



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

(For schools re-visited during the **2004-2005** school year)

School: **Powell County High School**
Reviewed By: **Gary W. Lawson**
Date of Re-Visit: **October 27, 2004**
Telephone Number of Reviewer: **(502) 875-3817**

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)

	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

Comments:

According to data provided by school personnel, Powell County High School appears not to have met the standards established in this test during any of the past three school years.

- 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 school's calculations, it has met the standards established in this test during school years 2001-2002, 2002-2003, and 2003-2004.

- 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:

It appears from data submitted by school personnel that Powell County High School does not meet the standards established in this test. The results of the student survey indicated some interests that have not been pursued by the school.

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

Comments:

It appears, on the school's April 15, 2004 submittal to the KHSAA, that only a 50% return rate was received 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>According to the documentation sent to the KHSAA by school personnel, Powell County High School has consistently met the standards established in Test #2 for Athletic Opportunities. It appears that there are some athletic interests that could be pursued by the school (girls' golf and girls' soccer), but this cannot be accurately determined because of the poor return rate (50%) on the school's most recent student survey. Inspection of the school's permanent Title IX file revealed much improvement in record keeping. The file was well organized and included Gender Equity Review Committee meeting minutes and various other key items related to gender equity including several school policies, facility usage schedules, team schedules, and coaches' handbooks. School officials were commended for their record keeping. It was suggested to school officials that their system for posting recognition in the school gymnasium be a part of the Title IX file.</p>

Equipment and Supplies	X		<p>The uniforms displayed during the school re-visit indicated equivalence. The school resubmitted the equipment related forms requested from the first on-site visit (December 17, 2001) to KHSAA. The school has developed a written uniform replacement plan as requested after the original on-site visit. Interviews with coaches during this visit indicated that the school <u>is not consistently following the guidelines established in their rotation plan</u>. According to the coaches, the problem appears to stem from <u>lack of administrative supervision of booster clubs</u>. School administrators as well as members of the Gender Equity Review Committee were encouraged to follow a plan which provided equity. Coaches were encouraged to work through their site based and gender equity committees to ensure that policies are followed.</p> <p>A review of the school's Form T-71 indicated that the school is currently spending approximately \$143 per female athlete and \$224 per male athlete for equipment and supplies. It was suggested that school officials continue to monitor this area.</p>
Scheduling of Games and Practice Time	X		<p>All practice facilities that are shared appeared to be shared equitably. Usage schedules provided by the school were very useful during the visit. Prime time scheduling was defined and discussed. The school appears to be moving in a positive direction in this area. The school's most recent basketball schedule shows that 40% of the girls' basketball games are in prime time while 25% of the boys' games are in prime time.</p>
Travel and Per Diem Allowances	X		<p>The interviews with school administrators and students, as well as a review of the school's Form T-71, indicated parity in this area. There appeared to be a significant degree of interest in providing equity in this area by equity committee members.</p>

Coaching	X		A review of coaching salaries appeared to show parity. A review of the school's most recent submittal to the KHSAA indicated equity in the number of off-campus coaches.
Locker Rooms, Practice and Competitive Facilities		X	The major area of concern as indicated after the first school visit was needed improvement at the girls' softball field. The <u>12/17/01</u> report from the KHSAA requested the school to implement a plan to install <u>lights, a fence, and construct dugouts</u> . The completion date for these projects was to be no later than <u>March 15, 2004</u> . The re-visit on <u>October 27, 2004</u> , revealed that the fence is in place and new lights and poles were on the ground at the field ready to be installed. No dugouts had been constructed. School officials provided one bid sheet that had been taken on the dugouts. It appeared that school officials are working toward the goals established but <u>not at the pace requested by KHSAA</u> (See KHSAA Recommended Action). The school has made improvements in the amount of storage area provided for all athletic programs, the addition of a batting cage for baseball and softball, and a number of general maintenance improvements at several facilities. The locker space provided appeared very equitable. The assignment of shared locker space appeared to make gender equity a priority. The assignment of office space for coaches indicated equity.
Medical and Training Facilities and Services	X		The school has added a second weight room since the first visit by KHSAA officials. It appears that all athletes are provided adequate opportunities for supervised weight training. The Athletic Director schedules use of the weight rooms and usage schedules are posted. A new training room has also been added since the first visit by KHSAA officials.

Publicity	X		Cheerleading was discussed. The school has changed the number of cheerleading squads and their game assignments since the first visit. The school now has one cheerleading squad which is selected by KPOS judges and is assigned to cheer at all home basketball games for both the boys' and the girls' teams. They are also assigned to cheer at all conference games for both teams on the road. There also appears to be parity in the assignment of the school pep band.
Support Services	X		The school visit on 12/17/01 revealed problems in this area in relation to administrative control of booster club activity. This area could not be fully assessed at that time due to the school's failure to submit the Forms T-35 and T-36. Proper forms have been resubmitted as requested by the KHSAA. During this most recent school visit, interviews with school administrators conveyed concern and a sincere attempt by the school principal to gain control over booster spending in relation to provision of equity among the athletes at the school. A booster club agreement has been developed and implemented, and booster spending by two of the clubs has been frozen. Booster clubs still keep off-campus bank accounts in Powell County. This situation was discussed at length with school administrators. According to interviews with coaches, positive steps have been taken at this point, but the situation still has not been totally resolved (See Equipment and Supplies section). It was again suggested that school administrators enforce both current state policies as well as local site based policies in relation to booster clubs. School administrators were also encouraged to look into the feasibility of running all booster spending through school activity accounts.
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 (Form T-60)

The school's most recent Corrective Action Plan calls for the installation of lights and fence at the softball field as well as the construction of new dugouts. It also calls for increasing athletic storage areas, posting schedules for the weight rooms, increasing prime time basketball games for girls, development of a written uniform rotation plan, and ensuring an equity of support by school cheerleaders.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The major observed deficiency was the school's failure to meet the established timeline for improvements at the softball field as designated in the KHSAA report of December 17, 2001. Although not a major deficiency at this point, there is concern by KHSAA officials that lack of administrative oversight of booster spending could lead to inequitable provision of benefits.

7. KHSAA Recommended Action in relation to new deficiencies:

None

8. KHSAA Recommended Action in relation to re-occurring deficiencies:

The one reoccurring deficiency is the provision of equitable benefits to the girls' softball players at Powell County High School. No later than **January 15, 2005**, the school is to submit to the KHSAA a letter giving the projected date of installation of lights and the completed construction of dugouts at the softball field. The completion date of both projects should be **no later than July 30, 2005**. Included in this letter should be copies of all bids accepted on this construction by the board of education, minutes from the meeting of the board of education approving funding of the dugouts, and a written plan from school officials describing the steps to be taken for the completion of the project before the above designated date. Copies of this plan are to be included in the school's April 15, 2005 submittal to the KHSAA. This letter should be sent to the KHSAA no later than **January 15, 2005** and must contain the signatures of the Superintendent of Powell County Schools, the Chairperson of the Powell County Board of Education, and the Principal and Athletic Director of Powell County High School.

If this project is not completed by July 30, 2005, it is recommended that the KHSAA move to take more punitive action in relation to the athletic programs at Powell County High School.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Monroe Jones

District Level Title IX Coordinator: Asa Darryl Abner

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 875-3817
Monroe Jones	Athletic Director	(606) 663-3312
David Faulkner	Coach- G Softball & G Golf	(606) 663-3326
Cretia Mainous	Cheerleading Coach	(859) 200-6023
Doug Shepard	SBDM and Parent Rep	(606) 663-4067
Kevin Lawson	Boys Golf Coach	(606) 663-3326
Greg Coldiron	Boys Basketball Coach	(606) 663-3326
Lola Faulkner	Coach- B& G Cross Country	(606) 663-1948
Reba Woodall	KHSAA	(502) 535-6314
Natasha Parks	Student	(606) 663-4431
Ken Jones	G Basketball/ V-ball Coach	(606) 663-6659
Lance Smith	Principal	(606)663-3320
Asa Darryl Abner	District Title IX Coordinator	(606) 663-3330

10. Comments

No one from the community attended the public comments session. The session was adjourned at 5:25 p.m.