



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

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

School: Powell County  
 Prepared By: Gary W. Lawson  
 Date of Re-Visit: February 5, 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
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: The rosters and data submitted show that the school has met the standard established in Test 1 for the provision of athletic opportunities during two of the past three school years (2011-12 and 2012-13, but they did not meet the standard in 2013-14. The annual report for 2013-14 showed that female students made up 48% of the school's enrollment, and they were 41% of the school's athletic participants.

- 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: The rosters and information submitted in the annual Title IX reports indicate that the standard established in Test 2 for provision of athletic opportunities has not been met during any of the past three school years. The 2013-14 annual Title IX report showed that no teams for either gender have been added at any level during the previous five school years. There was one team added during the 2014-15 school year.

- 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: The information provided in 2013-14 Title IX school visit report indicates that the standard established in Test 3 for provision of athletic opportunities is not currently being met. The student athletic interest survey in the 2013-14 report indicates interest in bowling (32), tennis (27), soccer (52), archery (80), and bass fishing (69). The T-3 form in the 2013-14 report does describe some movement toward addressing the indicated soccer interest, but there is no evidence in the report that the other indicated interests are being addressed for validity. (See *KHSAA Recommended Action*.) Information gathered during the most recent visit verified that soccer for boys and girls had been added during the 2014-15 school year. Both teams played a full varsity schedule.

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

Comments: The information submitted on the T-63 form in the 2013-14 annual Title IX report indicates that an 82% completion rate was received on the most recent student athletic interest 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>The October 27, 2004 Title IX school visit report rated this area <i>Satisfactory</i> stating that the school's calculations indicated that the standard established in Test 2 for provision of athletic opportunities was being met. The December 11, 2012 report deemed the accommodation of interests and abilities <i>Satisfactory</i> documenting that it appeared the standard in Test 1 was being met. The recent submittals indicate that the school is not currently meeting the standards in any of the three tests. The 2013-14 report shows that the percentage of enrollment for females was 48%, and they made up 41% of the athletic participants (Test 1). This report also showed that no participation opportunities had been added for either gender during the previous five years (Test 2). The T-63 form in the 2013-14 showed indicated interests in bowling (32), tennis (27), soccer (52), archery (80), and bass fishing (59). That same report indicated that only the interest in soccer was being addressed. School officials were reminded during the most recent visit that failure to provide <i>proportional opportunities</i> has been designated the most serious deficiency under Title IX. (For a detailed description of all three opportunities tests, see page 2 of this report, and <i>KHSAA Recommended Action</i>.) The school's Title IX file was reviewed during the most recent visit. It was found to contain the two previous Title IX school visit reports, annual Title IX reports for the past five years, an extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all school sponsored varsity teams, facility usage schedules for the gym, indoor batting cage, and the two weight training rooms, written regulations regarding provision of awards, post season banquets, posting of athletic recognition and banners, and criteria for induction into the school's Athletic Hall of Fame (see <i>Publicity</i>.) Also in the Title IX file was written designation of the locker room and athletic equipment storage space assigned to</p>

<p>Accommodation of Interests and Abilities continued</p>			<p>each team, written minutes for all Gender Equity Review Committee meetings held during the last three years, a written uniform review, rotation, and/or replacement plan, written regulations addressing the provision of travel and per diem, a school-generated athletic handbook for coaches and handbook for student athletes, and a copy of the school's Athletic Facility Emergency Medical Plan (KRS 160.445). School officials were highly commended for the development and maintenance of a very comprehensive and well organized Title IX file.</p>
<p>Equipment and Supplies</p>	<p>X</p>		<p>The 2004 Title IX school visit report designated this benefit category <i>Satisfactory</i>. The report stated that the school had a uniform review, rotation, and/or replacement plan, but interviews with coaches indicated the plan was not being followed consistently. The 2012 report rendered this category <i>Satisfactory</i> and documented that it appeared that the uniform rotation plan was being followed. The most recent visit revealed that the school has a uniform review plan based on a five-year cycle of rotation for all teams except boys and girls golf who replace their shirts annually. The uniforms seen during the visit showed relative parity when compared as a total group. There was a slight advantage noted for the softball team compared to baseball, a slight advantage for female golfers compared to males (females received two shirts—boys one), and a significant advantage to boys basketball compared to girls basketball. Boys basketball players were provided playing shoes this year—girls were not. <u>School officials assured the KHSAA representative that this was an oversight that would be corrected.</u> According to the data submitted in the 2012-13 and 2013-14 annual Title IX reports, the school was spending approximately \$183 per female athlete compared to \$188 per male athlete for equipment and supplies.</p>
<p>Scheduling of Games and Practice Time</p>	<p>X</p>		<p>Both the previous two Title IX school visit reports deemed this benefit category <i>Satisfactory</i>. Information provided during the</p>

Scheduling of Games and Practice Time continued			visit showed that the number of competitive events scheduled for teams of "like" sports was comparable except in the case of boys and girls soccer. The current schedules showed the boys team has 23 varsity matches compared to 13 for the girls soccer team. School officials said this difference developed because this was the first year for soccer, and the number of girls participating was limited to the extent that they were unable to play a full schedule of matches. Administrators are hopeful that an increased number of female soccer players for the coming school year will allow them to schedule an equitable number of matches. The Title IX file contained equitable usage schedules for all shared practice facilities. The scheduling of competitions during the most optimal playing times on an equitable basis was discussed with school officials who were commended for the provision of parity in this endeavor.
Travel and Per Diem Allowances	X		Both the previous Title IX school visit reports rated this benefit category <i>Satisfactory</i> . The 2012 report did request that the school's travel and per diem guidelines be expanded to include equitable parameters in relation to lodging for student athletes. The most recent visit revealed that the regulations had been expanded to address equitable provision in regard to mode of transportation, meals, and lodging for student athletes. The data submitted in the 2012-13 and 2013-14 annual Title IX reports show that the school was spending approximately \$46 per female athlete and \$37 per male athlete for travel and per diem.
Coaching	X		Both the 2004 and 2012 Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . The principal and athletic director are responsible for the evaluation of all head coaches. A written instrument is not used as part of this process at this time. According to the information on the T-35 form in the 2013-14 annual Title IX report, the total amounts spent for coaching salaries for teams of "like" sports were comparable. A review of the

Coaching continued			<p>district's extra service pay schedule for coaches revealed parity. Information found in the <i>Coaching</i> column on the T-35 form in the annual Title IX report shows that the ratio of coaches to female athletes is one to 16. The ratio of coaches to male athletes is one to 14. This total ratio slightly favors the male athletes. School officials were asked to investigate the coaching situation in volleyball. The 2013-14 annual report showed only one coach for three teams in this sport. Information gathered during the most recent visit revealed that 72% (5/7) of the head coaches of girls teams and 57% (4/7) of the head coaches of boys teams are on-campus employees.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>The 2004 Title IX school visit report rated this benefit category <i>Deficient</i> citing the existing disparities in relation to the girls softball facility. The 2012 report deemed this category <i>Satisfactory</i> stating that renovations at the softball field were complete and it appeared the amenities provided at the softball facility were of slightly highly quality than those at the other outdoor venues. The most recent visit revealed that additional improvements had been made at the softball facility including a small dressing room adjacent to the field and a new scoreboard. All the other indoor and outdoor competitive facilities appeared to provide similar amenities. All school teams are assigned dressing facilities and equipment storage space except girls and boys soccer. (2013-14 was the first year for these teams.) <u>These teams will be assigned dressing space in the boys and girls P.E. locker rooms next year. An area adjacent to the training room is being prepared to be the equipment storage space for soccer.</u> In general, the limited amount of space for athletic equipment storage at the school seems to be assigned equitably. All coaches at the school have access to office space.</p>

Medical and Training Facilities and Services	X		<p>The two earlier Title IX school visit reports rated this benefit category <i>Satisfactory</i>. At the time of both visits, the school had two weight training facilities, and each venue had equitable usage schedules posted. The school continues to maintain the two weight training facilities. Weight Room 1, located in the gym, has an equitable usage schedule in the Title IX file and posted at the facility. This room has equipment that is suitable for use by female athletes. Weight Room 2 is located adjacent to the football dressing room and <u>cannot</u> be locked off from that dressing area. This weight room appears to have minimal equipment suitable for female use, but it does have an equitable usage schedule in the file and posted at the facility. Interviews with student athletes and coaches indicated that female teams used both facilities. It was suggested that the Gender Equity Committee and school administrators look into the feasibility of designating weight room 1 as a facility for female athletes and weight room 2 as a facility for male athletes. Athletic trainer services are not provided at the school at this time. All student athletes are responsible for getting their own physical examinations.</p>
Publicity	X		<p>The 2004 and 2012 Title IX school visit reports designated this benefit category <i>Satisfactory</i>. The school currently sponsors one varsity cheerleading squad. This squad is assigned to cheer at all home, away, and post season football games. They also cheer at all home games, away games with conference opponents, and post season games for both the boys and girls basketball teams. The full band performs at all home football games and the pep band plays at all home boys and girls basketball games. The Title IX file contained equitable written regulations addressing provision of awards, post season banquets, and criteria for induction into the athletic hall of</p>

Publicity continued			fame. There were also guidelines relating to the posting of recognition banners in the gym. <u>It is requested that upon receipt of this report that these guidelines be expanded to include specific standards for individuals or teams to receive recognition on banners to be displayed in the gym.</u> The information submitted in the 2012-13 and 2013-14 annual Title IX reports show that the school was spending approximately \$15 per female athlete and \$14 per male athlete for awards.
Support Services	X		The 2004 Title IX school visit report deemed this benefit category <i>Satisfactory</i> stating that the school was in the process of implementing a system for oversight of booster expenditures. The 2012 report again rated this category <i>Satisfactory</i> documenting that, at that time, there was only one athletic booster club in existence. This club supported the football program. Since the time of the 2012 visit, the school has instituted a requirement that the booster club run all monies through school accounts and their purchases are monitored through use of approved purchase orders. An analysis of athletic spending for the past two years shows that in 2012-13 expenditures were within generally accepted parameters for the provision of parity on both a percentage and per athlete basis. In 2013-14, the expenditures submitted on the T-35 form appeared to favor female athletes—approximately \$530 per female compared to \$428 per male athlete.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		



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

The school's most recent T-60 forms call for the following:

- upgrading the softball field scoreboard and drainage system;
- monitoring student interest in girls soccer and archery;
- adding a press box at the baseball and softball fields.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

One deficiency was assigned as a result of the February 5, 2015 Title IX school visit. This deficiency was a result of the school's failure to meet the standard established in any of the three Title IX opportunities tests. (See *KHSAA Recommended Action in relation to new deficiencies.*)

There are also some minor areas of concern in relation to equitable provision of uniforms (*Equipment and Supplies*) and equitable written guidelines for posting recognition banners (*Publicity*).

7. KHSAA Recommended Action in relation to new deficiencies

(Accommodation of Interests and Abilities) On or before April 29, 2015, the school is to submit to KHSAA written documentation of the steps taken to address the indicated interest in tennis and bowling shown on the 2013-14 athletic interest survey. This documentation should include, but not be limited to, evidence of interest meetings held and the attendance at these meetings. If attendance at these meetings indicates that the interest is authentic (for one or both sports), the future actions to be taken by the school are to be included as well. Documentation of these steps are to be a part of the T-3 form and the Title IX improvement plan (T-60 form) submitted to KHSAA on April 30, 2014.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated as a result of the December 11, 2012 Title IX school visit.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Monroe Jones, 791 Breckenridge St., Stanton, KY 40380  
(606) 663-3300

District Level Title IX Coordinator: Monroe Jones, 791 Breckenridge St., Stanton, KY 40380  
(606) 663-3300

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Shayla Lindon	Student Athlete	(606) 663-3330
Brad Smith	Student Athlete	(606) 663-3330
Ken Jones	Girls Basketball/ VB Coach	(606) 663-3320
David Faulkner	Golf, Sball, Asst. B-ball Coach	(606) 663-3320
Julie Clark	Boys and Girls C Ctry Coach	(606) 663-3330
Kendall Kearns	Principal	(606) 663-3320
Chris Varney	Asst. Athletic Director/Baseball	(606) 663-3320
Monroe Jones	Title IX Director/Administrator	(606) 663-3330

10. Comments

No one from the community attended the Public Comments session. School officials were commended for their excellent preparation for the school visit. The meeting was adjourned at 3:20 pm EST.