



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

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

School: Russellville
 Prepared By: Gary W. Lawson
 Date of Re-Visit: October 16, 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
- 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
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 rosters and data submitted, the school has not met the standard established in Test 1 for provision of athletic opportunities during any of the past three school years. The 2013-14 annual Title IX report showed that female students made up 53% of the school's enrollment, and they were 33% of the school's athletic participants.

- 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 data and information submitted in the annual Title IX reports shows that the school has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years. The T-2 form in the 2013-14 annual Title IX report shows that one varsity team for females with six current participants has been added 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: The responses on the T-3 form in the 2013-14 annual Title IX report indicate that the standard established in Test 3 for the provision of athletic opportunities is being met, but it does not appear that those responses are supported by the information found in the most recent student athletic interest survey. There is no evidence in the annual Title IX report that the indicated interests in bowling (31 students) and cross country (21 students) have been pursued for validity. (See *Accommodation of Interests* and *KHSAA Recommended Action*.)

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

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 November 29, 2005 and the December 5, 2013 reports rated this area <i>Satisfactory</i>. The school appeared to meet the standard established in Test 3 for provision of athletic opportunities both years. The annual reports for the past three years show that the standards established in Test 1 and 2 have not been met. In regards to Test 3, the student athletic interest survey of 2013-14 reveals an indicated interest in bowling (31) and cross country (21). There is no evidence anywhere in the report that these interests have been addressed. Based on documentation, it does not appear that the standard established in Test 3 is being met. (See information on page 2 of this report for detailed explanation relating to the opportunities tests and see <i>KHSAA Recommended Action</i>.) The school's Title IX file was reviewed and found to contain all the annual Title IX reports for the past five years, a board-approved extra service pay schedule, a list of the current members of the Gender Equity Review Committee, game schedules for all school sponsored sports, written facilities usage schedules for all shared practice venues (see <i>Scheduling of Games and Practice Times</i> and <i>KHSAA Recommended Action</i>), written guidelines regarding awards and recognition of athletic accomplishments pertaining to both genders (see <i>Publicity</i>), written designation of the locker room and athletic equipment storage space assigned each team, comprehensive written minutes for all Gender Equity Review Committee meetings for the past three years, a written uniform review, rotation, and/or replacement plan, written guidelines relating to travel and per diem, and a copy of the school's Athletic Facility Emergency Medical Plan (KRS 160.445). School officials were commended for the development of a comprehensive Title IX file. IT SHOULD BE NOTED THAT THE SCHOOL'S FILE DID NOT CONTAIN ANY OF THEIR PREVIOUS TILE IX SCHOOL VISIT REPORTS. COPIES OF THESE REPORTS WERE GIVEN TO SCHOOL OFFICIALS BY THE VISITING KHSSA REPRESENTATIVE.</p>

Equipment and Supplies	X		<p>The 2005 Title IX school visit report deemed this benefit category <i>Satisfactory</i>. The school was asked to submit to KHSAA an equitable uniform review, rotation, and/or replacement plan. The 2013 report again gave the school a <i>Satisfactory</i> rating stating that the school had a uniform replacement plan in place 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 purchased their own uniforms annually. The most recent visit showed that the same uniform rotation plan is still in place. Interviews with coaches and student athletes indicated that the plan is being implemented. All the uniforms reviewed during the visit appeared to be provided equitably in quality and quantity except in the case of softball when compared to baseball. All four of the baseball uniforms supplied appeared to be of superior quality compared to the two uniforms provided for softball. (See <i>KHSAA Recommended Action</i>.) According to information submitted in the 2012-13 and 2013-14 annual Title IX reports, the school was spending approximately \$150 per female athlete and \$154 per male athlete for equipment and supplies.</p>
Scheduling of Games and Practice Time	X		<p>Both the previous Title IX school visit reports rendered this benefit category <i>Satisfactory</i>. Information gathered during the most recent visit indicated that the number of competitive events scheduled for teams of "like" sports was comparable except for baseball which had 36 scheduled varsity contests while softball had 28. School representatives stated that the softball coach had not completed the 2014-15 schedule. (See <i>KHSAA Recommended Action</i>.) An equitable usage for the gym was provided. A partial schedule was also available for the indoor hitting facility which is shared by baseball and softball. In order to provide evidence that the facility is shared equitably, a schedule for the winter months should be provided. (See <i>KHSAA Recommended Action</i>.) The scheduling of athletic events during the most optimal playing times was discussed with school officials who were commended for the</p>

			provision of parity regarding this benefit.
Travel and Per Diem Allowances	X		The 2005 Title IX school visit report designated this benefit category <i>Satisfactory</i> . The report did emphasize the need for the school to develop equitable written regulations regarding travel and per diem. The 2013 report also gave this category a rating of <i>Satisfactory</i> and documented that the school had written guidelines in this area which addressed only the mode of transportation. The report requested that an expansion of these guidelines be developed that included the provision of meals and lodging. This information was submitted on April 10, 2014. The most recent visit revealed that the school had a comprehensive set of written guidelines for this benefit category that addressed the mode of transportation and the provision of meals and lodging. According to information provided in the 2012-13 and 2013-14 annual Title IX reports, the school was spending approximately \$130 per female athlete and \$145 per male athlete for travel and per diem.
Coaching	X		The two previous Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . The school's athletic director and principal are responsible for evaluation of all head coaches annually. Starting this school year, a written instrument will be used for this evaluation. Information on the T-35 form in the 2013-14 annual Title IX report showed that the total amounts spent for coaching salaries for teams of "like" sports was comparable. A review of the district's extra service pay schedule for coaches showed parity. The data in the 2013-14 annual Title IX report shows that coaching ratios were one coach per six athletes for both the boys and girls teams. According to information gathered during the most recent visit, 29% of the head coaches of girls teams and 13% of the head coaches of boys teams are employed on the school campus.
Locker Rooms, Practice and Competitive Facilities	X		The 2005 Title IX school visit report designated this benefit category <i>Satisfactory</i> noting that the school was adding lights at the baseball and softball fields. The 2013 report also judged

Locker Rooms,
Practice and
Competitive
Facilities
continued

this category *Satisfactory* but listed three "areas of concern" –baseball field had permanent restrooms while softball had port-a-potties; girls and boys tennis teams had no assigned dressing areas; not all student athletes and coaches were aware of their locker room assignments. During the most recent visit, the information provided indicated that all teams were assigned locker rooms, and the available space was assigned equitably. The interviews indicated that student athletes and coaches were aware of their locker room assignments. All the practice and game facilities appear to have similar amenities except, as was the case in 2005 and again in 2013, the baseball field has public restrooms while softball does not. (See *KHSAA Recommended Action*.) When comparing "like" sports, it appeared there were differences in the amenities provided in the girls basketball locker room and coaching office when compared to the boys basketball dressing room and coaching office. The girls dressing room is smaller and has an inferior quality and quantity of locker space. The girls coaches' office, located inside the locker room, is smaller and does not have restroom facilities as does the boys basketball coaches' office. (See *KHSAA Recommended Action*.) All the available athletic equipment room storage space appears to be assigned equitably.

Medical and Training Facilities and Services	X		Both the previous Title IX school visit reports rendered this benefit category <i>Satisfactory</i> . The school currently has a large, well-equipped weight training room adjacent to the gym. An equitable usage schedule was a part of the Title IX file and also posted at the facility which has a significant amount of equipment that is suitable for use by female athletes. No training services are available to any student athletes. Physical examinations are the responsibility of the athletes.
Publicity	X		This benefit category was rated <i>Satisfactory</i> in both 2005 and 2013. The school currently sponsors one cheerleading squad that is assigned to cheer at all home and away football games except those at Fulton County and Fulton City schools. They also cheer at all home games and at away games versus district opponents for both the boys and girls basketball teams. They cheer at all post season tournament games for all three teams. The pep band plays at all home and post season football games and at all home boys and girls basketball games except those played on Saturday nights. The school's Title IX file contained excellent written guidelines for the posting of banners in the gym, the provision of athletic awards, and post season banquets. <u>UPON RECEIPT OF THIS REPORT, THESE GUIDELINES SHOULD BE EXPANDED TO INCLUDE THE CRITERIA FOR SELECTION INTO THE SCHOOL'S ATHLETIC HALL OF FAME.</u> According to information submitted in the 2012-13 and 2013-14 annual Title IX reports, the school was spending approximately \$4 per female athlete and \$5.50 per male athlete for awards.
Support Services	X		In 2005 and 2013 this benefit category was deemed <i>Satisfactory</i> . The 2013 report did suggest the development of a system for administrative oversight of booster club spending. The most recent visit revealed that only two booster clubs currently exist—one for baseball and the other for softball. These booster clubs house their funds off the school

Support Services continued			<p>campus. As was true in 2013, there is no mechanism in place for oversight of their expenditures for the provision of equity. Interviews with school administrators indicated that they are in the process of implementing changes in regard to booster support at the school. <u>A SUMMARY OF THESE CHANGES ARE TO BE A PART OF THE SCHOOL'S TITLE IX IMPROVEMENT PLAN (T-60 form) SUBMITTED TO KHSAA BY APRIL 30, 2015.</u> An analysis of athletic spending for the past two years shows that expenditures in 2012-13 strongly favored female athletes (approximately \$831 per female athlete and \$510 per male). The expenditures again slightly favored females in 2013-14 (\$718 per female athlete and \$628 per male).</p>
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

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

- arranging for a female athletic team to take a spring break trip;
- evaluating the needs of all female teams related to provision of equipment and supplies;
- providing equitable post-season awards banquets for all teams;

- promoting participation in the sports of volleyball, softball, tennis, track, and golf.

Observed Deficiencies in Overall Girls and Boys Athletics Programs

The one major deficiency designated as a result of the October 16, 2014 Title IX school visit is in the area of *Accommodation of Interests and Abilities*. School officials were reminded that being deficient in the provision of opportunities has been deemed the most serious deficiency in the Title IX evaluation. In addition to the deficiency identified above, there are "areas of concern" in the benefit categories of *Equipment and Supplies*, *Scheduling of Games and Practice Times*, and *Locker Rooms, Practice and Competitive Facilities* which need to be addressed in an attempt to insure that future deficiencies do not develop. IT WAS EMPHASIZED TO SCHOOL OFFICIALS THAT A THEME THROUGHOUT THE VISIT WAS THE DISPARITY IN BENEFITS PROVIDED FOR THE SOFTBALL AND BASEBALL TEAMS. (See *Equipment and Supplies*, *Locker Rooms, Practice and Competitive Facilities*, and *KHSAA Recommended Action*.)

6. KHSAA Recommended Action in relation to new deficiencies

(Accommodation of Interests and Abilities) On or before January 7, 2015, the school is to submit to KHSAA written documentation of the steps taken to address the indicated interests in cross country and bowling shown in the 2013-14 athletic interest survey. This documentation should include, but not be limited to, evidence of interest meetings held and the attendance at these meetings. If the attendance at these meetings indicates that the interest is authentic (for either or both of the sports), the future steps to be taken by the school are to be included as well. Documentation of the steps taken are also to be a part of the school's Title IX Improvement Plan (T-60 form) submitted to KHSAA by April 15, 2015.

Although not currently deemed to be deficient, the following "areas of concern" should be addressed in an effort to insure the equitable provision of benefits.

(Equipment and Supplies) On or before March 7, 2015, the school is to submit to KHSAA written evidence of steps taken to provide equivalence—in both quality and quantity—of uniforms supplied for softball and baseball players. Pictures and/or invoices should be a part of the evidence included.

(Locker Rooms, Practice, and Competitive Facilities)

On or before March 7, 2015, the school is to submit to KHSAA a written plan for the provision of equitable amenities in the girls basketball locker room and coaches' office when compared with those provided for boys basketball. This plan should also be a part of the school's April 30, 2015 Title IX Improvement Plan submitted to KHSAA.

On or before March 7, 2015, the school is to submit to KHSAA a written plan for provision of public restroom facilities at the softball field comparable to those at the baseball field. This plan should include a realistic projected completion date and also be a part of the school's Title IX Improvement Plan (T-60 form) submitted to KHSAA by April 30, 2015, and each year until the project is completed.

(Scheduling of Games and Practice Times)

On or before March 7, 2015, the school is to submit to KHSAA game schedules for 2014-15 for the baseball and softball teams showing a comparable number of varsity contests for each team.

On or before March 7, 2015, the school is to submit to KHSAA a written usage schedule for the indoor hitting facility shared by baseball and softball for the months of November and December, 2014.

7. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated in the December 5, 2013 Title IX school visit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Calvin Head, 1101 W. 9th Street, Russellville, KY 42276
(270) 726-8421

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

Name	Title	Telephone
Tiffany Gray	Student Athlete	(270) 847-9201
Micah Naylor	Student Athlete	(270) 847-9201
Tracy Naylor	Tennis Coach/Parent	(270) 847-9201
Debbie Elliott	Volleyball	(270) 847-9201
Kimberly McDaniel	Principal	(270) 726-8421
Mary Celsor	Athletic Bookkeeper	(270) 726-8421
Blake Crabtree	Baseball Coach	(270) 646-6641
Calvin Head	AD/Girls Basketball Coach	(270) 726-8421
Gary W. Lawson	KHSAA	(502) 545-3393

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:20 pm EDT.