



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

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

School: Red Bird Christian School  
Prepared By: Kathy Johnston  
Date of Re-Visit: 9/25/2014  
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
- Corrective Action Plan Summary Charts (Form T-60) Yes  No

2. Opportunities Component of Title IX Compliance

Area of Compliance:  
(Check One or More)

X	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 submitted reports for the years 2012-2014, it appears that Red Bird Christian School has 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 submitted reports for the years 2012-2014, it appears that Red Bird Christian School does not meet 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 submitted reports for the years 2012-2014, it appears that Red Bird Christian 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 administered during the 2013-2014 school year. Students in grades 8-11 were surveyed with a return rate of 100%.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The most recent Student Interest Survey was administered during the 2013-14 school year. Students in grades 8-11 were surveyed with a return rate of 100%. According to data submitted, there are currently four (4) varsity sports for males and four (4) varsity sports for females. Junior varsity levels include boy's basketball and volleyball. Information submitted on the most recent T-3 form supports the results from the Student Interest Survey.
Equipment and Supplies	X		There was written evidence of a five (5) year plan that included equipment replacement and/or purchase on the fifth year. The uniform review plan was categorized by indoor and outdoor sports and was reviewed on a four (4) year cycle. Viewed uniforms appeared to be of comparable quality and equitable with regard to the quantity provided. Coaches interviewed were well aware of the uniform plan. All other viewed equipment appeared to be of comparable quality and available for equitable access.
Scheduling of Games and Practice Time	X		There was viewed evidence of all sport schedules that showed comparability and equity with regard to the number of competitive events provided. There was viewed evidence of equitable scheduling and access for the shared facilities of the gymnasium, batting cage, and weight room.

Travel and Per Diem Allowances	X		<p>There was written evidence of a guideline that stated currently no provision was given for per diem allowance. Interviews with administration and coaches indicated the use of school bus for transport to competitive events, but it was not included in the viewed guideline. Interviews with administration and coaches indicated the possibility of an overnight trip for one of its sports teams this year.</p> <p>(see recommendation 6. a.)</p>
Coaching	X		<p>There was written evidence that showed comparability in the available number of coaching positions for all sports teams. There are currently no stipends of pay assigned for any coaching position. Interviews with administration indicate that a proposal of stipends for all coaching positions will be made during this school year. Based on received data, approximately 90% of the head coaches teach at the school and are on-campus. Interviews with administration indicate that there is currently not an evaluation process or tool used to evaluate coaches.</p> <p>(see recommendation 6.b.)</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>There are two (2) available locker rooms; one for males and one for females. These locker rooms are located off the main gymnasium and are used by all teams. Locker rooms appeared to be equitable and with similar amenities. There was written and viewed storage assignment for all teams. Viewed practice and competitive facilities are all located on the school campus. All facilities offer the same amenities with regard to scoreboards, team areas, restrooms, and concession areas. Interviews with administration indicate that the baseball and softball outfield fence does not include the protective fence cap covering.</p> <p>(see recommendation 6.c.)</p>

Medical and Training Facilities and Services	X		<p>There was evidence of one (1) weight room, located on the bottom floor of the school. It was well maintained, spacious, provided equitable access, and appropriate equipment for female use. Schedules showing equitable access were in the Title IX file as well as posted at the site. Interviews with coaches and athletes indicated use and access to the weight room. Interviews with administration indicate that volunteer EMT services are available at most home events. Athletic physicals are made available to all athletes through the Red Bird Mission Clinic for \$10.00 each and are available to be obtained anytime during the year. There was written evidence of emergency action plans for all facility sites. These documents were also available at each site.</p>
Publicity	X		<p>There was written evidence of an equitable awards guideline that included specifics for senior recognition, team awards, and presentation of letter jackets. Interviews with coaches and athletes indicated athletic award banquets that take place in the fall and the spring for all sports teams, however, this was not included in the guideline. Interviews with administration indicated band and cheerleading (Praise Squad) as support groups for athletic contests. There was not a written guideline that provided for administrative oversight with regard to support groups.</p> <p>(see recommendation 6.d.)</p>

Support Services	X		An overall review of the expenditures shows that Red Bird Christian School has met the parameters, with regard to spending, both on a percentage and per athlete basis. There was written evidence requiring administrative approval with regard to all fund raisers and expenditures. There are no outside booster groups and all fundraising dollars are deposited in school accounts.
Athletic Scholarships			N/A
Tutoring			N/A
Housing and Dining Facilities and Services	X		Beginning with the 2014-15 school year, the school has re-opened the opportunity for student boarding. There are currently several cabins available for student housing. Interviews with administration indicate that there are approximately ten (10) males and ten (10) females who reside on campus. Interviews with administration also indicated that all required school tuition is paid by each student. Interviews with administration stated that a few of these students have shown some interest in athletics, but current eligibility status has not been determined.
Recruitment of Student Athletes			N/A

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

- Paint gymnasium
- Establish transportation budget
- Purchase regulation volleyball standards

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Although there were no observed deficiencies in the overall athletics program at Red Bird Christian School, the following recommendations should be addressed to ensure overall equivalence:

- a. Please submit to the KHSAA, no later than December 15, 2014, a revised and updated Travel and Per Diem guideline that will include method of transport for athletes to competitive events, and progress of development of a per diem guideline that would include the provision for meal and overnight (hotel) stay.
- b. Upon receipt of this report, school administration is encouraged to develop a Coaches evaluation instrument that may be used for the purposes of yearly evaluation and that would include a plan for growth and development.
- c. Upon receipt of this report, school administration and the Gender Equity Committee should explore the feasibility of fence cap covering for the baseball and softball fields. Although not a severe disparity, the lack of the protective fence cap covering is a major safety concern with regard to these sports.
- d. Please submit to the KHSAA, no later than December 15, 2014, a revised and updated Awards Guideline that includes the provision for athletic team banquets and also guideline information that provides administrative oversight with regard to the equitable scheduling of support groups (cheerleading, band, etc.)

7. KHSAA Recommended Action in relation to new deficiencies

N/A

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: David Collett 606-598-2416

District Level Title IX Coordinator: David Collett

Name	Title	Telephone
David Collett	Athletic Director	606-598-2416
Michael R. Hensely	Principal	606-598-2416
Thomas A. Wilder	Student-Athlete	606-598-2416
Kaitlin A. Berry	Student-Athlete	606-598-2416
Samantha Caldwell	Coach	606-598-2416
Angela Crawford	Coach	606-598-2416
Jennifer Wilder	Guidance Counselor/Parent	606-598-2416
Allie Helton	Coach/Parent	606-598-2416
Janet Slusher	Bookkeeper	606-598-2416
Kathy Johnston	KHSAA Auditor	859-494-2509

10. Comments

The school administration was very welcoming and well prepared for the visit. The Title IX file was well organized and complete. Interviews with coaches and student-athletes were very positive and informative. The members of the Gender Equity Committee and school administration of Red Bird Christian School appear to be very committed to ensuring overall equivalence with regard to the opportunities and benefits provided to their students.

The public forum, scheduled for 3:00 p.m. was held in the school library. With no one in attendance, the auditor left the school at approximately 3:15 p.m.