and Per Diem Allowances	X		The travel policy the school presently has should be updated. During the interview phase of the re-visit it was determined that the policy may not always be followed. The policy should include all aspects of travel and per

Travel and Per Diem Allowances Cont'd.			<p>diem, such as: meals, lodging, distances for trips, regular season versus playoffs, etc.</p> <p>The Gender Equity Committee was asked to update this policy and alert coaches to the changes.</p>
Coaching	X		<p>The salary schedule for coaches is equitable and follows the Board of Education policy. At this time there are three female coaches in the athletic department. The value of, and the need for, female coaches for girls' teams was discussed during the Gender Equity Committee meeting.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>Paris High School has one indoor facility for boys and girls basketball and middle school basketball. The gymnasium is in very good condition. There is one locker room for girls and one for boys. They are used by physical education classes also. They are small, in good condition, and equal. Coaches for both boys and girls basketball have an office. They share a storage space which is equitable. It was noted that the girls coach did not have a tv or vcr in the office at the time of the re-visit tour.</p> <p>The outdoor facilities include a football stadium with a four lane track. The track was in poor shape and the football field was acceptable. There are two buildings near the football field. One is used for storage of larger equipment as well as custodial supplies. The second building contains locker rooms, storage areas, weight training room, meeting room, office, laundry room and restrooms. This is used for football. A few other teams use it for weight training and dressing such as the track teams. Although the building is aging it is maintained well. The way the doorways are constructed privacy might be an issue if females used this for a dressing area. Off campus there is a soccer field, softball field, and baseball field. They are all located at the same site. Students drive/ride to practice and are allowed to ride a school bus to the practice</p>

<p>Locker Rooms, Practice and Competitive Facilities Cont'd</p>		<p>area. Walking is allowed but not encouraged due to the lack of sidewalks. All three fields have the basics needed for competition. The soccer field has goals and shares portable bleachers with the other teams. It does have minimal fencing. The softball and baseball fields have dugouts that are fenced and are roofed. The outfield fences have distance signs. They both have water and electricity available. They both use portable bleachers. The baseball field has an electrical scoreboard and the softball field has one that is not electrical. The softball field is scheduled to get an electrical scoreboard next year. There is a small storage building for baseball, and a somewhat larger one that is used by softball and soccer. There is a practice kicking area for soccer. There is a batting area that can be utilized by both softball and baseball but it is in bad condition.</p> <p>The other sports use off campus facilities that are not owned by the Board of Education such as tennis which uses a city park. For those teams the facilities are equitable.</p> <p>Even though a number of students can go home to change clothes, the school has to provide a changing area at the school. The school must designate a dressing room for each sport and give a copy to each coach and ask coaches to inform every athlete of the correct area.</p>
--	--	--

<p>Medical and Training Facilities and Services</p>	<p>X</p>	<p>The school has a trainer on site every day and for home competitions. The training area is in the Boys Basketball coach's office and is accessible to all athletes. The school no longer pays for any physical exams for athletes but has arranged for on site physical exams during the summer at reduced prices for athletes. There are now two weight training rooms at Paris High School. One is at the football stadium and is used by boys' teams and on occasion the girls' basketball team. There are ten stations with Olympic weight bars, and very few light weights. There were no small weight belts observed during the facility tour, nor any light weight dumbbells. The second room is in the basement area of the main school building. The outdoor stairway area is in need of a good cleaning. This area is in the process of being equipped for use. There were eight stations but not all were usable at the time of the tour. The room has carpet and a phone. There were no weight belts and very few light weights seen. Neither area was ready for female weight training. With minimal work the second area located in the school building could be fixed for use. The Gender Equity Committee should look for ways to improve these areas as soon as possible. Suggestions were discussed in the Gender Equity Committee meeting. Also the value of weight training for girls should be stressed to all coaches and athletes.</p> <p>Although the girls' teams are not regularly using either weight training area, the school must have a written schedule for those teams using the weight rooms and the schedule must be posted in the weight training rooms.</p>
<p>Publicity</p>	<p>X</p>	<p>The school has banners, jerseys, and pictures in the gymnasium recognizing basketball athletes, trophy cases in the school, and recognition of state champion track and football teams are painted on the outside of the building at the football stadium. There are schedules printed</p>

Publicity Cont'd			for the fall and winter sports, and many of the schools' games are broadcast over the radio. Some of the soccer matches were on the radio this fall for the first time. All of these are excellent ways to showcase the current and past athletic programs. This benefit was discussed in detail during the committee meeting. The Gender Equity Committee will make a policy that covers all recognition and awards for student athletes which will insure equity in this area.
Support Services	X		There is one cheerleading squad that cheers for boys and girls games equally. The band also plays for equal number of games. Paris High School has one booster club and has a booster club agreement on file. This agreement should be reviewed by the Gender Equity Committee and revised as needed. The individual sports can fund raise. Clearance for fund raising must be approved by the athletic director and the principal. All spending for athletics was discussed with the committee where it was stressed that in order to maintain equity, it is critical that appropriate administrative oversight be exercised on a consistent basis.
Athletic Scholarships			N/A
Tutoring	X		
Housing and Dining Facilities and Services			N/A
Recruitment of Student Athletes			N/A

5. Brief Summary/Analysis of the Corrective Action Plan (Form T-60)

Paris High School's 2005-2006 Corrective Action Plan had three items for improvement; Have a trainer available full time, get a training table and supplies, and have a specific area for females to weight train. The school has completed the first two items and is in the process of completing the third. The progress of the female weight training area should be included on the school's 2006-2007 Corrective Action Plan. The Gender Equity Committee discussed the importance of continued effort in increasing opportunities, expanding and improving benefits, and constant evaluation of the athletic programs and policies at Paris High School.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

None

Although the following items must be completed, they were not considered deficiencies.

1. Submit to the KHSAA, no later than March 15, 2007 a copy of a school wide policy that addresses the school's uniform policy with regard to the travel and per diem allowances for both male and female sports. A copy of this policy should be distributed to all head coaches and a copy must be maintained in your school's Master Title IX File.
2. The school shall designate dressing/locker room areas for each girl's team and each boy's team. A copy of this shall be sent to the KHSAA by March 15, 2007.
3. Submit to the KHSAA, no later than March 15, 2007 a copy of an established policy with regard to determining who and when an athlete or team will be honored with banners, awards, or recognition and what the school's adopted standard accomplishments must be in order to receive such recognition. A copy of this policy should be provided to all head coaches and a copy must be kept in the school's Master Title IX File.
4. Submit to the KHSAA, no later than March 15, 2007 a copy of a documented weight room usage schedule for both male and female athletes at your high school. This schedule should be provided to all head coaches and must be posted in view in your weight room and maintained for review within your school's Master Title IX File.

7. KHSAA Recommended Action in relation to new deficiencies

None

8. KHSAA Recommended Action in relation to reoccurring deficiencies

None

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jeff Isaacs

District Level Title IX Coordinator: Jeff Isaacs

Name	Title	Telephone
Wallis Brooks	School Board Member	859-988-1310
Terence Brooks	Parent/Head Coach	859-987-2166
Ashley Linville	B/G Swim Coach	859-749-9220
Brandi Compton	Counselor	859-987-2168
Vickie Grigson	Principal	859-987-2168
Jeff Isaacs	Title IX Coordinator/ AD	859-987-2168
Cary Barr	Head Baseball/Basketball C.	859-537-1990
Jordan Barnett	Student	859-707-6880
Gordon Bocoock	KHSAA Audit Team	859-299-5472
Reba Woodall	KHSAA Audit Team	859-299-5472

10. Comments

It is obvious when you walk in the school, that Paris High School has great pride and a great tradition of excellence in their students and their sports programs. School personnel show a keen desire to help all athletes become successful students. They are interested in what is best for each athlete. The cohesiveness between coaches and administration is apparent while discussing athletic plans or individual teams. Even though the school population is very small, and space for facilities is limited, the school offers seven of the nine KHSAA sanctioned sports for females. The school has greatly improved the sport offerings and facilities since the initial Title IX visit.

The Athletic Director had produced an Athletic Reference Manual that will be valuable for all athletic and administrative personnel.

There was a quorum for the Gender Equity Committee Meeting.

The school requested the Re-visit begin at 9:00 A.M. No one from the community attended the public forum. The meeting was adjourned at 1:30 P.M.

Paris

Awards/Banner Recognition (5.1)

ards for athletes will be provided at annual banquets and
es. Each first-year athlete will receive the Block Letter
par will be given for each subsequent year of
participation. Individual Trophies and plaques for each sport will be
determined by the head coach in consultation with the athletic director. Title
IX regulations will be followed (i.e. - if the boys basketball team gives six
individual trophies, then the girls basketball team will be afforded the same
opportunity.)

Team trophies won at district, regional, and state competitions will be the
property of the school and be displayed in the trophy case.

Team Banners may be hung in the gymnasium or on the various athletic
fields if the head coach recommends the recognition to the athletic director
and receives approval. Individual banners (i.e. - retired jerseys, All-State,
etc.) must be recommended by the head coach and approved by the athletic
director. Equal numbers of female and male banners will be required
whenever possible, so that gender equity is achieved.

Weight Room Usage (5.2)

Paris High School provides two weight rooms for the athletes. The football program maintains the weight room in the field house and the girls' soccer program maintains the weight room located in the high school.

Male athletes use the field house weight room on Mondays and Wednesdays, while providing female athletes unlimited and private access to the field house weight room on Tuesdays and Thursdays. Female athletes may use the weight room in the high school on Monday through Thursday. Head coaches schedule individual times for their teams through the head football coach for the field house weight room and through the head girls' soccer coach for the high school weight room. Any request for additional days in either weight room must be approved by the athletic director, who will maintain Title IX regulations in regards to time provided each team.

Travel/Per Diem (5.0)

Travel expenses for meals and lodging will be provided the members of athletic teams that travel and stay overnight for athletic contests and tournaments. Travel expenses for meals for members of athletic teams that compete in district, region, and state tournament contests that do not require overnight stay will be provided at the discretion of the head coach with the approval of the athletic director. Title IX regulations will be followed with respect to gender (i.e. – if the boys' baseball team has a paid meal, then the girls' softball team will be afforded the same opportunity.) Costs for individual meals for regular season games will not be paid by the school.

AWARD POLICY (4.925)

Each varsity participant will receive the "Block P" letter upon successful completion of her/his first season. Each successive year of varsity participation by the student will merit a chenille bar. Graduating seniors receive a plaque at Honors Day. Individual awards given by head coaches must be cleared with the athletic director before given out at banquets, so that gender equity is secured. Head coaches are encouraged to focus on team achievement, rather than individual achievement.

FACILITY USAGE/WEIGHT ROOMS (4.950)

Head coaches will provide the athletic director with their proposed practice calendar prior to the start of the competitive practice season. Usage of all facilities will be approved to ensure the compliance with Title IX regulations, School Board requirements, SBDM Council considerations, and always with the needs of the students in mind. Male weight room usage will be scheduled through the football department and female weight room usage will be scheduled through the girls soccer department. It is encouraged that all female athletes use the female weight room and that all male athletes use the male weight room. If females make use of the male weight room, the head coach will not permit the presence of any male athletes. The head coach will ensure a certified coach will be in the weight room in a supervisory capacity any time that any athlete is using the equipment.

LOCKER ROOMS/STORAGE (4.975)

Locker room space will be equal in the gymnasium for male and female athletic teams. The girls soccer team will be permitted use of the girls basketball locker room during the fall. The softball team will be permitted use of the girls basketball locker room in the spring. The baseball team will be permitted use of the boys basketball locker room in the spring. Girls track will be permitted use of the home locker room at the fieldhouse in the spring and the boys track team will use the visitors locker room at the fieldhouse in the spring. The swimming, tennis, and golf teams will be assigned locker space if requested by the head coach. Each head coach will be permitted adequate storage for equipment on campus.

AWARD POLICY (4.925)

Each varsity participant will receive the "Block P" letter upon successful completion of her/his first season. Each successive year of varsity participation by the student will merit a chenille bar. Graduating seniors receive a plaque at Honors Day. Individual awards given by head coaches must be cleared with the athletic director before given out at banquets, so that gender equity is secured. Head coaches are encouraged to focus on team achievement, rather than individual achievement.

FACILITY USAGE/WEIGHT ROOMS (4.950)

Head coaches will provide the athletic director with their proposed practice calendar prior to the start of the competitive practice season. Usage of all facilities will be approved to ensure the compliance with Title IX regulations, School Board requirements, SBDM Council considerations, and always with the needs of the students in mind. Male weight room usage will be scheduled through the football department and female weight room usage will be scheduled through the girls soccer department. It is encouraged that all female athletes use the female weight room and that all male athletes use the male weight room. If females make use of the male weight room, the head coach will not permit the presence of any male athletes. The head coach will ensure a certified coach will be in the weight room in a supervisory capacity any time that any athlete is using the equipment.

LOCKER ROOMS/STORAGE (4.975)

Locker room space will be equal in the gymnasium for male and female athletic teams. The girls soccer team will be permitted use of the girls basketball locker room during the fall. The softball team will be permitted use of the girls basketball locker room in the spring. The baseball team will be permitted use of the boys basketball locker room in the spring. Girls track will be permitted use of the home locker room at the fieldhouse in the spring and the boys track team will use the visitors locker room at the fieldhouse in the spring. The swimming, tennis, and golf teams will be assigned locker space if requested by the head coach. Each head coach will be permitted adequate storage for equipment on campus.

5. **Brief Summary/Analysis of the Corrective Action Plan (Form T-60)**

Paris High School's 2005-2006 Corrective Action Plan had three items for improvement; Have a trainer available full time, get a training table and supplies, and have a specific area for females to weight train. The school has completed the first two items and is in the process of completing the third. The progress of the female weight training area should be included on the school's 2006-2007 Corrective Action Plan. The Gender Equity Committee discussed the importance of continued effort in increasing opportunities, expanding and improving benefits, and constant evaluation of the athletic programs and policies at Paris High School.

6. **Observed Deficiencies in Overall Girls and Boys Athletics Programs**

None

Although the following items must be completed, they were not considered deficiencies.

1. Submit to the KHSAA, no later than March 15, 2007 a copy of a school wide policy that addresses the school's uniform policy with regard to the travel and per diem allowances for both male and female sports. A copy of this policy should be distributed to all head coaches and a copy must be maintained in your school's Master Title IX File.
2. The school shall designate dressing/locker room areas for each girl's team and each boy's team. A copy of this shall be sent to the KHSAA by March 15, 2007.
3. Submit to the KHSAA, no later than March 15, 2007 a copy of an established policy with regard to determining who and when an athlete or team will be honored with banners, awards, or recognition and what the school's adopted standard accomplishments must be in order to receive such recognition. A copy of this policy should be provided to all head coaches and a copy must be kept in the school's Master Title IX File.
4. Submit to the KHSAA, no later than March 15, 2007 a copy of a documented weight room usage schedule for both male and female athletes at your high school. This schedule should be provided to all head coaches and must be posted in view in your weight room and maintained for review within your school's Master Title IX File.

7. **KHSAA Recommended Action in relation to new deficiencies**

None

8. **KHSAA Recommended Action in relation to reoccurring deficiencies**

None