



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

(For schools re-visited during the 2014-2015 school year)

School: Paul Laurence Dunbar High School
 Prepared By: Kathy Johnston
 Date of Re-Visit: January 29, 2015
 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

Improvement Plan Summary Charts (Form T-60) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

	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 submitted data and reports for the years 2011-2013, and the likely inaccurate team rosters submitted as part of the 2014 Annual Report, it appears that Paul Laurence Dunbar High School does not meet 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 submitted data and reports for the years 2011-2013, and the likely inaccurate team rosters submitted as part of the 2014 Annual Report, it appears that Paul Laurence Dunbar High School does not meet 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 submitted data and reports submitted for the years 2011-2014, it appears that Paul Laurence Dunbar High School has met the standard of Test 3 for the provision of athletic opportunities. Relative to identified student interest, the sport activities of archery and bowling were added for males and females during the 2012-13 school year.

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

Comments: The most recent Student Interest Survey was conducted during the 2013-14 school year. Students in grades 9-11 were surveyed with a return rate of below 80%. A re-submitted Survey results form was received at the KHSAA on June 11, 2014. The second reporting indicated an 85% return rate.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>The most recent Student Interest Survey was administered during the 2013-14 school year. Students in grades 9-11 were surveyed with a return rate of 74%. A re-submitted Summary of Responses from the same survey was sent to the KHSAA and received June 11, 2014, showing a return rate of 85%. An overall review of submitted data shows some inaccuracies relative to rosters and sponsored teams. It appears that Paul L. Dunbar is meeting the standard for the Accommodation of Interests and Abilities as submitted information on the T-3 form is supported with the additions of archery and bowling for males and females, and two freshman level sport opportunities for females in softball and basketball. Although there appeared to be some inaccuracies in the submitted offering of teams and rosters, it appears that Paul L. Dunbar is sponsoring twelve (12) varsity sports for females and thirteen (13) for males.</p> <p>(see recommendation 6.a.)</p>
Equipment and Supplies	X		<p>There was written evidence of a three (3) year uniform review plan for replacement and/or purchase. Viewed uniforms were of excellent quality and were supplied in equitable quantities for all sports except baseball and softball. There appeared to be a significant difference in the quality of the baseball uniform (material and lettering style) and the number provided. There were five (5) viewed uniform tops, two (2) pants, and hat provided for baseball compared to three (3) tops, and one (1) pant for softball. Interviews with students and coaches indicated knowledge of the uniform plan for replacement. The uniform plan also indicated that student athletes in the sports of golf, archery, tennis, and bowling each purchase and retain their own uniforms on a yearly basis. According to the information reported on the T-35 form of the 2012-13 and 2013-14 Annual Title IX Reports, the school was spending approximately \$127.00 per male</p>

			athlete and \$100.00 per female athlete for the provision of equipment and supplies.
Scheduling of Games and Practice Time	X		There was viewed evidence of all sport schedules which showed comparability and equivalence with regard to the number of competitive event opportunities provided. There was also viewed and posted evidence of equitable usage schedules for the shared facilities of the stadium, gymnasium, and indoor hitting facility.
Travel and Per Diem Allowances	X		There was written evidence of a travel guideline that identified the mode of transportation to be school bus and/or charter bus for extended trips. Interviews with administration, coaches, and athletes indicated parent transport to most all competitive events. The guideline also provided the specific parameters relative to meal allowance (\$40.00/day) and overnight/hotel stay (\$150.00 night with four to a room). According to information submitted on the T-35 form of the 2012-13 and 2013-14 Annual Title IX Reports, approximately \$40.00 was spent per male athlete and \$132.00 spent per female athlete.
Coaching	X		There was viewed evidence of a school board approved salary schedule which showed overall equivalence in the salary provided and comparability with regard to the number of provided coaching positions. The approximate athlete to coach ratio, with regard to accessibility, is 13:1 for males and 12:1 for females. According to submitted data, it appears that approximately 50% of all head coaches for both males and females are located on-campus. Interviews with administration indicated that written evaluations are completed by certified

			administrative staff on all head coaches at the end of each sports season.
Locker Rooms, Practice and Competitive Facilities		X	<p>There was written evidence of locker room and storage assignment for all teams. Viewed storage areas were of ample size and of close proximity to respective locker rooms. Exclusive locker rooms used by male teams are football, basketball, soccer, and baseball. Exclusive locker rooms used by female teams are soccer and basketball. All viewed locker rooms appeared to be equitable and with similar amenities. All viewed facilities were excellent, very well maintained and also provided similar amenities. Off campus facilities include Kearney Hills Golf Course for boys and girls golf, Willow Oaks and Transylvania for boys and girls swimming, and Southland Lanes for boys and girls bowling. The Audit report of 1999 deemed this benefit category to be 'deficient', stating that the amenities provided for softball were inferior to those provided for baseball. The 2008 Audit gave this category a 'satisfactory' rating but did state that a significant inequity still existed between the baseball and softball facility. Baseball had an indoor hitting facility adjacent to their field as well as an attached locker room that leads directly to the dugout area – softball had neither. The proximity of the baseball locker room at the field site, the indoor hitting facility located at the baseball site, and an exclusive baseball office area, in addition to the quantity and quality of uniforms provided for baseball as compared to softball (see Equipment/Supplies) continues to create a significant disparity.</p> <p>(see recommendation 6.)</p>

Medical and Training Facilities and Services	X		<p>There was viewed evidence of one (1) weight room located in the Wellness Center, an on-campus facility located in a separate building next to the stadium. This area provides ample space, equitable access, and appropriate equipment for female use. There was written evidence of guidelines for usage in the Title IX file as well as a posted schedule, showing equitable access and usage by all teams. Athletic training services are provided through a contract with the University of Kentucky. The trainer is available on a daily basis and at all home events. The training room appears to be well-equipped and is located off the gymnasium. Athletic physicals are made available to all students, twice a year, at a reduced rate through an agreement with UK Sports Medicine. There was viewed evidence of emergency action plans for all venues.</p>
Publicity	X		<p>There was viewed evidence of an awards guideline that provided the specifics for monograms, bars, certificates, senior awards, and city/county/state awards recognition. There was also written evidence regarding for the display of team trophies and Hall of Fame recognition for those students achieving all-state recognition. Interviews with coaches and athletes indicated end-of-season banquet recognition; however, this was not part of the awards guideline. There was also display of program publications for the sports of boys soccer, girls soccer, baseball, softball, football, volleyball, and girls/boys basketball. Interviews with administration also indicated oversight, with regard to the equitable support, provided by the groups of cheerleading, dance team, and band. According to the information submitted on the T-35 forms of the 2012-13 and 2013-14 Title IX Annual Reports, approximately \$23.00 was spent per male athlete and \$39.00 was spent per female athlete.</p> <p>(see recommendation 6.b.)</p>
Support Services	X		<p>The 1999 and 2008 Title IX school visit audit reports rendered this category as 'deficient'</p>

			<p>due to a lack of booster agreements and the lack of an effective method of monitoring expenditures. On this visit, there was viewed evidence of all signed booster agreements and a process requiring prior school administrative approval for purchases in the category of equipment/supplies, for any out-of-state trips, and for any new or modified facility improvements. An overall review of expenditures, for the years 2012-13 and 2013-14, shows that Paul L. Dunbar has met the acceptable parameters for spending on a percentage and per athlete basis. The school is to be commended for its efforts to ensure equivalence in overall spending. Due to the improvements that have occurred in this area, the deficiency has been addressed with positive results. There were six (6) viewed exclusive office areas; four (4) were for male sports and two (2) were for female sports. Shared office areas were provided for volleyball/softball and wrestling.</p> <p>(see recommendation 6.c.)</p>
Athletic Scholarships			N/A
Tutoring			N/A
Housing and Dining Facilities and Services			N/A
Recruitment of Student Athletes			N/A

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

- Monitor expenditures
- Continue to promote female sports participation
- Increase number of support coaches for female sports

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Locker Room, Practice, and Competitive Facilities - Although some improvements have been made in this area, a continued 'thread' of disparity appears to exist between the provisions at baseball compared to softball. These include, but may not be limited to, the location of the indoor hitting facility at the baseball field site, an exclusive locker room that connects directly to the home dugout, and an office area at the baseball site. Although, not specifically in this category, the identified differences of the quality and quantity of uniforms between baseball and softball continues this 'thread' of disparity. The accumulation of these items render this area deficient. (see 7. below)

Although the following are not deficiencies, the following recommendations should be addressed to ensure overall equivalence.

- a. Please submit to the KHSAA, no later than **April 27, 2015**, the Summary of Responses (form T-63) from the Student Interest Survey, to be conducted the current 2014-15 school year. The summary form should also meet the 80% minimum return requirement.
- b. Please submit to the KHSAA, no later than **April 27, 2015**, an expanded awards guideline that includes the provision for end-of-season banquet recognition.
- c. Upon receipt of this report, the Gender Equity Committee should review available office and/or meeting space access for those coaches that are listed as off-campus. This space may provide for phone and/or computer access and a meeting area for coaches and athletes.

7. KHSAA Recommended Action in relation to new deficiencies

Locker Room, Practice, and Competitive Facilities -

- a. Please submit to the KHSAA, no later than **April 27, 2015**, a projected plan of development relative to the addition of a locker room at the softball field area. This plan should include, but not be limited to, a timeline with drawings and documentation as submitted and approved by the local school board.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Emily Coleman 859-381-3546

District Level Title IX Coordinator: Donnie Adkins

Name	Title	Telephone
Amir Simon	Student Athlete	859-381-3546
Mary Martin	Student Athlete	859-381-3546
Sarah Bridenbaugh	Girls Basketball Coach	859-381-3546
Susan McGrath	Girls Golf Coach	859-381-3546
Betsy Rains	Principal	859-381-3546
Antonio Blackman	Assistant Principal	859-381-3546
Emily Coleman	Assistant Athletic Director	859-381-3546
Deanna Smith	Head Guidance Counselor	859-381-3554
Tonya Muhammad	Parent	859-224-8181
Gary Lawson	KHSAA	502-545-3393
Kathy Johnston	KHSAA	859-494-2509 kjohnston@khsaa.org

9. Comments

School administration and staff was very welcoming and well prepared for the visit. Interviews with athletes and coaches were very positive and informative. A majority of members were present for the Committee presentation. It appears that Paul Laurence Dunbar is very committed to providing overall equivalence in the areas of opportunities and benefits for its student athletes.

The public forum, scheduled for 3:00 pm, was held in the administrator's conference room at the school. With no one in attendance, the audit team left the school at approximately 3:20 pm.

6/17/15

**Paul Laurence Dunbar High School
Athletic Department
Banquets Policy**

Every sport will (after the conclusion of their respective season) provide a banquet (culminating season ending activity) to recognize those athletes that participated in that sport and fulfilled the requirements of that sport for the duration of the season. Please see the Awards Policy for recognition of athletes.

Please scan
to the
Paul Dunbar
Title IX report
submitted on 1/29/15
Kathy