



KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

(For schools re-visited during the 2011-2012 school year)

School: Russell County High School
 Prepared By: Kathy Johnston
 Date of Re-Visit: December 7, 2011
 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 reports submitted for the years 2009-2011, it appears that Russell County High School has met the standard of Test 1 in regard to 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 2009-2011, it appears that Russell County High School does not meet the standard of Test 2 in regard to the provision for 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 for the years 2009-2011, it appears that Russell 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 the reports submitted, the most recent Student Interest Survey was conducted during the 2009-2010 school year. Students in grades 8-11 were surveyed with a return rate of 90%.

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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 2010 Student Interest Survey, students in grades 8-11 were surveyed with a return rate of 90%. There are currently 13 sport opportunities for females and 12 sport opportunities for males. Seven varsity sports are sponsored for both females and males.
Equipment and Supplies	x		Uniforms viewed appeared to be of high quality for all sports. The provision for quantity also showed parity and equivalence. There was written evidence of a uniform review and/or replacement, purchase plan in place for all sports.
Scheduling of Games and Practice Time	x		Equitable, written plans were presented regarding the scheduling of games and practice times. There was posted evidence of schedules at shared sites that showed equivalence and was available for student access. The number of competitive events for like sports shows parity and equivalence. The school meets the requirement of girls basketball prime date play.
Travel and Per Diem Allowances	x		There was written evidence of a travel guideline that provided for equitable balance in transportation and coach's discretion in regard to providing food his/her team. There was no provision written to include housing.

			(see KHSAA recommendation)
Coaching	x		There was written evidence of an extra service pay schedule for coaches and positions that showed equivalence and parity for all sports. The school is to be commended for its high number of on-campus coaches as this provides for convenient accessibility for the student athletes. The ratio of coach to athlete access is 14:1 for females and 13:1 for males. Students interviewed were very positive about their coaches and the opportunities provided to participate at Russell County High School.
Locker Rooms, Practice and Competitive Facilities	x		There was written evidence of equitable use for all shared facilities. All available locker rooms appear to be equitable and with similar amenities. There was written evidence of locker room assignment for all teams. The boys and girls golf team practice and play at the Lakewood Country Club. All other competitive facilities are located on campus except the softball fields (2). They are located approximately 3 miles from campus. School bus transportation is provided to students for access to practice and games. Both baseball and softball have similar size, well-equipped indoor hitting facilities. The viewed amenities of softball and baseball vary but appear to provide overall equivalence; permanent fence at softball versus temporary fence for baseball, 2 fields for softball versus shared baseball field space with football, enclosed press box at baseball versus open scorer's stand at softball. Both areas provide storage, lockers, concessions, restrooms, lights, and scoreboard. Administrators indicated that the addition of a softball complex on the high school campus is part of the school system's facility priority plan. All locker room area, practice, and competitive facilities appeared in be very well maintained.

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<p>Medical and Training Facilities and Services</p>	<p>x</p>		<p>There are two (2) weight training rooms that provide equitable access for all sports. One is predominantly a weight room that contains a variety of weights with machines and bench presses of various sorts. The second is a multi-purpose type room that contains treadmills, few machines, and work-out mats. Both are well organized and functional. Interviews with students and coaches indicated use and access. The weight room usage schedule was done by coach/team sign up.</p> <p>(see KHSAA recommendation)</p> <p>The school does not have an Athletic Trainer but two (2) local physicians attend most all home events and provide evaluation, treatment, and care to athletes in need. This service appears to be accessible to all sports.</p> <p>The Russell County Hospital Rehabilitation Center also provides evaluation, treatment, and rehabilitation services. Athletic physicals are the responsibility of each student.</p>
<p>Publicity</p>	<p>x</p>		<p>There was written evidence of an awards guideline that included provision for individual and team accomplishments. It also included criteria for banner display. Interviews with students and coaches indicate end of season team recognition programs (banquet, pot luck, etc.), but the written guideline states this as 'coach's discretion'.</p> <p>(see KHSAA recommendation)</p> <p>The scheduling of cheerleading and other support groups appears to be fair and equitable to both genders and is monitored by the administration.</p>

Support Services	x		<p>There was written evidence of office and storage space for all teams. There are established booster groups for all sports. The viewed collective file of each sport booster group was excellent. There was written evidence of a guideline that provided for administrative oversight and approval for all booster fundraiser activity, however, there was no provision for administrative oversight regarding booster expenditures.</p> <p>(see KHSAA recommendation)</p> <p>Coaches interviewed were well aware of the school process and procedure for approval to purchase items.</p>
Athletic Scholarships	N/A		
Tutoring	N/A		
Housing and Dining Facilities and Services	N/A		
Recruitment of Student Athletes	N/A		

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

- Softball/tennis/soccer field completion
- Lighting for football / baseball
- Possible bowling team addition
- Interest meeting for cross country or soccer
- New swim natatorium
- Weight room update

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies in the overall girl and boys athletic programs.

7. KHSAA Recommended Action in relation to new deficiencies

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

- Please submit to the KHSAA, no later than April 15, 2012, a more specific travel guideline that includes mode of transportation for athletic contests, and parameters for per diem (housing / food) that would insure equity for all sports.
- Please submit to the KHSAA, no later than April 15, 2012, a weight room usage schedule that shows equitable access for females. Also, upon receipt of this report, a posted schedule of use should be displayed at each weight training site.

- Please submit to the KHSAA, no later than April 15, an expanded awards guideline that would include, but not limited to, the provision for end of season team banquet recognition and criteria required for display of 'retired jerseys' that would insure equity for all sports.
- Please submit to the KHSAA, no later than April 15, 2012, an established guideline that provides for administrative oversight in the area of booster club expenditures as outlined in Redbook Accounting Procedures.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

There were two (2) reported deficiencies in the original Title IX audit completed in March of 2002. These were in the benefit areas of Medical Training Facilities and Services and Support Services. It appears that both areas have been addressed and are currently rendered satisfactory. There are no reoccurring deficiencies.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Trent Tarter, Russell Springs High School

District Level Title IX Coordinator: Willie Feldhaus, Russell Springs High School

Name	Title	Telephone
John McFall	Assistant Principal	606-866-2224
Deborah Haynes	School Board Member/Parent	606-866-3341
Eric Bennett	Tennis Coach / Teacher	606-866-2224
Darron Gossage	Principal	606-866-3341
Tracy Adams	Teacher / Parent	606-866-2224
Trent Tarter	Assistant AD / Teacher	606-866-2224
Willie Feldhaus	AD / Coach / Teacher	606-566-3687
Gordon Bocock	KHSAA Auditor	859-299-5472
Kathy Johnston	KHSAA Auditor	859-494-2509

9. Comments

The administration was very welcoming and well prepared for the re-visit. The school's permanent Title IX file was very well organized and efficient with its yearly collection of Annual Reports, Gender Equity Committee meeting agendas, and minutes. The files representing the benefits area were also well organized and inclusive of valuable information. The Russell County High School Parent Handbook and Athletic Department Handbook that have been developed are excellent resources.

The public forum, scheduled for 5:00 pm, took place in the school library. With no one in attendance, the audit team left Russell County High School at approximately 5:20 pm.