



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

(For schools re-visited during the 2007-2008 school year)

School: **Raceland-Worthington High School**  
 Prepared By: **Gordon D. Bocock**  
 Date of Re-Visit: **January 29, 2008**  
 Telephone Number of Reviewer: **(859) 299-5472**  
 Reviewed By: **Larry G. Boucher**

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
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: In the past Raceland has been in compliance in the T-1 area but the past two years they have fallen short in this area. During this time period the female enrollment at Raceland was 48% and 47% while the actual percentage of female participation during this same time was 42% and 39%. The Gender Equity Committee needs to look at the reason why the number of female participants has declined so much during the past three years. Are the female athletes being counted correctly?

- 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: It is to a point where it is tough for a school with less than 300 students to add more sports or junior varsity or freshmen teams. With the number of female athletes declining it will be tough to maintain what they now have.

- 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 that Raceland is meeting the needs of the students with the sports offerings and the levels they are trying to maintain.

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

Comments: With the last Student Interest Survey being given in March of 2006 Raceland had a 100% return on 225 surveys of students. A reminder that this year is the time for the next survey to be given.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>Raceland now offers 7 varsity sports for boys and 7 varsity sports for girls. The girls teams are starting to have a problem having numbers for junior varsity and/or freshman teams because of the declining numbers of female athletes. It is pointed out that in the last three years the number has dropped from 170 to 110. <b>It is recommended that the Gender Equity Committee take a serious look at this situation and see if some Corrective Action can be put in place to curtail this decline.</b></p>
Equipment and Supplies	X		<p>At the time of this inspection the Uniforms appear to be of equal quality for both boys and girls. The uniforms in some sports are in need of replacement however there appears to be no plan or time table in place to know when this will take place. In December of 2002 the KHSAA conducted a Title IX Audit at Raceland and it was recommended at that time that a Uniform replacement policy be developed by the Gender Equity Committee. There is no evidence in the School's Title IX File that this has taken place . . . with that in mind the <b>Gender Equity Committee is to develop a Uniform Replacement Plan that would include all sports, this plan is to be placed in the School's Title IX File and a copy sent to the KHSAA with the April 15 yearly report.</b> Failure to receive this Uniform Replacement Plan will result in the Satisfactory status in this area being changed to Deficient.</p>
Scheduling of Games and Practice Time	X		<p>This is an area where Raceland has made great strides. At the time of the last audit the school was very much deficient in this area, especially in regard to Prime Time issues. At the present time the school is in good shape in regard to prime time and prime date. The Gender Equity Committee is reminded that this is an area that must be checked on yearly as Prime Time problems can slip up if you are not checking. A reminder that a practice and/or facilities schedules is to be placed in the School's Title IX File at the beginning of each school year.</p>

Travel and Per Diem Allowances	X		<p>It does not appear that things have changed since the last audit. It appears that the Football team has post and pre game meals provided by Boosters. Other sports have a meal allowance given to them at times but they quite often purchase their own meals. At times coaches purchase meals out of their own pocket. Although things appear to be the same in like sports it does appear that all the male and female athletes are not being treated equal in this area. In December of 2002 the KHSAA conducted a Title IX Audit at Raceland and it was recommended at that time that a Travel policy be developed by the Gender Equity Committee . . . this policy would include all the aspects of travel (meals, housing, transportation, over night trips, out of state trips, etc.). There is no evidence in the School's Title IX File that this has taken place . . . with that in mind the <b>Gender Equity Committee is to develop a Travel Policy that would include all sports, this plan is to be placed in the School's Title IX File as a copy sent to the KHSAA with the April 15 yearly report.</b> Failure to receive this Travel Policy will result in the Satisfactory status in this area being changed to Deficient.</p>
Coaching	X		<p>The quality of coaching for boys and girls appears to be comparable. The pay scales appear to be equal and the percentage increases for years experience appear to be equal.</p>
Locker Rooms, Practice and Competitive Facilities		X	<p>The Locker Room situations at Raceland have improved tremendously since the last Title IX Audit, with the construction of the new gymnasium that included four new dressing rooms. The School's Title IX folder does not include an Assignment Sheet that shows each sport team being assigned an appropriate dressing room. The Gender Equity Committee needs to tour the facilities and make the appropriate assignments for each team and post the assignments.</p> <p>Although it is not a gender equity issue it is pointed out that the Long/Triple Jump facility and the Pole Vault facility are <b>unsafe</b> and it is recommended that they not be used for</p>

Locker Rooms, Practice and Competitive Facilities Cont'd.		<p>practice or competition.</p> <p><b>At the time of the last audit it was pointed out that Raceland High School was deficient in this area due largely to the vast differences in the Softball and Baseball facilities. Even though the Corrective Action Plans indicated that work had been done in this area there is nothing in place at the time of this second audit to indicate that any corrections have been made. The Superintendent, Principal and Athletic Director all state that the two facilities will be equal by the start of the 2008 Spring Season, but with 5 years to correct a deficient situation mere words cannot be accepted as correction. The Gender Equity Committee needs to give immediate attention for Corrective Action for the problems with the Softball Field and by April 15<sup>th</sup> digital pictures of all improvements are to be e-mailed to the KHSAA. After the pictures are evaluated a second visit may be deemed necessary to see if further KHSAA action is recommended.</b></p>
Medical and Training Facilities and Services	X	<p>An area that was deficient at the time of the last audit appears to have been corrected. Physical Examinations are available for both male and female athletes and a Team Doctor is available to all the athletes that need to see him.</p> <p>The weight room situations at Raceland need to be constantly monitored by the Gender Equity Committee. The committee needs to prepare and post schedules of the three weight rooms . . . all the equipment belongs to Raceland High School and not to <b>one particular athletic group</b> . . . the schedule of the three weight rooms should be for all the male and female population at the school. Two of the rooms are Male Domains and need to be made more female friendly . . . equipment that females can safely handle, pictures and signage to indicate that the females in the student body exist. The mirrors on the floor in the new gymnasium weight room are a serious liability issue and this needs to be addressed immediately. The school is to be commended</p>

Medical and Training Facilities and Services Cont'd.			for the way the stage in the old gymnasium has been converted into a first class training facility. Little things like décor could make a great facility even better.
Publicity	X		<p>At the present time there is one Cheerleading Squad at Raceland and they appear to be cheering equal for boys and girls contests. The School Band plays at home games and it appears that they appear equally at boys and girls contests.</p> <p>The school provides calendar schedules for Fall/Winter/Spring Sports and all teams appear to be included.</p> <p><b>The Gender Equity Committee needs to give immediate attention to developing a policy for the displaying of banners that honor teams and/or individuals at all the sports venues. The school is currently border line in being deficient in this area with the Boys Basketball Court of Honor and this needs to be corrected before the next basketball season. This new policy should include all the aspects for recognition of Raceland Male and Female Athletes to assure that all are being treated equal. This new written policy is to be placed in the School's Title IX File and a copy sent to the KHSAA with the April 15 Annual Report. Failure to send the report and to put forth corrective action in regard to the Boys Basketball Court of Honor could see this area move from Satisfactory to Deficient.</b></p>
Support Services	X		<p>It was suggested at the last School Title IX Audit that a Booster Club Policy be developed but in discussion with the Athletic Director this has not been done. This is needed to help assure that Raceland has the school in the proper position to control the boosters and booster spending. <b>The Gender Equity Committee is to put together a written Booster Club Policy that will meet the needs of Raceland High School and will help assure that the male and female athletes and the various sports are being treated equal. This newly developed Booster Club Policy is to be placed in the School's Title IX File and a copy sent to the</b></p>

Support Services Cont'd.			<p><b>KHSAA Office with the April 15 Annual Report. Failure to send the report will move this area from Satisfactory to Deficient.</b></p> <p>The Gender Equity Committee needs to look at the differences in the Spending of the Male and Female teams, especially in the areas of Equipment and Supplies and in the area of Travel. The school is very much border line in this area and corrective action needs to be put in place to assure that the Male expenditures do not increase even more for the current school year.</p>
Athletic Scholarships			Does not apply at Raceland-Worthington.
Tutoring			Does not apply at Raceland-Worthington.
Housing and Dining Facilities and Services			Does not apply at Raceland-Worthington.
Recruitment of Student Athletes			Does not apply at Raceland-Worthington.

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

In the past the Corrective Action Plan appears to be the work of one person when it should reflect the feeling and work of the total Gender Equity Committee. The Corrective Action plans the past two years have basically been a comparison between male and female teams of like sports. At no time since the last Title IX Audit has Raceland given themselves credit for the tremendous new training facility on the stage in the old gym nor has any mention been given to the construction of the New Gym. Raceland should give themselves credit when you do good things and then put forth the Corrective Action Plans that need to be put in place to make the things you now have even better.

6. **Observed Deficiencies in Overall Girls and Boys Athletics Programs**
  - There is one area of **major** concern at this time and that is the failure of Raceland High School to address the deficient concerns expressed in 2002 with the Softball Complex.
  - No Uniform Replacement Policy was put in place as recommended in 2002.
  - No Travel Policy was put in place as recommended in 2002.
  - No Awards Policy was put in place as recommended in 2002.
  - No Booster Club Policy was put in place as recommended in 2002.
  
7. **KHSAA Recommended Action in relation to new deficiencies**
  - The Gender Equity Committee needs to put in writing the immediate Corrective Action Plan that will bring the Softball Complex up to the level as the Baseball Complex. There is no longer any grace time as this project is to be completed and digital pictures must be e-mailed to the KHSAA by April 15th. At that time another evaluation of the situation will take place.
  - The Gender Equity Committee is to meet and develop the policies related to Uniforms, Travel, Awards and Boosters. These policies are to be placed in the Schools Title IX File and a copy sent to the KHSAA **with the April 15 Annual Report. The minutes of each Gender Equity Committee meeting this year should be sent with the Annual Report.**
  
8. **KHSAA Recommended Action in relation to reoccurring deficiencies**
  - Any recommended action will be held until all the requested changes and the requested policies have been observed. A second visit can be expected in early May to assure that the Softball/Baseball issues have been addressed.



**9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING**

<u>High School Title IX Coordinator</u> Bill Farley 600 Ram Blvd. Raceland, Kentucky 41169 606-833-1104	<u>District Title IX Coordinator</u> Bill Farley 600 Ram Blvd. Raceland, Kentucky 41169 606-833-1104
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Name	Title	Telephone
Larry Coldiron	Raceland Principal	606-836-8221
Bill Farley	Raceland AD & Title IX Coord.	606-833-1104
Randy Helton	Teacher/Coach	606-836-8221
Kimberly Sexton	Teacher/Coach	606-836-8221
Steve Burkhardt	School Board Member	606-836-1706
Frank Melvin	Raceland Superintendent	606-836-7141
Gary W. Lawson	KHSAA Title IX Auditor	502-875-3817
Gordon Boccock	KHSAA Title IX Auditor	606-271-0714

10. **Comments** . . . . . There was no one that showed up for the public forum. The KHSAA Audit Team would like to thank everyone involved with this Audit for the warm welcome we received. The time schedule was observed and everything went smoothly because the Athletic Director had things organized and in place. The uniforms were laid out and easy to observe and the schools Title IX file was well organized and easy to find the documents (or lack thereof ) that we needed to observe. Mr. Farley was very helpful and answered all questions as we toured the athletic facilities. The two students that we talked with were well informed with Gender Equity issues and have attended meetings and seen the various reports. The female coaches were very responsive and are well pleased with the progress that Title IX has made at Raceland-Worthington High School. The Athletic Director and Principal showed up for the interview period and were open for ideas that could improve the current situations.

With a new Superintendent, Principal and Athletic Director things are changing at Raceland. Attention needs to be given to the Gender Equity Committee and the necessary people put in place to make this a committee that can work together and put things in place that will make all future athletic adventures at Raceland even better than they are today.