



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2003-2004 school year)

School: **Russellville High School**

Reviewed By: **Gary W. Lawson**

Date of Visit: **September 23, 2003**

Telephone Number of Reviewer: **(502) 875-3817**

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No

Summary Forms T-1 Through T-41 Yes No

Corrective Action Plan (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
	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

Were the calculations performed correctly? Yes No

Comments: Although the calculations were performed correctly, evidence on the report and information from the school visit indicate that school officials did not count participants correctly. The calculations presented by the school indicate that the standards for this test were not met.

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

Were the calculations performed correctly? Yes No

Comments:

Again, although the school performed calculations correctly, the failure to double and triple count athletic participants makes it appear that the school fails to meet the standards established on this test.

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

Were the calculations performed correctly? Yes No

Comments: Although the responses given by school officials on the Form T-3 submitted to the KHSAA indicates that the standards of this test have been met, these responses are not supported by the results of the student survey. School officials say they have done nothing at this point to pursue the students' indicated interests.

3. Has the school properly surveyed its student body to accurately assess the interest and abilities of its students? Yes No

Comments: The school is to be commended for receiving a 93% return rate on its most recent student survey.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities		X	<p>The proper method of calculation for opportunities test was explained to school officials. The proper development of and follow-up for a Corrective Action Plan was discussed with school officials. They were alerted to the fact that the school's Gender Equity Review Committee should have student representatives. According to responses by the school on Test #3 for opportunities, the standards of that test have been met, but the results of the school's most recent student survey do not support these responses. According to school calculations on Test #1 and Test #2, the standards of these tests are not met. It is currently impossible to accurately evaluate this area because of the submittal of incorrect data. The school's most recent reports as well as evidence given by school officials indicate that school officials failed to double and triple count its participants and they also failed to count middle school participants (See KHSAA Recommended Action).</p>
Equipment and Supplies	X		<p>School officials were alerted to the fact that the summary Forms (T-8, T-9, and T-10) in this area represent an inventory and should show total number of uniforms—not uniform per player. It was suggested that the school develop a uniform rotation and replacement plan. Currently the school softball uniforms appear to be of inferior quality compared to those of other sports. All other uniforms appeared to be equitable. The need for a designated storage area for every sport was emphasized to school officials.</p>

Scheduling of Games and Practice Time	X		<p>“Prime time” scheduling for girls’ basketball was discussed. The school’s 2002-2003 basketball schedule shows that Russellville played eight out of 20 total girls’ basketball games in “prime time” (40%). The same schedule shows that four out of nine home games were played in “prime time” (44%). School officials were encouraged to strive for a consistent 50% of their games in “prime time” every year. School officials were alerted to the fact that information on team sheets should be consistent with information on the summary sheet in this area. Based on information provided at the school visit, its practice facilities appear to be shared equitably.</p>
Travel and Per Diem Allowances	X		<p>School officials were notified that team forms are not consistent with summary forms in relation to bus trips and meal allotments in this area. School officials were requested to correct the forms in the Title IX file. The school visit indicated parity in this area.</p>
Coaching	X		<p>Data submitted by school officials indicated that in 1999-2000, 33% of the girls’ coaches were employed off-campus while 18% of the boys’ coaches were employed off-campus. It was emphasized to school officials that they should strive to make provisions for coaches to be accessible to female athletes. The school’s coaching salaries submitted in 1999-2000 showed some inequity, but these inequities appear to have been corrected in the 2002-2003 salary schedule.</p>

Locker Rooms, Practice and Competitive Facilities	X		Although there is a general need for improvement and upgrading of locker rooms and some facilities, they do not appear to be inequitable. The school currently only has one dressing room for all girls' sports and one locker room for all boys' sports. In the school's Title IX file, they need only one Locker sheet (T-26) for each locker room and one Practice or Competitive Facility sheet (T-27) for each practice and/or competitive facility.
Medical and Training Facilities and Services	X		As of 2002-2003, all athletic participants may receive a physical exam for a cost of \$10. It was suggested that the school have a posted weight training schedule and invest in some weights that are more user friendly for female athletes.
Publicity	X		Cheerleading was discussed. Currently the school has one cheerleading squad which cheers at all home and away football games, all home boys' basketball games, all girls' home basketball games plus five selected away games for girls' basketball and five selected away games for boys' basketball.
Support Services	X		The school's Forms T-35 and T-36 indicates parity in spending on boys' and girls' sports. Their most recent submittal shows that approximately \$38.31 per female athlete is spent as compared to \$39.21 per male athlete. School officials said that booster spending was included in their 2002-2003 submittal.

Athletic Scholarships	X		
Tutoring	X		
Housing and Dining Facilities and Services	X		
Recruitment of Student Athletes	X		

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

The school's most recent Corrective Action Plan calls for resurfacing the school's track, repairs to tennis courts, purchasing smaller weights for weight room, repairing universal machines in weight room, refurbishing the football, softball, and baseball fields.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The major observed deficiency during the school visit was the failure of the school to meet the standards established in any of the three tests for opportunities. It was impossible to fully evaluate this area because of the school's failure to properly count participants. (See KHSAA Recommended Action.)

7. **Facility Recommendations or Concerns**

The school visit did not indicate significant inequities in the area of facilities. School officials agreed with KHSAA officials there is a great need for expansion and upgrading of several facilities used by school athletes. These include the school's locker rooms, track, tennis courts, and provision of adequate storage.

8. **KHSAA Recommended Action**

Notify Office of Civil Rights and Request Federal Investigation of Possible Violations

Notify Equity Division and KBE of Potential Title IX Violations

Suspension from the Association

Prohibition from Post Season Play

Probation For

Fine In The Amount of _____

None at This Time

School shall submit the following additional information:

(Accommodation of Interests and Abilities) It was impossible to properly evaluate the school's provision of opportunities due to school personnel's inaccurately counting participants. Therefore, if the school's **April 15, 2004** submittal to the KHSAA does not show they meet the required standards in **at least one** of the three tests for opportunities, they are to **include in their April 15, 2004** submittal to the KHSAA a detailed, step by step plan for specific additions for opportunities for female athletes in order to meet at least one of the tests by **April 15, 2005**. This plan is to include a timetable for each step described.

(Selection of Cheerleaders) On or before **April 15, 2004**, school personnel are requested to provide information to the KHSAA concerning the manner in which cheerleaders are selected for boys' and girls' teams. If cheerleaders are selected in such a way as to result in arguably better (i.e. "A" team vs. "B" team) cheerleaders performing at boys' events, the school shall also submit a plan under which cheerleaders of equal ability shall perform at an equal number of boys' and girls' games in comparable sport (i.e., boys' varsity and girls' varsity basketball game).

(Prime Time Contest/Girls' Basketball) On or before **April 15, 2004**, school personnel are requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2003-2004 season. To the extent that a fewer percentage of girls' games are played during "prime times" (when compared with the percentage of boys' games scheduled for "prime times"), the school shall advise the KHSAA of action it intends to take to immediately correct the difference.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Phil Todd

District Level Title IX Coordinator: Kaye W. Wilkins

Name	Title	Telephone
Gary W. Lawson	KHSAA Audit Team	(502) 875-3817
Martha Mullins	KHSAA Audit Team	(859) 269-3394
Kaye W. Wilkins	Director-Central Office	(270) 726-8405
Phillip Todd	Athletic Director	(270) 726-6575
David Corbin	School Board Member	(270) 726-3407
Dr. Gary Stewart	Principal	(270) 726-8421
Kim Swift	Teacher/Coach	(270) 726-8421

10. Comments

One person from the community attended the Public Comments session. The meeting was adjourned at 6:40 p.m.