

## KIISAA TITLE IX RE－VISIT FINAL AUDIT REPORT

（For schools re－visited during the 2006－2007 school year）

School：Pulaski County High School<br>Prepared By：Martha Mullins<br>Date of Re－Visit：December 7， 2006<br>Telephone Number of Reviewer：（859）299－5472<br>Reviewed By：Larry Boucher

## 1．Completed Required Forms

Verification of Forms（Form GE－50）
Participation Opportunities Summary Chart（Form T－70）Yes 図 No $\square$
Benefits Summary Charts（Forms T－71 \＆T－72）
Benefits Publicity（Form T－73）
Corrective Action Plan Summary Charts（Form T－74）Yes $⿴ 囗 ⿱ 一 一 \infty$

## 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 |
| $\mathbf{X}$ | 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 $\square$ No 区

## 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 $\square$ No $⿴ 囗$

## Comments：

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 $\boxtimes$ No $\square$

## Comments：

Although the sports of gymnastics for girls and wrestling for boys have been indicated as significant interests on the student survey over time，school personnel have not added these sports to the athletics program．The lack of competition within reasonable distances and the fact that gymnastics is not a KHSAA sanctioned sport were factors leading to this decision．At the present time，the school offers all the sanctioned sports for girls，to include junior varsity and freshmen teams in most sports．In addition，physical education classes，dance team，and cheerleading were said to include gymnastics at some level in their activities．There is a wrestling club team．

3．Is the school＇s most recent Student Interest Survey accurate in relation to the assessment of Interests \＆Abilities？
Yes $\mathbb{\text { N }}$ N $\square$

## Comments：

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

| Bencfit to <br> Students | Satisfactory | Deficient | Comments |
| :--- | :---: | :--- | :--- |
| Accommodation <br> of Interests and <br> Abilities | $\mathbf{X}$ |  | The school met the standards for compliance <br> with Test 3. |
| Equipment and <br> Supplies | $\mathbf{X}$ |  |  |
| Scheduling of <br> Games and <br> Practice Time | $\mathbf{X}$ |  | The school has met the KHSAA required <br> percentage of girls' basketball games to be <br> played on prime dates/times for 2006-2007. |
| Travel and Per <br> Diem <br> Allowances | $\mathbf{X}$ |  | All travel is by school bus. By policy, per diem <br> is provided by school administration for any <br> team only for state tournament participation. |
| Coaching | $\mathbf{X}$ | Two head coaches of girls' teams are not <br> employed on campus. All head coaches of <br> boys' teams are employed on campus. |  |
| Locker Rooms, <br> Practice and <br> Competitive <br> Facilities | $\mathbf{X}$ | Four boys' teams have sole designated locker <br> rooms. Only one girls' team has its own locker <br> room. |  |
| Medical and <br> Training | $\mathbf{X}$ |  | All student athletes have access to the weight <br> room at the field house. A wellness area near <br> the gymnasium is available to female athletes <br> after school, and, according to athletes, <br> available for any athlete who is rehabilitating <br> from athletic injury. The school district has <br> contracted with local medical services for <br> coverage as needed. |
| Services |  |  |  |$\quad$



| Housing and <br> Dining Facilities <br> and Services | X |  | Clarifications were made as to the provision of <br> meal service to athletes. Coaches make the <br> determination if funds are used to provide food <br> service. |
| :--- | :---: | :---: | :--- |
| Recruitment of <br> Student Athletes | N/A |  |  |

5. Brief Summary/Analysis of the Corrective Action Plan (Form T-7)

Major emphasis since the original on-site visit was placed on adding teams for girls, improving publicity and promotion printed materials, and adding facilities. Goals have been reached, though exclusive use of locker room space still favors boys' teams, four to one. Interest in gymnastics and wrestling reflected on the student surveys was addressed and accommodated by means other than through the interscholastic athletic program.

## 6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Some operational policies needed further review for greater clarification. Boys' programs have an advantage in exclusive use of locker room space, in coaches' office space, and in the number of on-campus head coaches.

## 7. KHSAA Recommended Action in relation to new deficiencies

As an attachment to the 2006-2007 annual Title IX report, due April 15, 2007, school personnel will attach a copy of revised policies in relation to:
A. awards and recognitions, to include those for individuals and teams and annual ceremonies or activities

3 B. location of storage space for athletic inventories in each sport
$\because \mathrm{C}$, selection and assignments of cheerleaders
D. established means of communication between off-campus head coaches and athletes during the school day.
$Q_{<}$E. scheduling of athletic competition, all sports
F. any other facet of the athletic program that needs written policy for guidance, as determined by the Gender Equity Review Committee, the athletic director, or the principal

In addition, the school will address on its Corrective Action Plan (T-60) the advantage the boys' program has in the exclusive use of locker rooms and coaches' offices.

Lastly, school personnel are advised to review the school's permanent Title IX file and add to it copies of correspondence from the KHSAA and any other pertinent material which represents procedures currently in place to insure gender equity in athletics. A statement should be attached to the 2006-2007 annual Title LX report signifying that this action has been completed.

## 8. KHSAA Recommended Action in relation to reoccurring deficiencies None

## 9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Gilbert Wilson
District Level Title IX Coordinator: Steve Butcher

| Name | Title | Telephone |
| :--- | :--- | :---: |
| Cindy Price | School Board Member | $606-679-5242$ |
| Robert Bowers | Principal | $606-679-1574$ |
| Gilbert A. Wilson | Athletic Director | $606-679-1574$ |
| Terry Branscum | Site-based Council; Booster | $606-271-6927$ |
| Tammy Cash | Parent; Booster Club | $606-423-3894$ |
| Sheila Elmore | Counselor | $606-678-5874$ |
| Cass Barron | Student | $606-451-8654$ |
| Larry Bryson | Board Attorney | $606-878-7123$ |
| Steve Butcher | Ass't. Superintendent | $606-679-1123$ |
| Gary Lawson | KHSAA Auditor | $502-875-3817$ |
| Martha Mullins | KHSAA Auditor | $859-299-5472$ |

## 10. Comments

The school was commended for its progress in erasing earlier shortcomings, and for the cooperation evident among school personnel, the Gender Equity Review Committee, and the school district.

Interviews with administration, coaches, and student-athletes were positive and supportive of the athletic programs. However, one need that was discussed was the initiation of better "feeder" basketball programs for girls to parallel those opportunities for boys' sports in the community. The exclusive use of locker room space was brought forth in two of the three interviews as well.

The Gender Equity Review Committee meeting was well attended, and the discussion was open, positive

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Date of yisit: 12-7-06



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Name
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Tammy Cash Parent $/$ Booster cuib 606-423-3894
Sheila Elmore Counselor $\quad \frac{606-678-5874}{606-951-565 a}$
Case Ammina Student Parent. $\quad 606-451-5654$
Peverly Barron'. $606-451-8654$


GARYw Lawson K.H.SAB (502) 875-3817
Wuth Kule- KHSAA Audios (859)299-5972

## ATHLETIC/EXTRA-CURRICULAR PARTICIPATION POLICY

PARTICIPATION IN ATHLETICS AND/OR EXTRACURRICULAR FUNCTIONS AT PULASKI COUNTY HIGH SCHOOL IS A PRIVILEGE. STUDENTS REPRESINTING PCHS ARE EXPECTED TO REMAIN IN GOOD ACADEMIC/BEHAVIORAL STANDING A D REPRESENT THE SCHOOL, ORGANIZATION, AND TEAM IN A POSITIVE MANNER AT ALL TIMES.

THERE IS AN ADDED RESPONSIBILITY BEING A VISIBLE REPRESENTATIVE OF YOUR SCHOOL/TEAM IN PUBLIC OUTSIDE OF SCHOOL. OUR ATHLETES/EXTRA CURRICULAR STUDENTS ARE EXPECTED TO BE ROLE MODELS AT ALL TIMES. PARTICIPATING IN CONDUCT DETRIMENTAL TO THE INDIVIDUAL, SCHOOL, AND/OR TEAM MAY RESULT IN IMMEDIATE DISMISSAL OF REPRESENTING THE SCHOOL INN EXTRA-CURRICULAR ACTIVITIES. EXAMPLES OF SUCH BEHAVIOR INCLUDE BUT ARE NOT LIMITED TO: CRIMINAL CONDUCT, VANDALISM, DISORDERLY CONDUCT, VIOLATION OF SCHOOL RULES, UNSPORTSMANLIKE BEHAVIOR (WHILE PARTICIPATING OR AS A SPECTATOR).

# POLICY FOR AWARDS AND RECOGNITION 

The athletic programs at Pulaski County High will recognize all its athletes equally.

The athletic department will allow the same amount of funds for each boys and girls sport for trophies and metals. All sports will be budgeted from the athletic department for trophies and awards at the end of each sport's season based on team size. Any additional awards funds for each sport raised by the teams or booster clubs must have the approval of the athlete director.

The athletic director and principal will monitor the booster clubs to assure equity in spending for banquets and awards.

## POLICY FOR OFF CAMPUS COACHES COMMUNICATING WITH THEIR ATHLETES

Every effort will be made to hire on campus assistant coaches so the athletes and head coach can communicate more effectively. Additionally a district E-mail account will be requested for each paraprofessional head coach to enable the parents and athletes to communicate with the head coach.

Off campus coaches may also communicate with their athletes by contacting either the principal or athletic director. The principal or athletic director will make sure that the proper announcements will be made to the student body both in the morning and afternoon.

Ample time and space will be made available for meetings between the off campus coaches and their athletes.

# POLICY FOR SELECTION AND ASSIGNMENT OF CHEERLEADERS 

After ample time for prospective cheerleaders to practice, the cheerleading coach will conduct tryouts. These tryouts will be conducted in either the month of April or May.

The cheerleading coach will inform prospective squad members of the time and place of practice and tryouts.

As in all sports, the cheerleading coach will be responsible for choosing his/her squad.

The cheerleaders will cheer for both the boys and girls basketball teams equally.

## POLICY FOR ASSIGNING DRESSING ROOMS

## Pulaski County High School will make every effort to assign dressing rooms as equitable as possible.

The girl's basketball volleyball storage room/office will be cleaned out and each program will be assigned office space. The extra storage room in the girl's basketball locker room will be used to store volleyball equipment freeing up locker room space for volleyball.

All dressing room assignments are listed as follows:

1. The football team will dress in the football dressing room in the athletic field house.
2. The boys cross country will dress in the boys cross country/track dressing room in the athletic field house.
3. The girls cross country will dress in the girls cross country/track dressing room in the athletic field house.
4. The boy's soccer will dress in the boy's soccer dressing room at the soccer field.
5. The girl's soccer will dress in the girl's soccer dressing room at the soccer field.
6. The volleyball team will dress in the area assigned in the volleyball/basketball dressing room in the gym.
7. The boy's golf will dress in the boys P E locker room in the gym.
8. The girl's golf will dress in the girls P E locker room in the gym.
9. The girl's basketball will dress in the area assigned in the volleyball/girls basketball dressing room in the gym.
10. The boy's basketball will dress in the boy's basketball dressing room in the gym.
11. The girls and boys swimming teams will dress in the areas provided to them at the YMCA.
12. The softball team will dress in the softball dressing room at the softball field.
13. The baseball team will dress in the baseball dressing room at the baseball field.
14. The girl's track team will dress in the girls cross country/girls track dressing room in the athletic field house.
15. The boy's track team will dress in the boys cross country/boys track dressings room in the athletic field house.
16. The girl's tennis will dress in the girls P E dressing room in the gym.
17. The boy's tennis will dress in the boys P E dressing room in the gym.

## POLICY FOR ATHLETIC STORAGE SPACE AND COACHES OFFICES

The athletic director and principal will investigate all athletic storage space each year and make sure it is used to the best benefit for all sports.
Every effort will be made to assure that all sports share the storage space and that each gender shares the same space equally.
Softball will store its equipment and uniforms in the softball facility.
Track will store its equipment and uniforms in the track field house.
Soccer (girls and boys) will store its equipment in the soccer boy's dressing room at the soccer complex.
Volleyball and girls basketball will store their equipment in a large storage room in the volleyball/girls basketball locker room.
Boy's basketball will store its equipment and uniforms in the small storage room in the boy's basketball locker room. Baseball will store its equipment and uniforms in the baseball dressing room.
Cross Country will store its equipment and supplies in the athletic field house.
Football will store its equipment in the athletic field house. Tennis will store its equipment in the A D' office.

Golf bags will be stored in a storage room in the gym.

To bring the coach's office space in line with KHSAA Gender equity guidelines, the following changes will be made by the Oct. of 2007 :

1. The old coaches office in the baseball grand stand will be converted to a storage room and umpire's dressing room.
2. The current room used as a meeting room for the football team will be converted into an office for cross country, soccer, and track coaches.
3. Part of the large storage room in the girl's basketball and volleyball dressing room will be used as office space for girl's basketball and volleyball. There is no room in the boy's basketball dressing room for an office. Boy's basketball will keep a desk in the boy's basketball locker room.
4. Baseball, softball, tennis, swimming, and golf will operate out of the athletic director's office.

# POLICY FOR SCHEDULING ATHLETIC CONTEST 

The athletic schedules at Pulaski County High School will be made by the head coach under the supervision of the principal and athletic director.

All schedules will be built in accordance with KHSAA gender equity policies.

## POLICY FOR RETIREMENT OF UNIFORMS

UNIFORM NUMBERS AT PULASKI COUNTY HIGH SCHOOL SHALL NOT BE RETIRED OR TAKEN OUT OF SERVICE. AT THE DISCRETION OF EACH SPORT'S COACHING STAFF AND WITH THE APPROVAL OF THE ATHLETIC DIRECTOR AND PRINCIPAL, UNIFORM JERSEYS MAY BE SET ASIDE AND NOT USED AGAIN.

## WEIGHT ROOM POLICY

THE GIRLS AND BOYS PROGRAMS WILL HAVE EQUAL ACCESS TO THE WEIGIT ROOM. A SCHEDULE WILL BE POSTED IN THE WEIGHT ROOM SHOWING EQUAL ACCESS. PRIORITY WILL BE GIVEN TO THE TEAMS IN SEASON.

THE WORK OUT ROOM IN THE BASEMENT OF THE GYM IS ALSO RESERVER FOR THE GIRLS PROGRAMS AND FEMALE STUDENTS.

# POLICY FOR AWARDS AND RECOGNITION 

The athletic programs at Pulaski County High will recognize all its athletes equally.

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## SUPPORT GROUPS

DIRECTIONS - Please respond to the following questions or statements regarding your cheerleading squad(s) and other support groups. Add pages if more space is needed to answer any of the questions/statements. Please type or write legibly in ink.

1. How many cheerleading squad(s) will your school have for the 2005-2006 school year?
One Squad
2. What is (are) the name(s) of each squad? For example, the following are typical names: generals, or black and gold, or boys' varsity and girls' varsity, or varsity and junior varsity.
Varsity Cheerleaders
3. Describe, in detail, the selection process for each named squad.

We have only one squad. It is the Varsity squad. The cheerleader coach (s) picks the squad. This past year, all girls that came out for the cheerleading squad made the squad.
4. How is each cheerleading squad assigned to home and away athletic contests? Include football as well as boys' and girls' basketball (and any other sport) at the varsity and junior varsity levels. Include any rotation plans or alternating game assignments that your squads
follow. The varsity cheerlead games that are in the county. (Squad cheers for all home football games and all away and girls home basketball games and all away games in our district plus Sour for all boys our district plus Southwestern.
5. Name any squad(s) that takes part in competitive cheerleading events.

The cheerleaders will take part in the year end KPOS and one other perform at athletic contests (Y/N)? If yes, name pep band, dance teams or mascots that Yes. Dance team and band. They dance name them and describe how they are assigned. band plays for all home football games and hoth boys and girls basketball equally. The and home boys and girls basketball games equally.

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