

TITLE IX FINAL AUDIT REPORT

(For schools visited during the 1999-2000 school year)

School **Paul Laurence Dunbar High School**

Reviewed By **Danny C. Reeves**

Date of Visit: **December 11, 1999**

Telephone Number of Reviewer: **(859) 288- 4664**

(Please direct questions to Reviewer at the above number during normal business hours.)

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No

Summary Forms T-1 Thru T-41 Yes No (See comments below, several forms are incomplete)

Corrective Action Plan (Form T-60) Yes No

2. Opportunities Component of Title IX Compliance

Areas of Compliance (Check at least one)

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

A.) If Substantial Proportionality is chosen, does it appear that the school has performed the calculation correctly?

Yes No

(If No, include in comments section and analysis of what is incorrect in the calculation.)

Comment:

N/A However, the school should provide additional information regarding the manner in which it calculates participation percentages on T-1. In addition, are cheerleaders included in this calculation?

B.) If History and Continuing Practice Of Program Expansion is chosen, does it appear that the school has performed the calculation correctly?

Yes No

Comment:

N/A

C.) If Full and Effective Accommodation of Interest and Abilities is chosen, does it appear that the school provides opportunities in areas of students' interest?

Yes No

Comment:

3. Has the school properly surveyed its student body to accurately assess the interests and abilities of its students?

Yes No

Comment:

The school has adequately documented survey responses. However, the date the survey was conducted is unclear.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation to Interests and Abilities	X		Students' interests and abilities are being accommodated according to survey results.
Equipment and Supplies		X	(See Form T-41) The quality of game uniforms is rated lower for female athletes. The difference was even greater according to forms submitted on 6-1-00 (T-6). This change calls into question the accuracy of information submitted on 9-15-00. Also, more boys' teams have student managers (9 vs. 2) (see form T-7).
Scheduling of Games and Practice Time	?		(See Form T-41) The school should confirm whether girls' players (as opposed to coaches) are satisfied with current days on which games are played.
Travel and Per Diem Allowances		X	(See Form T-41) Chartered busses are used for some boys' teams, but not for girls' teams. Boys are also given more money for meals.
Coaching	?		Greater number of coaches provided for boys' teams. Justification should be provided by the school.
Locker Rooms, Practice and Competitive Facilities		X	(See Form T-41) The softball field is deficient. Further, the school has not identified this as an area to be corrected. Conversely the baseball field has received \$135,000 in improvements while the softball field has received \$0.
Medical and Training Facilities and Services	X		Concern has been expressed that adequate medical personnel is not provided for swimming and diving teams. While this is not necessarily a Title IX deficiency at this point, it raises an issue the school should address.
Publicity		X	The school should provide information regarding the selection process for cheerleaders. Also, cheerleaders perform at more boys' events than girls' events.

Support Services		X	(See Form T-41) The school should address the deficiencies it has identified.
Athletic Scholarships**	X		
Tutoring**	X		
Housing and Dining Facilities and Services **		X	(See Form T-41); the school should address the deficiencies it has identified.
Recruitment of Student Athletes**	N/A		

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

Four areas noted for corrective action:

1. Better use of locker rooms and existing storage areas;
2. Uniform travel (busses);
3. County-wide scheduling of girls' games; and
4. Improved media coverage for girls' sports.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

A deficiency exists regarding the softball field. This deficiency has not been addressed in the school's Corrective Action Plan.

7. Facility Recommendations or Concerns

- The softball facility issue must be addressed immediately.
- Lack of storage/locker room space for female athletes must be addresses immediately.

8. Recommended Action To Be Taken by KHSAA

- Recommend Additional Steps For Title IX Compliance
 Probation For _____

- Fine In The Amount of
- Prohibition From Post Season Play
- Suspension From the Association
- Notify Equity Division and KBE of Potential Title IX Violations
- Notify Office Of Civil Rights and Request Federal Investigation of Possible Violations

9. KHSAA To Follow-Up Regarding Corrective Action If Necessary On The Following:

1. The following forms were submitted without required signatures and/or dates: T-1, T-2, T-3, T-4 and T-38 (football).
2. On or before **December 15, 2000**, the school shall submit a plan for correcting deficiencies regarding its softball facility. Further, as part of this plan, action shall be taken to begin correcting these deficiencies before the end of the current school year.
3. The Gender Equity Committee had made eight recommendations regarding corrective action to be taken. However, the school has not stated whether any of these items have been (or will be) addressed. The school should address these recommendations, advising the KHSAA of the action taken or rejected on or before **December 15, 2000**.
4. On or before **December 15, 2000**, the school shall advise the KHSAA of the manner in which cheerleaders are selected for boys' and girls' teams. If higher quality cheerleaders (i.e., A" team cheerleaders) are used for boys' events, the school shall set forth a plan to immediately provide the same quality cheerleaders for comparable girls' teams.
5. On or before **December 15, 2000**, the school shall describe the type of awards provided to all teams during 1999/2000. Further, the school shall advise the KHSAA of the total and individual cost (i.e., per student cost) of such awards. The school shall also state whether a uniform awards schedule has been adopted for all teams.
6. On or before **December 15, 2000**, the school shall provide a plan for correcting deficiencies noted with respect to the lack of adequate storage available to female athletes. The school is advised that deficiencies in this area must be brought into

compliance by the beginning of the 2001/2001 school year.

7. On or before **December 15, 2000**, the school shall address all deficiencies identified on form T-41.
8. On or before **December 15, 2000**, the school shall provide justification for the disparity in the number of coaches provided for boys' vs. girls' teams.
9. On or before **December 15, 2000**, the school shall submit a plan for addressing differences in travel and per diem allowances.
10. On or before **December 15, 2000**, the school shall submit a plan for improving the quality of uniforms and equipment so that all such uniforms and equipment are of comparable quality (boys' vs. girls') no later than the beginning of the 2001/2002 school year.
11. On or before **December 15, 2000**, the school is requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2000/2001 season. The school should also provide similar information for the 1999/2000 season. To the extent that a fewer percentage of girls' games are played during prime times (when compared with the percentage of boys' games scheduled for prime times), the school shall advise the KHSAA of action it intends to take to immediately correct the difference.

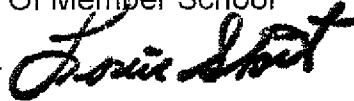
Kentucky High School Athletic Association

November 17, 2000

Memorandum

To: Superintendent & Principal Of Member School

From: Louis Stout, Commissioner



Date: November 17, 2000

Subject: KHSAA Title IX Final Audit Report
1999-2000 School Year

Enclosed please find a copy of your school's final Title IX KHSAA Audit Report for the 1999-2000 school year. As you review the report, please pay particular attention to the fact that the reviewer may have requested, by a certain date, additional information to properly assess your athletics program. In addition, fines and/or penalties may also be imposed.

While exact reporting procedures and all of the required documents for the 2000-2001 school year have not been determined at this time, an annual update of your Corrective Action Plan will be required. In light of that probability, you should expect to include in your 2000-2001 Title IX Corrective Action Plan how you intend to address issues that have been raised in this 1999-2000 Final Audit Report.

Should you have specific questions regarding the content of your 1999-2000 final report, please contact the person who reviewed your Audit Document.

Thank you for your work in this very important project.