



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

**(For schools re-visited during the 2013-2014 school year)**

School: Russellville  
Prepared By: Gary W. Lawson  
Date of Re-Visit: December 5, 2013  
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

Title IX Improvement Plan Summary Charts (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
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: The data and rosters submitted to KHSAA as part of the annual Title IX reports indicate that the standard established in Test 1 for provision of athletic opportunities has not been met during any of the past three school years.

- 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: The rosters and information submitted to KHSAA show that the standard established in Test 2 for provision of athletic opportunities has not been met during any of the past three school years. The T-2 form contained in the 2012-13 annual report shows that no teams have been added at any level for either gender during the past five years.

- 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 responses on the T-3 forms in the annual Title IX reports, the school has met the standard established in Test 3 for provision of athletic opportunities during each of the past three school years. The information found in the most recent student athletic interest survey appears to support the responses on the T-3 form.

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

Comments: The T-63 form in the 2011-12 annual Title IX report documents that an 85% completion rate was received on the most recent student athletic interest 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 September 23, 2003 Title IX school visit report documented that the area was <i>Deficient</i> stating that the school did not appear to be meeting the standards established in any of the three tests for provision of athletic opportunities. The November 29, 2005 report deemed this category <i>Satisfactory</i> because all the data and responses indicated that the standard established in Test 3 was being met. Analysis of the annual Title IX reports show that it is likely that the standard in Test 3 continues to be met at the time of the most recent school visit. The latest student athletic survey shows no indicated athletic interest that is not being addressed by the school. School officials were encouraged to closely monitor any indicated interest in bowling, cross country, and bass fishing on the 2013-14 survey. The Title IX file was reviewed and found to contain both previous Title IX school visit reports, annual reports for the past five years, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, sample game schedules for all school sponsored sports, facility usage schedules for all shared athletic venues, guidelines regarding equity in relation to awards and recognition of athletic accomplishments, written designation of the locker room and athletic storage space assigned to all teams except for girls and boys tennis. (See <i>Locker Rooms, Practice and Competitive Facilities.</i>) Also in the Title IX file were the minutes for all Gender Equity Review Committee meetings held during the past two years, a uniform review, rotation, and/or replacement plan, guidelines for athletic travel and per diem (see <i>Travel and Per Diem and KHSAA Recommended Action</i>), and a copy of the school's Athletic Facility Emergency Plan (KRS 160.445). School officials were commended for the development of a comprehensive Title IX file.</p>

Equipment and Supplies	X		Both the 2003 and 2005 Title IX school visit reports rated this benefit category <i>Satisfactory</i> . One area of concern was the need for the school to develop an equitable uniform review, rotation, and/or replacement plan documented in the 2003 report. At the time of the 2005 school visit, there still was no plan in place. Information gained during the most recent school visit showed the school now has a uniform replacement plan in place that is based on a four-year cycle of review for all teams except girls and boys golf, girls and boys swimming, and girls and boys tennis which have their uniforms replaced annually. The uniforms and equipment reviewed during the most recent visit were all of mid-to-high quality and seemed to be provided equitably in terms of quantity. According to data submitted in the 2011-12 and 2012-13 annual Title IX reports, the school was spending approximately \$103 per female athlete and \$139 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		Both the previous Title IX school visit reports appraised this benefit category <i>Satisfactory</i> . Information provided during the recent visit showed that the number of competitive events scheduled for teams of "like" sports was comparable. All the shared practice facilities at the school seemed to be assigned equitably. Usage schedules that showed parity were provided for both the gym and indoor hitting facility. The girls softball team uses the hitting facility after the boys each day because the girls coach works until 4:30. The scheduling of athletic events during the most optimal playing times for teams was discussed with school officials who were commended for the provision of parity regarding this benefit.
Travel and Per Diem Allowances	X		Both the two earlier school visit reports deemed this benefit category <i>Satisfactory</i> . A review of the school's Title IX file during the most recent visit showed that written guidelines were in place for travel and per diem. These guidelines address the equitable mode of transportation, however, the parameters for meals is vague, and there are no guidelines

Travel and Per Diem Allowances continued		regarding lodging. (See <i>KHSAA Recommended Action</i> .) According to documentation submitted in the 2011-12 and 2012-13 annual Title IX reports, the school was spending approximately \$102 for female athletes and the same amount for males for travel and per diem.
Coaching	X	Both the 2003 and 2005 Title IX school visit reports rated this benefit category <i>Satisfactory</i> . Interviews with administrators revealed that the athletic director is responsible for the evaluation of all head coaches. A written instrument is used in this endeavor. According to data in the 2012-13 annual report, the total amounts spent for coaching salaries for teams of "like" sports were comparable. A review of the district's extra service pay schedule for coaches showed parity. Overall, the number of coaches provided for teams of "like" sports showed parity. Information provided during the recent visit indicated that 25% of the head coaches of both the boys and girls teams are on-campus employees.
Locker Rooms, Practice and Competitive Facilities	X	The 2003 Title IX school visit report rated this benefit category <i>Satisfactory</i> . The 2005 report also gave this category a <i>Satisfactory</i> rating because benefits showed parity but stated there was a general need for facilities to be upgraded. The tour of the facilities during the most recent visit revealed that significant improvements in the provision of amenities have been made since the 2005 visit. Some of these improvements include upgrading the softball dugouts, construction of a large indoor practice facility used primarily by softball and baseball, and the construction of an on-campus tennis complex. Only one disparity was noted during the recent. The softball facility still has portable restrooms while baseball has permanent public restrooms. <u>It is suggested that this disparity becomes a part of the school's Title IX improvement plan.</u> The school currently has six locker rooms that are assigned for use by student athletes. All teams have an assigned locker room except <u>girls and boys tennis.</u> Upon receipt of this report, <u>an assigned locker room should be provided for</u>

Locker Rooms, Practice and Competitive Facilities			<p><u>both these teams.</u> The assignments for the other teams appeared to show parity. An area of concern raised as a result of interviews with students and coaches was the implication that not all coaches and participants are familiar with their locker room assignments. <u>Upon receipt of this report, school administrators are to insure that <b>all coaches</b> are notified of their team's locker room assignments.</u> Each team seems to have an appropriate athletic equipment storage space assigned.</p>
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Medical and Training Facilities and Services	X		<p>The 2003 Title IX school visit report designated this benefit category <i>Satisfactory</i> but requested that the school have an equitable usage schedule for the weight training room posted at the facility and purchase some training equipment suitable for female use. The 2005 report again rated this category <i>Satisfactory</i> and documented that a new weight training room had been constructed which contained female-friendly equipment, and a schedule that provided equitable female access was posted at the facility. The most recent visit showed that a large weight training room was located adjacent to the gym. It contained some equipment that appeared appropriate for use by female athletes. There was a posted usage schedule at the facility and in the Title IX file that showed female access. There is no athletic trainer provided by the school at this time. All athletes are responsible for getting their own physical examinations.</p>
Publicity	X		<p>A <i>Satisfactory</i> rating was issued for this benefit category in both previous school visit reports. The school currently sponsors one cheerleading squad that cheers at all home and away football games. They also cheer at all home games and at away games versus district opponents for the girls and boys basketball teams. The band plays at all home football games and at all home boys and girls games except those played on Saturdays. The school has an excellent set of guidelines for the provision of parity within this benefit category. These guidelines address media coverage, athletic awards, posting of banners for athletic recognition, and provision of postseason athletic banquets. According to information in the 2011-12 and 2012-13 annual Title IX reports, the school was spending approximately \$5 per female athlete and \$10 per male athlete for awards. <u>School officials were requested to monitor this area for provision of parity.</u></p>
Support Services	X		<p>Both the earlier Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The</p>

Support Services continued			school currently has two active athletic booster clubs. One club supports the baseball team, and the other supports softball. Both these clubs house their funds off the school campus, and there is no procedure in place for administrative approval of their expenditures for provision of parity. It was suggested that school officials consider the development of some procedure for oversight of booster spending. An analysis of athletic expenditures for the past two years shows that in 2011-12 spending was within generally accepted parameters for the provision of parity for a football-playing school on a percentage basis. In 2012-13, these expenditures favored female athletes.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

5. Brief Summary/Analysis of the Title IX Improvement Plan (Form T-60)

The school's most recent T-60 forms call for the following:

- implementation of a uniform replacement plan based on a four-year cycle of rotation;
- promotion of increased female participation in athletics at the middle school level;
- monitoring of expenditures in the benefit category of publicity;
- monitoring of fund raising activities as a way of balancing athletic expenditures.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated as a result of the December 5, 2013 school visit. There are some *areas of concern* within the benefit categories of *Travel and Per Diem* (see *KHSAA Recommended Action*) and *Locker Rooms, Practice and Competitive Facilities* (see the body of this report) that need to be addressed in an attempt to insure that equitable benefits are provided.

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were designated as a result of the December 5, 2013 school visit. Although not currently considered deficient, the following *area of concern* needs to be addressed in an effort to avoid development of future deficiencies.

**(Travel and Per Diem Allowances)** On or before **April 10, 2014**, the school is to submit to KHSAA an expansion of the current guidelines for travel and per diem which sets specific equitable parameters for the provision of meals and lodging for student athletes.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the November 29, 2005 Title IX school visit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Nathan Thompson, 1101 W. 9<sup>th</sup> St., Russellville, KY 42276  
(270) 726-8421

District Level Title IX Coordinator: John Myers, 355 S. Summer Street, Russellville, KY 42276  
(270) 726-8405

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Paulette Smith	Track Coach	(270) 726-8421
Sandra Brown	Tennis Coach	(270) 726-8421
Mallory Bush	Student Athlete	(270) 726-8421
Travis McDaniel	Student Athlete	(270) 726-8421
Nathan Thompson	Athletic Director	(270) 726-8421
Kim McDaniel	Principal	(270) 726-8421
Mary Celso	Bookkeeper/Parent	(270) 726-8421

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:15 pm CST.