

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

(For schools re-visited during the 2008-2009 school year)

School: Prestonsburg High School
 Prepared By: Jenny McCarty
 Date of Re-Visit: 11-13-2008
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By: **Darren Bilberry**

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
	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 the data submitted by the school, it appears that the school has not met this standard for the Substantial Proportionality Test (T-1) for the previous 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 data submitted by the school, it appears that the school has not met the standard of History and Continuing Practice Test (T-2) for the previous three school years. It should be noted that the school added two additional teams during this three year period. The school has added girls' soccer and tennis.

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 data submitted by the school, it appears that the school has not met the standard of History and Continuing Practice (T-2) for the previous two school years. According to the data submitted for Accommodation of Interests and Abilities (Test 3) the school answered yes to question five indicating their was an interest in Girls' Cross County. The school did not ascertain if there was viable interest to begin a cross country team.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?

Yes No

Comments: The school should be commended for surveying students for each of prior two school years. The 2007-2008 student survey was administered to grades 8-11 with an 81% rate of return.

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

Benefit to Students	Satisfactory	Deficient	Comments
<p>Accommodation of Interests and Abilities</p>		<p>X</p>	<p>The February 2002 audit report indicated that students were not surveyed properly. Prestonsburg High School has improved their method of surveying students to access their athletic interests. The data submitted on form (T-4) of the annual report for the 2007-2008 school year indicated that there was sufficient interest in girls' cross country from the results of the survey given. Even though there was interest expressed in cross country, the school did not address this interest. The steps to address the process of determining if there is viable interest in a sport were discussed with school officials. Auditors recommended surveying the students again this year, then addressing the survey interests so that the school can receive credit for this standard of compliance. (See KHSAA Recommendation)</p>
<p>Equipment and Supplies</p>		<p>X</p>	<p>The uniforms viewed during the re-visit did demonstrate some disparity in the quality and quantity. The boys and girls' track, girls' volleyball, softball, and girls' basketball uniforms appeared to be of lesser quality than the other uniforms viewed. Auditors were informed that girls' basketball would be receiving like quality uniforms this year, but they had not been received at the time of the re-visit. The school currently does not have a uniform rotation and replacement policy to ensure equivalence in this benefit area. (See KHSAA Recommendation)</p> <p>There is a disparity in the types of electronic devices available to all coaches. An office used exclusively by a boys program contains several current electronic coaching aids that are not found in other offices. Auditors recommended that the school make sure that all of its coaches have access to the use of this equipment when needed.</p> <p>All athletic equipment viewed appeared to be equitable and some equipment is equally shared by like sports. The school does not have inventories of equipment in the Title IX</p>

Equipment and Supplies Cont'd			file. There is a large disparity in spending in this area for males and females. The three year average of spending for equipment and supplies further demonstrates this disparity. For the past three years the school spent 64,319 dollars on male participants and 14,200 dollars on female participants in this benefit area. (See KHSAA Recommendation)
Scheduling of Games and Practice Time	X		The use of the athletic facilities appears to be scheduled equitably. The school played 50 % of girl's basketball games in prime time last year. The 2008-2009 girls' basketball schedule does not meet the prime time requirement. School officials were aware of this problem and were working to adjust the schedule to meet prime-time requirements. The basketball schedule will be checked by KHSAA auditors to ensure that the school meets its prime-time/date requirement.
Travel and Per Diem Allowances	X		Students are transported by school bus for athletic contests. From interviews conducted it appears that meals are sometimes provided to student athletes but not consistently. The school does not have a travel and per diem policy or guideline in its master Title IX file. (See KHSAA Recommendation)
Coaching	X		Pay is comparable for both male and female sports. A salary schedule was found in the Title IX file. Most coaches are employed on campus and auditors determined through interviews conducted that students do have access to those coaches who are not on campus.
Locker Rooms, Practice and Competitive Facilities			All the facilities viewed were well maintained for all sports. The gymnasium, football field, and track are all located on the Prestonsburg High School campus. The boys and girls' soccer fields, boys' baseball and girls' softball fields are located at a new facility several miles from campus. At the present time there is no scoreboard on the girls' softball field, however there is on the adjacent boys' baseball field. School officials are aware of this inequity and are in the process of developing a plan to add a scoreboard to the girls' field. There is a hitting facility at the complex where the baseball field and softball field are located. Auditors could not view this facility, but were

Locker Rooms, Practice and Competitive Facilities Cont'd			<p>informed that it was mostly used by boys' baseball. The girls' softball team has a batting cage located at the school which their coach prefers to use, however the coach informed auditors that the softball team did use the facility located at the field on occasion. The complex contains restroom and concession facilities in which athletes could dress. However, auditors were told that the boys' baseball team dresses in the indoor hitting facility. The indoor facility does not contain lockers or restrooms according to school personnel. (auditors could not view this facility) It is imperative that the school ensure that these two hitting areas can be shared in an equitable fashion. (See KHSAA Recommendation)</p>
Medical and Training Facilities and Services	<p>X</p>		<p>The weight room is located inside the football locker-room next to the school. There is no separation between the weight room and dressing facilities. The weight room décor did not include female friendly pictures, posters etc. in the room. The auditors noticed the absence of light weight bars for female use, however there were many other types of equipment that could be used by female athletes. There was not a weight room schedule posted. Auditors were informed during interviews that the school also had another facility that athletes use to workout. (auditors did not view this facility) (See KHSAA Recommendation)</p>
Publicity		<p>X</p>	<p>Prestonsburg High School has numerous types of publicity for the student athletes. Upon reviewing these types of publicity there appears to be an advantage to boys' teams which is consistent with the data submitted on the re-visit report. There is a large disparity in spending in awards for this school. For the past three years the school spent an average of 13,621 dollars on male participants and 1,889 dollars on female participants in this benefit area. (See KHSAA Recommendation)</p>

Support Services		X	The school currently has individual booster clubs which have off-campus accounts and there is no plan in place for the monitoring of purchases to ensure equity. Since 2004-2005 the school has been asked to closely monitor spending because of the continued disparity between its male and female participants. The 2007-2008 status report sent to the school asked the school to review the spending for 2007-2008 at the first Gender Equity Review Committee to determine if there was also a spending inequity in the past year. If such a spending inequity was found, the school was to develop a plan to address this issue and submit the minutes of that meetings as well as the plan to the KHSAA by October, 2008 . The school had not responded to this request at the time of the re-visit. The Gender Equity Review Committee had met the day before the re-visit and the minutes reflected other concerns addressed in the Status Report, but not specifically the spending inequity. The re-visit report figures for expenditures were to reflect spending that occurred in 2007-2008, however the figures submitted were for 2006-2007 which had been submitted on the annual report last year.
Athletic Scholarships	N/A		The 2002 audit report requested the school to provide an explanation for the manner in which scholarships were awarded. During the re-visit auditors determined through interviews with school personnel and students that no athletic scholarships were being awarded by the school or school support groups.
Tutoring			All students have access to extended school services for tutoring purposes.
Housing and Dining Facilities and Services	N/A		
Recruitment of Student Athletes	N/A		

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

- The school has met its goal of prime-time-date requirement for its girls' basketball program.
- The school has added girls tennis and soccer to its athletic program

- The district has developed an athletic handbook
6. **Observed Deficiencies in Overall Girls and Boys Athletics Programs**
- Equipment and Supplies – The school consistently had a disparity in spending for equipment and supplies for male and female participants. Uniforms viewed did not demonstrate equivalence in quantity and quality.
 - Publicity - The school currently has a disparity in spending for awards, and does not have a policy or guideline to ensure equity in publicity for its student athletes.
 - Support Services – The school does not have oversight in relation to booster spending at the school.
 - Opportunities – The school does not meet any of the three standards for compliance for opportunities.
7. **KHSAA Recommended Action in relation to new deficiencies**
- Submit to the KHSAA no later than **April 15, 2009** a written policy for travel and per-diem.
 - Submit to the KHSAA no later than **April 15, 2009** a written athletic award policy inclusive of all types of awards (including banners) and recognition given by the school.
 - Submit to the KHSAA no later than **April 15, 2009** a uniform rotation and replacement policy to include all sports offerings at your school.
 - Complete an inventory of all athletic equipment and supplies at your school. The school may choose to use the original self audit inventories or may develop an inventory process that works best for the school. The results of this school inventory should be discussed and evaluated by the Gender Equity Review Committee to determine future spending needs. The minutes of your committee meetings should reflect that you have addressed this concern.
 - Submit to the KHSAA on or before **April 15, 2009** a written plan for oversight of athletic spending. Particular emphasis in this plan is to be placed on expenditures by booster clubs. The plan is to include, but not be limited to, the specific school personnel who approve athletic purchases, a written booster club agreements, and any and all changes in relation to booster clubs.
 - The student interest survey should be given to students this year and submitted with the annual report. If there is viable interest in a sport not offered the school should submit documentation that they have investigated that interest.
 - Submit to the KHSAA a usage schedule for the softball and baseball hitting facilities. If the softball coach and team elect not to utilize the hitting facility at the baseball field, he school should then submit documentation to that effect with the signature of the softball coach and players instead.
 - Submit to the KHSAA a plan for enclosing the weight room so that female athletes can access the facility without viewing the boys' dressing area with the annual report. A written usage schedule of these training facilities should also be submitted and posted at the school.
 - On or before **April 15, 2009** submit digital pictures of the hitting facility located at the baseball/softball fields and the fitness facility that auditors were unable to view during the re-visit.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

None

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Sean Ousley

District Level Title IX Coordinator: Keith Henry

Name	Title	Telephone
Keith Henry	District AD	606-285-3634
Ted George	Principal	606-886-2252
Linda Gearheart	Board Member	606-886-6694
Jackie Crisp	Volleyball and Girls' Basketball Coach	606-886-2252
Terri McCoy	Parent	606-886-1624
Sean Ousley	AD	606-886-2252
Alexis Derossett	Student	606-874-2250
Martha Mullins	KHSAA Auditor	859-299-5472
Jenny McCarty	KHSAA Auditor	502-223-6965

10. Comments

Written minutes for Gender Equity Review Committee meetings were not found for any of the previous school years in the Title IX file. The school did have minutes of the meeting held on November 11, 2008. Auditors did not find the original self study conducted by schools in 1998 and one school year report Auditors advised school officials that they should request copies of the missing reports from the KHSAA. Assistance was offered by auditors to work with the school on any of the concerns expressed concerning Title IX Compliance.

*Jenny
Reid*
APR 15 2009

Prestonsburg High School

Corrective Action Plan

Title IX Audit

Corrective Action

2008-09

**Prestonsburg High School
Corrective Action Plan
For
Title IX Audit
Fall 2008**

Schedule for Off-Campus Hitting Facility at StoneCrest

Softball/Baseball teams will alternate on a weekly basis the 1st eligible week of practice throughout the season - Baseball 1st week and softball next week and alternate weekly till the end of the season. (Pictures Attached at end of plan)

Weight Room Facility

School will attempt to incorporate a female weight class into the daily schedule to allow female access to weight room. Facility will also require equipment to be gender friendly (ex: lighter weights, more bicycle or elliptical machines). School will also enclose locker room area to allow females to change without being seen from weight room.

Increase Female Participation

High school will coordinate with feeder schools to better develop sports program to engage more females students through a methodical process.

Elementary – focus on increase in athletic numbers, fundamentals and sportsmanship.

Middle – More emphasis on practicing skills, competition, and high school personnel working more closely with middle school coaching staff.

High – better publicity of female sports, recognition and retention of female athletes.

Other areas of emphasis – Better coordination of sports program between high and middle school.

Equipment Inventory

All sports will complete an equipment inventory for all equipment used by that specific sport for each year. This will also assist in maintain equity among male and female sports spending and types of equipment.

Inventory sheet will consist of

- all uniform articles maintained by the school and boosters organizations.
- all consumables will be listed as purchased ex: balls, scorebooks, medical supplies
- equipment and training aides

All inventory sheets will be updated annually by the coaching staff of that specific sport.

Uniform Rotation Schedule

Prestonsburg High School will have a uniform replacement schedule for all sports that it maintains at the school through school funding or through booster funding. All sports will follow schedule as close as possible excluding any unforeseen circumstances

Fall

Football - 2011-12

Soccer - 2009-10

Volleyball- 2010-11

Golf – 2012-13

Winter

Boy's Basketball – 2010-11

Girl's Basketball -2009-10

Wrestling – 2012-13

Track -2011-12

Spring

Softball – 2010-11

Baseball – 2011-12

Tennis – 2009-10

Meeting Standard for Opportunities

Through the 2 year student interest survey, Prestonsburg High will gauge student interest in extra-curricular activities. If the survey shows a viable interest in a KHSAA sanctioned sport the school will follow the following steps to present an opportunity for the sport to be maintained and the interest fulfilled.

- 1) The Athletic Director will schedule a meeting during the school day to gather students' interested in the requested sport.
- 2) A second meeting will held for the students and the students' parents after school to gauge further interest and support for an athletic team.

- 3) If a viable number still exist to start a team, a third meeting will be held to discuss scheduling and to petition the KHSAA for competitive play as a Junior Varsity team or Varsity team.

Travel Per Diem for Male and Female Sports

Each sport at Prestonsburg High School will have the opportunity ^{-how?} to provided meals for their student-athlete for up 40 % of their regular season away games.

- Meals will not cost more than \$10.00 per student excluding drinks.
- Coaching staff will select those games that the team will be provided meals
- Meals will be allowed for all KHSAA Tournament play. (District, Regional, State Play-offs)

An attempt will be made by administration to provide equity in number of invitational tournaments played boy's v. girl's.

Booster Organizations

All booster organizations will sign a letter of agreement with the school to provide the following.

- 1) All accounting must follow school accounting procedure.
- 2) Must provide a detailed expenditure report each year to complete the T35, T36 Title IX Report ex: travel, meals, equipment, publicity, and uniform.
- 3) List of all officers of their organization.
- 4) All purchases must be made through the school or with schools permission.
- 5) Officers will meet with the schools administration to discuss expenditures and concerns related to Title IX equity.
- 6) Booster groups may be asked by the school to help close the gaps between sports.

School-wide Awards Policy

The school will work with the booster organizations of the different sports to develop 2 awards ceremonies during the school year to recognize the student athletes in a manner that provides equity among its members.

Fall Sports – football, golf, volleyball, soccer, cross country
December Banquet

Spring Sports – Baseball, Softball, Track, Tennis, Boy's/Girl's Basketball
June Banquet

Meals will be provided by the efforts of the school and the boosters by the percentage of members and guest for their particular sport.

Awards for each sport on a comparable basis

- 110% Award
- MVP
- Sportsmanship
- State Recognition or special recognition
- Defensive Player
- Offensive Player
- Participation Award
- Senior Recognition
- Sports that are individual in nature may submit separate awards policy.

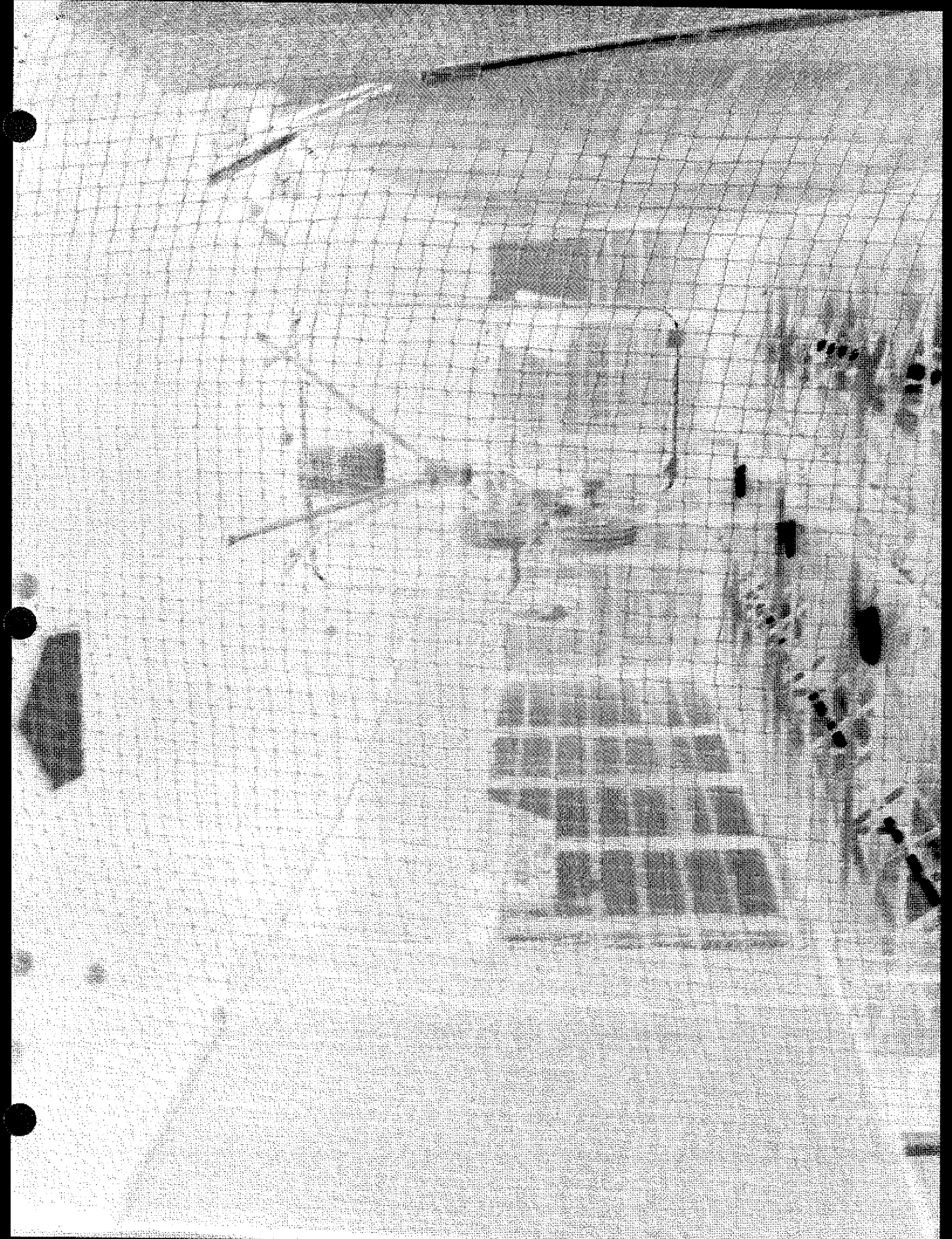
Lettermen Policy

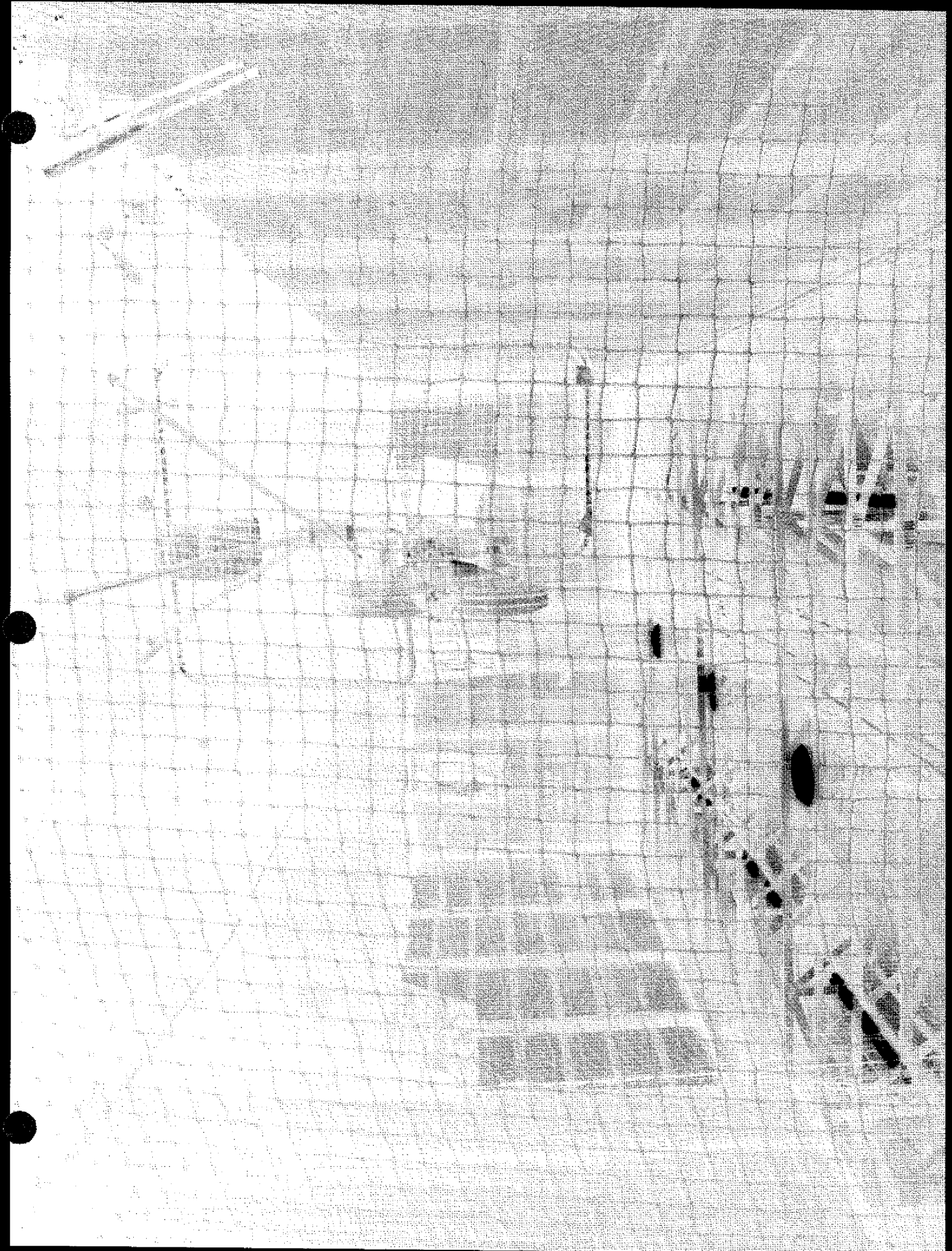
Each member of a varsity sport will be eligible for a lettermen jacket after 2 years on a varsity team.

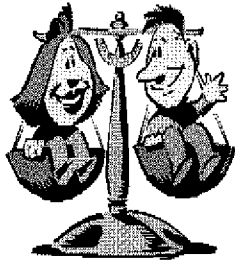
- No grade school athletes will letter
- Must maintain acceptable behavior during the school year (Demerit system will be created)
- Letter/Stripes will be provided at the banquet
- Booster must provide jacket
- Grade Recognition
- School will provide sport emblems

Banners

The school will provide banners to recognize each sport and to publicize their success. The banners will be located in a visible public place in the school.







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1. Completed Required Forms

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- 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
	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 the data submitted by the school, it appears that the school has not met this standard for the Substantial Proportionality Test (T-1) for the previous 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 data submitted by the school, it appears that the school has not met the standard of History and Continuing Practice Test (T-2) for the previous three school years. It should be noted that the school added two additional teams during this three year period. The school has added girls' soccer and tennis.

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 data submitted by the school, it appears that the school has not met the standard of History and Continuing Practice (T-2) for the previous two school years. According to the data submitted for Accommodation of Interests and Abilities (Test 3) the school answered yes to question five indicating their was an interest in Girls' Cross Country. The school did not ascertain if there was viable interest to begin a cross country team.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?

Yes No

Comments: The school should be commended for surveying students for each of prior two school years. The 2007-2008 student survey was administered to grades 8-11 with an 81% rate of return.

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

Benefit to Students	Satisfactory	Deficient	Comments
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Equipment and Supplies Cont'd			file. There is a large disparity in spending in this area for males and females. The three year average of spending for equipment and supplies further demonstrates this disparity. For the past three years the school spent 64,319 dollars on male participants and 14,200 dollars on female participants in this benefit area. (See KHSAA Recommendation)
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Locker Rooms, Practice and Competitive Facilities			All the facilities viewed were well maintained for all sports. The gymnasium, football field, and track are all located on the Prestonsburg High School campus. The boys and girls' soccer fields, boys' baseball and girls' softball fields are located at a new facility several miles from campus. At the present time there is no scoreboard on the girls' softball field, however there is on the adjacent boys' baseball field. School officials are aware of this inequity and are in the process of developing a plan to add a scoreboard to the girls' field. There is a hitting facility at the complex where the baseball field and softball field are located. Auditors could not view this facility, but were

Locker Rooms, Practice and Competitive Facilities Cont'd			<p>informed that it was mostly used by boys' baseball. The girls' softball team has a batting cage located at the school which their coach prefers to use, however the coach informed auditors that the softball team did use the facility located at the field on occasion. The complex contains restroom and concession facilities in which athletes could dress. However, auditors were told that the boys' baseball team dresses in the indoor hitting facility. The indoor facility does not contain lockers or restrooms according to school personnel. (auditors could not view this facility) It is imperative that the school ensure that these two hitting areas can be shared in an equitable fashion. (See KHSAA Recommendation)</p>
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Housing and Dining Facilities and Services	N/A		
Recruitment of Student Athletes	N/A		

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

- The school has met its goal of prime-time-date requirement for its girls' basketball program.
- The school has added girls tennis and soccer to its athletic program

- The district has developed an athletic handbook

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

- Equipment and Supplies – The school consistently had a disparity in spending for equipment and supplies for male and female participants. Uniforms viewed did not demonstrate equivalence in quantity and quality.
- Publicity - The school currently has a disparity in spending for awards, and does not have a policy or guideline to ensure equity in publicity for its student athletes.
- Support Services – The school does not have oversight in relation to booster spending at the school.
- Opportunities – The school does not meet any of the three standards for compliance for opportunities.

7. KHSAA Recommended Action in relation to new deficiencies

- Submit to the KHSAA no later than **April 15, 2009** a written policy for travel and per-diem.
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8. KHSAA Recommended Action in relation to reoccurring deficiencies
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9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Sean Ousley

District Level Title IX Coordinator: Keith Henry

Name	Title	Telephone
Keith Henry	District AD	606-285-3634
Ted George	Principal	606-886-2252
Linda Gearheart	Board Member	606-886-6694
Jackie Crisp	Volleyball and Girls' Basketball Coach	606-886-2252
Terri McCoy	Parent	606-886-1624
Sean Ousley	AD	606-886-2252
Alexis Derosssett	Student	606-874-2250
Martha Mullins	KHSAA Auditor	859-299-5472
Jenny McCarty	KHSAA Auditor	502-223-6965

10. Comments

Written minutes for Gender Equity Review Committee meetings were not found for any of the previous school years in the Title IX file. The school did have minutes of the meeting held on November 11, 2008. Auditors did not find the original self study conducted by schools in 1998 and one school year report Auditors advised school officials that they should request copies of the missing reports from the KHSAA. Assistance was offered by auditors to work with the school on any of the concerns expressed concerning Title IX Compliance.