



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

(For schools re-visited during the 2012-2013 school year)

School: Pulaski County High School
 Prepared By: Kathy Johnston
 Date of Re-Visit: January 17, 2013
 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
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 No

Comments: According to the data and reports submitted for the years 2010-2012, it appears that Pulaski County High School has not met the standard of Test 1 for the provision of athletic opportunities.

- 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 and reports submitted for the years 2010-2012, it appears that Pulaski County High School has not met the standard of Test 2 for the provision of athletic opportunities.

- 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 and reports submitted, it appears that Pulaski County High School has met the standard of Test 3 for the provision of athletic opportunities.

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

Comments: According to submitted reports, the most recent Student Interest Survey was conducted during the 2011-2012 school year. Students in grades 8-11 were surveyed with a return rate of 82%.



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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	x		According to the data submitted on the 2012 Student Interest Survey, students in grades 8 thru 11 were surveyed with a return rate of 82%. There are currently 17 sport level opportunities for females and 16 for males. Interest in bowling and fishing were indicated on the most recent Student Interest Survey and supported by the documentation submitted on the T-3 form. To continue and meet the standard of Test 3, follow-up documentation to determine the validity and feasibility of said interest must be included on the T-3 form of the Annual Report, due April 30.
Equipment and Supplies	x		Uniforms viewed appeared to be of high quality and equitable in the quantity provided for the like sports. There was written evidence of a four (4) year uniform review / replacement plan in place which insured overall equivalence and parity for the like sports. There was also written evidence of school provided financial allotment provided for each sport for uniform purchase. This evidence also insured overall equivalence and showed parity for the like sports. All other viewed equipment appeared to be comparable and accessible for equitable usage.
Scheduling of Games and Practice Time	x		Equitable, written plans were presented regarding the scheduling of games and practice times. Written evidence of scheduling was also viewed of the shared facilities for the gymnasium, weight room, soccer field, and baseball / softball indoor hitting facility. There was viewed evidence of the most recent game schedules for all sports which showed overall equivalence and comparability in the number of competitive events provided.

Travel and Per Diem Allowances	x		<p>There was written evidence of a travel guideline which included mode of transportation and a per diem guideline that indicated provision of food for teams participating in state events. Interviews with students and a review of athletic schedules indicated probable overnight trips, but there was no guideline for housing / hotel stays.</p> <p>(see recommendation 7. a.)</p>
Coaching	x		<p>There was written evidence of a school board approved pay schedule of coaching positions which showed overall equivalence and parity in number for the like sports. The current ratio of coach to student access was 9:1 for females and 11:1 for males. The school is to be commended for its efforts toward the number of on-campus coaches. Sixty percent of all head coaches, both female and male sports, are on-campus.</p>
Locker Rooms, Practice and Competitive Facilities	x		<p>There was written evidence of locker room and storage assignment for all teams. All available locker rooms appear to be equitable and with similar amenities. All facilities were excellent and appeared to be well maintained. There were six locker rooms available for boys' teams and four locker rooms available for girls' teams. It appears that a slight disparity could occur as the softball team's locker room is adjacent to the outfield and shared with the soccer team as compared to the baseball team's locker room and location that is directly off the field area behind home plate. There also appeared to be available office space at the baseball location. The golf teams practice and play at the Eagle Nest Country Club, located approximately two miles from the school. The cross country course and swim team facilities are located less than one mile from the school.</p>

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<p>Medical and Training Facilities and Services</p>	<p>x</p>		<p>There is currently one weight room located in the athletic field house, which is adjacent to the track and football field. It is centrally located to all competitive facilities and provides equitable access to all sports. The weight room was well organized and equipped with a variety of the proper equipment for female use. There was written evidence of a weight room schedule in the Title IX file, but not posted at the site.</p> <p>(see recommendation 7. b.)</p> <p>The school has a contract with the Total Rehabilitation Center in Pulaski County that provides evaluation and treatment for all athletes. The opportunity for an athletic physical is provided one time a year, free to all athletes, through the efforts of local physicians and the Total Rehabilitation Center.</p>
<p>Publicity</p>	<p>x</p>		<p>There was written evidence of an awards guideline that provided for student recognition and banner display for post season KHSAA accomplishments. Interviews with students and coaches indicated end of season banquet recognition, but there was no written evidence of such. There was viewed evidence of jersey number recognition in the gym but no criteria for display.</p> <p>(see recommendation 7. c.)</p>
<p>Support Services</p>	<p>x</p>		<p>Interviews with administration and coaches indicated that all raised booster monies are deposited in sport specific school accounts. There was written evidence of purchase procedure and protocol outlined with</p>

			administrative oversight. All fundraising activities and expenditures require administrative approval. According to data and submitted reports, a two year review of overall spending appears to meet the acceptable parameters both on a percentage and per athlete basis.
Athletic Scholarships			N/A
Tutoring			N/A
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)

- Continue to monitor boy's and girl's programs to make sure of equivalent treatment in all areas
- Monitor geographic area to see if it is feasible to add additional programs to the athletic department
- Monitor and upgrade facilities to make sure that boys and girls programs are

getting equal treatment.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies in the overall athletics at Pulaski County High School.

7. KHSAA Recommended Action in relation to new deficiencies

Although there are no deficiencies, the following recommendations should be addressed to insure overall equity:

- a. Upon receipt of this report, the Gender Equity Review Committee should review the current Per Diem guideline to include the provision and/or expenditure parameters for overnight (hotel/housing) stay and possible daily food allowance.
- b. Upon receipt of this report, a posting of the weight room usage schedule, which shows equitable access, should be posted in the weight room area.
- c. Upon receipt of this report, the Gender Equity Review Committee should review the current awards recognition guideline to include the provision for end-of-season banquets, and the criteria for the current display of jersey numbers hanging in the gym.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Randy Elmore, 606-619-1574

District Level Title IX Coordinator: Patrick Richardson, 606-679-1123

Name	Title	Telephone
Patrick Richardson	Assistant Superintendent	606-679-1123
Randy Elmore	Athletic Director	606-679-1574
Mike H. Murphy	Principal	606-679-1574

10. Comments

School administration and staff were very well prepared for the visit. Everyone was very helpful and receptive to comments made by the audit team. All files were complete and in good order.

Student and coaches interviewed were well informed and very positive about the sports commitment displayed at Pulaski County High School.

The public forum, scheduled for 3:00 pm, was held in the conference area of the Athletic Director’s office. With no one in attendance, the audit team left the school at 3:15 pm.