



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

**(For schools re-visited during the 2010-2011 school year)**

School: Rowan County  
Prepared By: Kathy Johnston  
Date of Re-Visit: January 20, 2011  
Telephone Number of Reviewer: **(859) 299-5472**  
Reviewed By: **Darren Bilberry, Asst. Commissioner**

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: According to the data submitted, it appears that Rowan County High School has not met the standard of T-1 for the years 2008 thru 2010.

- 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, it appears that Rowan County High School has not met the standard of T-2 for the years 2008 thru 2010.

- 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, it appears that Rowan County High School has met the standard of T-3 for the years 2008 thru 2010. Rowan County offers 9 varsity sports for females and 9 varsity sports for males; a total of 15 sport level opportunities for females and 15 sport opportunities for males.

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

Comments: According to the data submitted, the most recent Student Interest Survey was conducted during the 2009-2010 school year. Students in grades 8-11 were surveyed with an 85% rate of return.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	x		<p>It appears that the most recent student interest survey was conducted with students in grades 8-11 with a return rate of 85%. The school offers all sanctioned sports at the varsity level for females with a total of 15 team opportunities.</p>
Equipment and Supplies	x		<p>Uniforms viewed were of high quality for all sports with an overall balance of quantity and equivalence. There was written evidence of a uniform rotation plan in place.</p> <p>It appears that the financial data submitted on the Title IX Re-Visit form was not valid for this area. Therefore, for the purposes of this review, only the data from the 2010 Annual Report will be used for evaluation. The audit team recommends that a in depth review of data from the 08-09 and 09-10 school years be reviewed to validate the assurance of equity in this area for the overall sports program.</p> <p>(see KHSAA recommendation 1.)</p>
Scheduling of Games and Practice Time	x		<p>The scheduling of like sports for number and competitive events appear to be equitable. Although auditors did view and recognize the use of shared facilities, there was no written or posted evidence of practice and/or game times for shared facilities.</p> <p>(see KHSAA recommendation 2.)</p> <p>The school currently meets the requirement for prime date and prime time play for girl's basketball.</p>

Travel and Per Diem Allowances	x		<p>There was written evidence of a travel guideline for the sports teams but it did not include provision for per diem (food/housing). Interviews with administration indicated that booster clubs may provide money for meals and/or housing and with administrative oversight, however, evidence of a written guideline was not present.</p> <p>(see KHSAA recommendation 3.)</p> <p>It appears that the financial data submitted on the Title IX Re-Visit form was not valid for this area. An accurate evaluation of benefit cannot be completed as many sports reported zero dollars being spent. The audit team recommends that an in depth review of data from the 08-09 and 09-10 school years be reviewed to validate the assurance of equity in this area for the overall sports program.</p> <p>(see KHSAA recommendation 1.)</p>
Coaching	x		<p>Coaches appeared to be comparable for like sports on salary and number of coaching positions. An attachment to the salary schedule provided explanation in regard additional pay given based on years of service. There was written evidence of equivalence for accessibility relative to student/coach ratios and the number of on and off campus coaches.</p>
Locker Rooms, Practice and Competitive Facilities	x		<p>Since the original audit in 2001, a softball facility has been built on campus and the addition of 2 girls' locker rooms has been made. The baseball facility is located off campus, and owned by the city. Administration indicated future plans for an on-site baseball facility. All available locker rooms appear to be equitable and with similar amenities. There was written evidence of locker room assignment for all sports except tennis, swimming, and golf.</p> <p>(see KHSAA recommendation 4.)</p>

<p>Medical and Training Facilities and Services</p>	<p>x</p>		<p>The weight room was large with a variety of free weights, bars, and several universal machines. Interviews with administration indicated availability of access for use of the weight room by all sports, but written evidence was not available. (see KHSAA recommendation 5.)</p> <p>There are two very well-equipped training rooms located adjacent to the gym with equal and available access for all athletes. An athletic trainer, employed by the school system, is available on a daily basis and for all home contests. <b>Auditors recommend that a written, schedule for the contact or appointment of the athletic trainer be posted at the training room(s).</b></p> <p>Administrators indicated that athletic physicals are provided 'free' to students, once a year, by area physicians.</p>
<p>Publicity</p>	<p>x</p>		<p>There was written evidence for display of banners with district, regional, and state accomplishments but it did not include awards recognition for teams relative to banquets and/or school awards, etc. presented. (see KHSAA recommendation 6.)</p> <p>It appears that the financial data submitted on the Title IX Re-Visit form was not valid for this area. An accurate evaluation of benefit cannot be done as many sports reported zero dollars being spent. The audit team recommends that an in depth review of data from the 08-09 and 09-10 school years be reviewed to validate the assurance of equity in this area for the overall sports program. (see KHSAA recommendation 1.)</p> <p>Cheerleader and pep band groups appear to be assigned equitably for support and</p>

			promotion that insures equity for both genders.
Support Services	x		There are established outside booster groups and written evidence of booster agreements were presented. Interviews with administration indicated that there was no procedure for approval of expenditures of booster money. Administrators indicated that all fundraising activities must have prior approval by administration.  (see KHSAA recommendation 7.)
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)

- Additional female locker room space
- On campus softball facility
- Awards display policy
- Uniform purchase policy

- Improve oversight of booster expenditures
  - Experienced coaches for female sports
  - On campus baseball facility Observed Deficiencies in Overall Girls and Boys Athletics Programs
6. There are no observed deficiencies noted in the overall girls and boys sports program.
  7. KHSAA Recommended Action in relation to new deficiencies

Although there are no deficiencies, the following recommendations should be addressed by the school in order to insure valid, consistent, and equitable benefits:

1. Conduct an in depth review of data for expenditures in the areas of equipment/supplies, travel/per diem, and awards should be conducted for the 2008-2009 and 2009-2010 school years. This information should be reviewed based on overall expenditures, percentage of expenditures for each gender, and expenditures per athlete in order to validate assurance of equity for the overall sports program. This should be reviewed by the Gender Equity Committee and reflected in the Correction Action Plan of the 2011 Annual Report.
2. Please submit to the KHSAA, no later than April 15, a copy of the practice and game times for those facilities that are shared that shows equity among the teams involved.
3. Please submit to the KHSAA, no later than April 15, a copy of the travel guideline that includes per diem (food/housing) that insures equity among the sports.
4. Please submit to the KHSAA, no later than April 15, a copy of the locker room assignment for tennis, swimming, and golf.
5. Please submit to the KHSAA, no later than April 15, a copy of a weight room schedule that shows equity in access and availability for all sports.
6. Please submit to the KHSAA, no later than April 15, an expanded version of the current awards guideline to include recognition for teams in the way of banquets, school athletic awards, etc.
7. Please submit to the KHSAA, no later than April 15, a guideline, that would insure administrative oversight and that follows the Financial Redbook procedure for process and approval of expenditures by booster clubs.
8. Attendance to a KHSAA sponsored Title IX Workshop during the school year, 2010-2011. Dates and sites for these workshops will be released early next school year. This workshop will be a great asset to help further clarify the area of benefits and the factors considered to insure equity.

## 8. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Roy E. Wright, Athletic Director

District Level Title IX Coordinator: Lucy Moore and Tom Daughtery

Name	Title	Telephone
Roy E. Wright	Athletic Director	606-207-3203
Tom Daughtery	Assistant Superintendent	606-784-8928
James Padula	Assistant Principal	606-784-8911
Madison Justice	Student Athlete	606-356-0244
Shawn Thacker	Teacher, Boys BKB and Girls XC Coach	606-207-1709
Lucy Moore	Supervisor	606-784-8928
Peggy Jones	Instructor, Past Coach	606-784-8956
Penny Alderman	Assistant Principal	606-784-8956
Tammy Collins-Bonney	Teacher, Tennis Coach	606-784-8956
Deborah Howes	Principal	606-784-8956
Gary Lawson	KHSAA Auditor	502-545-3393
Kathy Johnston	KHSAA Auditor	859-494-2509

## 9. Comments

School Administration and staff were very helpful and well prepared for the re-visit. The presentation of the Title IX file was well organized and efficient. Copies of information requested in the area of 'recommendations' should also be made a part of the school's Title IX file.

Due to the impending forecast of severe weather conditions, the auditors did not stay for the scheduled 5:00 pm public forum. Contact numbers were made available to administration for anyone that may attend the forum and request follow-up and/or discussion, questions, etc.



**To: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>**  
**Subject: Copy: Title IX Re-Visit Audit Report For Rowan County HS**  
**From: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>**  
**Date: Wed, 9 Mar 2011 09:30:19 -0500 (EST)**

**Attachment: rowan.doc**

Please find attached a copy of the KHSAA Title IX Re-Visit Final Audit Report for Rowan County High School that was conducted on January 20, 2011 by auditors Kathy Johnston and Gary Lawson. If you have questions or need additional information, please contact our office at your convenience. Thank you.

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