



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2003-2004 school year)

School: **Perry County Central High School**

Reviewed By: **Gary W. Lawson**

Date of Visit: **October 9, 2003**

Telephone Number of Reviewer: **(502) 875-3817**

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No

Summary Forms T-1 Through T-41 Yes No

Corrective Action Plan (Form T-60) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

	A	Substantial Proportionality
X	B	History and Continuing Practice Of Programs Expansion
	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

Were the calculations performed correctly? Yes No

Comments:

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

Were the calculations performed correctly? Yes No

Comments:

According to data, information, and calculations provided by school personnel, Perry County Central has consistently met the standards established in Test #2 for opportunities over the past three years.

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

Were the calculations performed correctly? Yes No

Comments:

According to the responses given by school personnel on Test #3 for opportunities, the standards of this test were met, but the results of the student survey does not support these responses.

3. Has the school properly surveyed its student body to accurately assess the interest and abilities of its students? Yes No

Comments:

School personnel are to be commended for receiving a 98% return rate on the student survey.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>This school's Title IX file was inspected by the KHSAA Audit Team. It appeared to be in good order except for the fact that the 1999-2000 self audit document could not be found by school personnel. Copies of the missing information were given to school personnel by the KHSAA Audit Team for placement in the school's permanent file. The proper method of calculation of the opportunities test was discussed with school personnel. It appears that the school meets the standards established in Test #2 for opportunities. The school's responses on Form T-3 indicate that the standards for Test #3 were met, but those responses are not supported by responses on the school's most recent student survey. School personnel were alerted to the fact that Gender Equity Review Committee meetings should be held during the fall, winter, and spring sport seasons. The proper development of and follow up to a corrective action plan was discussed with the Equity Committee.</p>
Equipment and Supplies	X		<p>School personnel were requested to review both the team and summary sheets in this area and make sure the information in their Title IX file is consistent. The school visit showed that an excellent quality of uniform and good quality of athletic equipment is provided for all athletes at Perry County Central. It was suggested that the school develop a written plan for uniform rotation and replacement in order to promote equity. A copy of this plan should be placed in the school's permanent Title IX file. The school visit showed that each athletic team at Perry County Central had an assigned storage area for athletic equipment.</p>

<p>Scheduling of Games and Practice Time</p>	<p>X</p>		<p>“Prime time” scheduling for girls’ basketball was discussed. School personnel provided revised 2003-2004 boys’ and girls’ basketball schedules at the Gender Equity Committee meeting. A review of these schedules showed that 38% of this season’s girls’ basketball games are scheduled in “prime time” while 28% of the boys’ varsity games are scheduled in “prime time”. When comparing these two sports, equity appears to exist. School officials were still requested to have a goal of 50% of their girls’ games to be played in “prime time”. All the school’s athletic facilities that are shared appear to be shared equitably. <u>School officials were alerted to the fact that their scheduling of “prime time” games will be closely monitored for progress in the future.</u></p>
<p>Travel and Per Diem Allowances</p>	<p>X</p>		<p>School personnel are to be commended for providing school transportation to all off campus practice and game facilities. School personnel were informed that there is inconsistency in the data on the team sheets and the summary sheets in this area related to meal allotments. It was requested that this data be corrected in the school’s permanent Title IX file.</p>
<p>Coaching</p>	<p>X</p>		<p>School personnel provided an extra service pay schedule for the district which appeared equitable for all coaches. The 1999-2000 self audit showed the 42% of the girls’ coaches were employed off the school campus while 32% of the boys’ coaches worked off campus. KHSAA officials requested that the Gender Equity Review Committee, as well as school administrators, closely monitor this situation.</p>

Locker Rooms, Practice and Competitive Facilities	X		<p>School personnel were told that they need Form T-26 for each locker room provided--not each team. School personnel were requested to correct this data in the school's permanent Title IX file. School personnel were told that they need one Form T-27 for each practice and competitive facility provided—not one for each team. School personnel were requested to correct this data in their permanent Title IX file. There appeared to be a sincere desire by athletic officials to provide adequate locker space and dressing facilities for all athletes. There appeared to be a need for upgrading the softball field currently used by the school in order to be of equivalent quality in comparison with the other outdoor facilities. It was suggested that, in the short term, the school should look into the feasibility of supplying water and electricity to the girls' softball field and attempt to work with city officials to light the field as a long range goal. <u>The above mentioned items should be a part of the school's 2003-2004 Corrective Action Plan (Form T-60).</u></p>
Medical and Training Facilities and Services	X		<p>The school has a written schedule for usage of both school weight rooms. This schedule is in the permanent Title IX file. It was suggested to school personnel that these schedules be posted in the weight rooms.</p>

Publicity		X	Cheerleading was discussed. The school currently has two squads—the Red squad cheers for the boys’ basketball team and the Black squad cheers for the girls’ basketball team. The school’s current system appears inequitable because the Red squad always has tryouts first and those students judged to have lesser skills are allowed to try out for the Black team. This system appears to promote a situation in which the more highly skilled cheerleaders are selected to perform at the boys’ games. Several alternatives for developing a more appropriate selection process and/or assignments for the two squads were discussed with the school’s Gender Equity Review Committee. (See KHSAA Recommended Action.)
Support Services	X		The school’s Form T-35 and Form T-36 were discussed. The school’s most recent submittal to the KHSAA indicates a disproportionate amount of spending on boys’ sports programs for equipment and supplies. The school visit and discussions with school personnel gave the appearance of equity in benefits provided. Therefore, it was suggested to the Gender Equity Review Committee, as well as school administrators, that athletic spending should be monitored closely. It was also emphasized that this monitoring should include spending by booster clubs.
Athletic Scholarships	X		
Tutoring	X		
Housing and Dining Facilities and Services	X		

Recruitment of Student Athletes	X		

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

The school's most recent Corrective Action Plan calls for the completion of the new soccer complex, providing school transportation for volleyball players to the practice complex, and renovation of the football grandstand.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The major observed deficiency during the school visit was the apparent failure to provide equitable support for the girls' basketball team by the school cheerleading squad(s). (See KHSAA Recommended Action).

7. Facility Recommendations or Concerns

The school visit appeared to show a slight inequity of benefits provided by the current girls' softball facility. (See Comments section—Locker rooms, Practice and Competitive Facilities).

8. **KHSAA Recommended Action**

Notify Office of Civil Rights and Request Federal Investigation of Possible Violations

Notify Equity Division and KBE of Potential Title IX Violations

Suspension from the Association

Prohibition from Post Season Play

Probation For

Fine In The Amount of _____

None at This Time

School shall submit the following additional information:

(Publicity—Support by Cheerleaders) On or before **December 15, 2003**, school personnel are requested to submit a letter to the KHSAA detailing how the selection process and/or the game assignment of cheerleaders will be changed in order to provide more equitable support for both the boys' and girls' basketball teams. These changes should also be a part of the school's **April 15, 2004** Corrective Action Plan submitted to the KHSAA.

(Selection of Cheerleaders) On or before **April 15, 2004**, school personnel are requested to provide information to the KHSAA concerning the manner in which cheerleaders are selected for boys' and girls' teams. If cheerleaders are selected in such a way as to result in arguably better (i.e. "A" team vs. "B" team) cheerleaders performing at boys' events, the school shall also submit a plan under which cheerleaders of equal ability shall perform at an equal number of boys' and girls' games in comparable sport (i.e., boys' varsity and girls' varsity basketball game).

(Prime Time Contest/Girls' Basketball) On or before **April 15, 2004**, school personnel are 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 2004-2005 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.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Allan Holland

District Level Title IX Coordinator: Don Stacy

Name	Title	Telephone
Gary W. Lawson	KHSAA Audit Team	(502) 875-3817
Martha Mullins	KHSAA Audit Team	(859) 269-3394
Wanda Brown	Guidance Counselor	(606) 439-5888
Jeff Campbell	Teacher/Coach	(606) 439-5888
Don Stacy	Perry County Bd. of Ed.	(606) 439-5813
Renieca Harris	Parent	(606) 435-1192
Larry Robinson	Assistant Principal	(606) 439-5888

10. Comments

One person from the community attended the Public Comments Session. The meeting was adjourned at 6:50 p.m.

December 11, 2003

KHSAA:

The Perry County Central Cheerleading tryouts are going to be conducted in the following manner beginning in the spring of 2004:

1. Tryouts for the Red squad and the Black squad will be held on the same days to make the tryouts equitable.
2. Candidates will have to sign a paper stating whether they want to try out for the Red squad or the Black squad. They cannot do both.
3. Both squads will be picked on the same day.

Both squads will cheer during football season altering home and away games. The Red squad will cheer for the boy's basketball team and the Black squad will cheer for the girl's basketball team. Both squads will compete in the KAPOS region and state competitions in whatever divisions the coaches wish to place them in.

Thanks,

Kim Dixon

Kim Dixon
Perry Co. Central Cheerleading Coach

Allan Hill
Athletic Director
12-11-03

Perry Central
Athletic Department

Julian,

Here's our correction action plan for our cheerleaders.

Thanks,



Allan Holland
Athletic Director
12-11-03

December 16, 2003

KHSAA:

The Perry County Central Cheerleading tryouts are going to be conducted in the following manner beginning in the spring of 2004:

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2. Candidates will have to sign a paper stating whether they want to try out for the Red squad or the Black squad. They cannot do both.
3. Both squads will be picked on the same day.

Both squads will cheer for the football team alternating home and away games. Both squads will alternate girls' and boys' home and away basketball games.



Kim Dixon
Perry Co. Central Cheerleading Coach



Al Holland
Perry Co. Central Athletic Director