



**KHSAA TITLE IX RE-VISIT  
FINAL AUDIT REPORT**

**(For schools re-visited during the 2013-2014 school year)**

School: Paris High School  
 Prepared By: Kathy Johnston  
 Date of Re-Visit: September 30, 2013  
 Telephone Number of Reviewer: **(859) 299-5472**  
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

- Verification of Forms (Form GE-19) Yes  No
- Participation Opportunities Summary Chart (Form T-1, T-2, T-3 & T-4) Yes  No
- Benefits Summary Charts (Forms T-35 & T-36) Yes  No
- Checklist Overall Athletics Program (Form T-41) Yes  No
- Corrective Action Plan Summary Charts (Form T-60) 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 and reports submitted for the 2011-2013 school years, it appears that Paris High School has met the standard of Test 1 for the provision of athletic opportunities.

- 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 and reports submitted for the 2011-2013 school years, it appears that Paris High School has not met the standard of Test 2 for the provision of athletic opportunities.

- 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 and reports submitted for the 2011-2013 school years, it appears that Paris High School has met the standard of Test 3 for the provision of athletic opportunities.

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

Comments: According to submitted reports, the most recent Student Interest Survey was conducted during the 2011-2012 school year. Students in grades 8-11 were surveyed with a return rate of 91%.



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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	x		According to submitted reports, the most recent Student Interest Survey was conducted during the 2011-2012 school year. Students in grades 8-11 were surveyed with a return rate of 91%. Survey results indicated an interest in volleyball, however, follow-up documentation of meetings held did not validate this interest. Reports indicate 14 sport level opportunities for females and 14 sport level opportunities for males. The most recent varsity sports added for males and females are archery, bowling, and cross country.
Equipment and Supplies	x		Uniforms viewed appeared to be of mid- to high quality and equitable with regard to the quantity provided. There was written evidence of a 4-year plan for uniform review and/or replacement. Coaches interviewed were well aware of the cycle for uniform review. All other viewed equipment appeared to be comparable and equitable with regard to access for both genders. A two-year review of spending in this area indicates approximately \$405.00 spent per male athlete and \$229.00 spent per female athlete.
Scheduling of Games and Practice Time	x		There was viewed evidence of the most recent sport schedules which appeared equitable and comparable in the number of competitive opportunities provided and parity in the like sports. There was viewed evidence of equitable scheduling for the shared facilities of the big gym, small gym, and soccer fields. All schedules were posted at the appropriate sites.

Travel and Per Diem Allowances	x		<p>There was written evidence of a partial travel and per diem guideline which provided for specifics in regard to travel distance / cost, and provision for food. Interviews with students and coaches indicated overnight stay opportunities with competitive contests, however, there was no written guideline for this provision.</p> <p>(see recommendation 7 a.)</p> <p>A two-year review of spending in this area indicates approximately \$33.00 spent per male athlete and \$17.00 per female athlete.</p>
Coaching	x		<p>There was viewed evidence of a school board approved salary schedule which provided overall equivalence and parity regarding comparable salaries and number of coaching positions for the like sports. According to the submitted data, the ratio of coach to athlete is 9:1 for males and 8:1 for females. The reported number of on-campus head coaches for both males and females is over 85%.</p>
Locker Rooms, Practice and Competitive Facilities	x		<p>There was written evidence of locker room assignment for all sponsored teams. Viewed locker rooms appeared to be equitable and with similar amenities. There was also written evidence of storage assignment for all teams and available office space that provided access for multiple sports. On campus facilities include the football stadium, track area for practice only, and gymnasium for girls and boys basketball. The Paris Athletic Complex is located approximately .5 miles from the school campus. It contains the</p>

			<p>baseball field, softball field, running course for cross country, and soccer game / practice fields. School bus transportation after school is available for students to travel to the site for practice and/or competition. The golf team practices and plays at the Stoner Creek Country Club, the swim team at the local YMCA, and the bowling team at Joyland Lanes in Lexington. The archery team utilizes the small gym at the high school for practice and the football team utilizes a practice area located at the Garrard Park, approximately .8 miles from the school. Garrard Park is a city owned facility with agreement of use by the Paris school system. Sidewalks are available for students to walk from the school to the park for practice. The tennis teams also utilize the available courts located at the Garrard Park. Recent upgrades to facilities include lights for the football field, and stone block dugouts with new roofing for the softball and baseball fields.</p>
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<p>Medical and Training Facilities and Services</p>	<p>x</p>	<p>There are currently two weight rooms; one is located in the school building and the other is located at the field house next to the football field area. There was written and posted evidence of a weight room usage schedule that showed equitable usage and access. Both rooms housed some universal machines, light weight bars, and a few light weights. Interviews with students and coaches indicated usage and access to the weight rooms. An athletic trainer provides daily services as well as attendance to all home events and some away events. There was not evidence of a designated training room but viewed evidence of training tables set up at the basketball and football facilities to address training needs.</p> <p>(see recommendation 7 b.)</p> <p>Interviews with administration indicated the opportunity for school athletic physicals are provided to all student athletes.</p> <p>There was written evidence of emergency action plans for all athletic facilities.</p>
<p>Publicity</p>	<p>x</p>	<p>There was written evidence of an awards guideline that provided criteria for banner display, letters / bars, and special awards recognition. Interviews with students and coaches indicated end-of-season banquet recognition, however, there was no written evidence of support.</p> <p>(see recommendation 7 c.)</p> <p>Interviews with administration indicate that there is one cheerleading squad that provides support to football, girl's and boy's basketball home and away events. Other support groups, band and mascot, also provide support and activity. To insure equity, there was written evidence of administrative oversight in regard</p>

			<p>to support group(s) scheduling.</p> <p>A two-year review of spending in this area indicates approximately \$9.00 for males and \$5.00 for females.</p>
Support Services		x	<p>According to the data and reports submitted, it appears that overall spending for the past two (2) years has not met the acceptable parameters both on a percentage and per athlete basis. An average of \$695.00 was spent per male athlete compared to \$426.00 per female athlete. Interviews with administration indicated a planned procedure to be put in place for the approval of all purchases and all fundraising dollars deposited in school accounts. There are no outside booster accounts. Interviews with administrators also indicated concern and their desire to insure overall equivalence in reference to the area of benefits and overall spending.</p> <p>(see recommendation 6 and 7. )</p>
Athletic Scholarships			N/A
Tutoring			N/A
Housing and Dining Facilities and Services			N/A
Recruitment of Student Athletes			N/A

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

- Increase participation in sports of golf, swimming, tennis, and cross country
- Increase participation numbers for JV baseball
- Pursue interest in volleyball

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There was one observed deficiency during the visit to Paris High School. This deficiency is in the area of Support Services. A two-year review of overall spending does not meet the acceptable parameters both on a percentage and per athlete basis.

7. KHSAA Recommended Action in relation to new deficiencies

Support Services

Please submit to the KHSAA, no later than February 1, 2014 written evidence of the process and procedure for administrative oversight in the benefit expenditure areas of equipment/supplies, travel/per diem, and awards. It is also recommended that the Gender Equity Committee become aware of all items that can be included in regard to the expenditures in said categories of equipment/supplies, travel/per diem, and awards. Full reporting of expenditures is important in determining the overall equivalence in spending. All documentation should also be included in the school's Gender Equity Committee minutes and part of the permanent file.

The following are not deficiencies, but recommendations that need to be addressed:

- a. Upon receipt of this report, the Gender Equity Committee should expand the current Travel and Per Diem guideline to include specifics in regard to overnight stay (hotel cost parameter, how many in a room, etc.), and cost allowance for provided food.
- b. Upon receipt of this report, an Athletic Trainer schedule showing availability and access should be posted at a common site for student viewing.
- c. Upon receipt of this report, the Gender Equity Committee should expand the Awards guideline to include the provision for end-of-season team recognition (banquets, picnics, pot lucks, etc.)

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Cary Barr

District Level Title IX Coordinator: Clay Goode

Name	Title	Telephone
Steve Lewis	Baseball Coach	859-987-2168
Jami Dailey	Principal	859-987-2168
Terence Brooks	Boy's Basketball Coach	859-987-2168
Clay Goode	Chief Academic Office	859-987-2168
Brian Washington	Football, B/G Track Coach	859-987-2168
Bertha Johnson	Assistant Principal	859-987-2168
Taylor Enlow	Student Athlete	859-987-2168
Cary Barr	Athletic Director, Baseball, Girl's Basketball Coach	859-537-1990
Brandi Ogden	Counselor	859-987-2168

10. Comments

Administration of Paris High School was very well prepared for the visit. Follow-up discussions and recommendations were well received.

Interviews with students and coaches were very positive. Everyone appeared to be well informed and knowledgeable of all procedures and guidelines. Members of the committee and administration are very committed to ensuring the overall equivalence in the areas of Opportunities and Benefits for the students at Paris High School.

The public forum, scheduled for 3:00 pm was held in the High School conference Room. With no one in attendance, the audit team left Paris High School at 3:20 pm.