



TITLE IX FINAL AUDIT REPORT

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

School: **Ryle High School**
Reviewed By: **Gordon Bocoek**
Date of Visit: **October 22, 2003**
Telephone Number of Reviewer: **(859) 299-5472**

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
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

Were the calculations performed correctly? Yes in 2002-2003 No in 1999-2000, 2000-2001 and 2001-2002.

Comments: For the 1999-2000 school year, Ryle High School appeared to pass Test 1 as the Percentage of the Total Enrollment (47%) and the Percentage of Total Participation (46.4%) for females were within the necessary 3% range to be considered for compliance. For the 2000-2001 school year, Ryle High School appeared to fail Test 1 as the Percentage of the Total Enrollment (47%) and the Percentage of Total Participation (41.1%) for females were not within the necessary 3% range to be considered within compliance. For the 2001-2002 school year, Ryle High School appeared to fail Test 1 as the Percentage of Total Enrollment (48%) and the Percentage of Total Participation (40%) for females were not within the necessary 3% range to be considered in compliance. For the 2002-2003 school year, Ryle High School appeared to fail Test 1 as the Percentage of Total Enrollment (49%) and the Percentage of Total Participation (39%) for females were not within the necessary 3% range to be considered within compliance. The first three years the calculations were incorrect; however, they have since been corrected. With the above data that appears in the Ryle High School Title IX file, it does not appear that the school is in compliance in Opportunities Test 1.

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 in 2001-2002 and 2002-2003 No in 1999-2000 and 2000-2001

Comments: During the 1999-2000 and the 2000-2001 school years, the calculations were incorrect; however, they have since been corrected. With the data that appears in the Ryle High School Title IX file, it does not appear that the school is in compliance on Opportunities Test 2.

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: With the data that appears in the Ryle High School Title IX File it does appear that the school has been in compliance the past four years for Opportunities Test 3.

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

Comments: Ryle High School has surveyed the high school student body for the past four years. School personnel were encouraged to conduct the survey for grades eight through eleven. From the data provided it appears that Ryle High School is looking at the students' surveys and is providing the opportunities the surveys reflect.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>Ryle High School is doing a good job of providing opportunities for student athletes. The Gender Equity Review Committee needs to continue to look at student surveys with a break down by grade level to determine if there is enough interest for junior varsity or freshman programs. If there is interest indicated by the surveys the Committee needs to find ways to see if this interest is real and genuine.</p>
Equipment and Supplies	X		<p>At the present time, no deficiencies were found with equipment and supplies. All of the uniforms were of excellent quality. To assure that Ryle High School continues to provide the high quality of uniforms that are currently being offered, it is recommended that the Gender Equity Review Committee adopt a Uniform Replacement Policy that would include all the boys' and girls' athletic teams and be a guide to keeping the uniforms at a high quality. This policy should be placed in the school's permanent Title IX file.</p> <p>The Gender Equity Committee should review the School's Title IX File and the Forms T-5 to make sure the coaches' comments and the actual figures reflect what is reported on the summary sheets (Forms T-6, T-7, T-8, T-9 and T-10).</p>
Scheduling of Games and Practice Time	X		<p>Practice schedules appear to be rotated, but a copy of this schedule of practice rotations needs to be placed in the school's permanent Title IX file. Each year a copy of this practice rotation schedule should be placed in the school's permanent Title IX file. In regard to "prime time" scheduling, it appears that Ryle High School is in compliance. The Gender Equity Review Committee should review all boys' and girls' basketball schedules before they are released for the next year to make sure they are in compliance with "prime time"</p>

Scheduling of Games and Practice Time (cont.)		scheduling requirements. The Gender Equity Committee should look at the school's permanent Title IX file and the Forms T-11 to ensure all the blanks and questions have been filled out and answered correctly. Review Forms T-11 to make sure the coaches' comments and the actual figures reflect what is reported on the summary sheets (Forms T-11, T-12 and T-13).
Travel and Per Diem Allowances	X	It is recommended that the Gender Equity Review Committee look into establishing an equitable policy for student athletes which would include all the aspects of travel and place this policy in the school's permanent Title IX file. The Gender Equity Committee should look at the school's permanent Title IX file and the Forms T-15 to make sure all the blanks and questions have been filled out and answered correctly. Review the Forms T-15 to make sure the coaches' comments and the actual figures reflect what is reported on the summary sheet Form T-16.
Coaching	X	It appears at the present time that Ryle High School is in compliance in regard to coaching salaries. It is recommended that the Gender Equity Review Committee obtain a copy of the Boone County Board of Education salaries and/or extended employment for members of the athletic staff and place a copy in the school's permanent Title IX file. This should be done each year. The Gender Equity Committee should continue to look at the school's permanent Title IX file and the Forms T-17 to make sure all the blanks and questions have been filled and answered correctly.
Locker Rooms, Practice and Competitive Facilities	X	It appears at this time that Ryle High School is in compliance in regard to locker rooms. All of the practice and competitive facilities at Ryle High School are in excellent condition. The Gender Equity Review Committee needs to evaluate the dressing rooms and the practice and competitive facilities yearly to assure that

Locker Rooms, Practice and Competitive Facilities (cont.)		<p>they stay at a high quality.</p>
Medical and Training Facilities and Services	<p style="text-align: center;">X</p>	<p>Although the Athletic Director indicates that girls do use the Ryle High School weight room in the field house it is very obvious that it is a "male football domain" located in the football dressing room. Ryle High School is very fortunate in that it does have a second weight room in the school building that is much more female friendly. The Gender Equity Review Committee needs to see that a schedule of the use of both weight rooms is not only posted in the weight room but a copy placed in the school's permanent Title IX file. The Gender Equity Committee should continue to look at the school's permanent Title IX file and the Forms T-28 to ensure all the blanks and questions have been filled and answered correctly. Review the Forms T-28 to make sure that Forms T-20, T-30 and T-31 reflect the coaches' comments on the Forms T-28.</p>
Publicity	<p style="text-align: center;">X</p>	<p>It is recommended that the Gender Equity Committee establish a policy that would ensure equal treatment regarding program production, schedule cards production and media guide productions to ensure that all sports are on an equal basis. Immediate steps should be taken to implement a policy specifying the criteria and qualifications for the placement of banners, pictures and other honors that are placed in the gymnasium and other commons areas of the school to ensure that all participants and teams have an equal opportunity for this "prime time" exposure. The Gender Equity Committee should continue to look at the school's permanent Title IX file and the Forms T-32 ensure all the blanks and questions have been filled and answered correctly. Review the Forms T-32 to make sure that the Forms T-33 reflect the coaches' comments on the Forms T-</p>

Publicity (cont.)			32.
Support Services	X		It is noted that the vast majority of the coaches have or share an office and have the necessary space to assist them in doing their job. The Gender Equity Review Committee needs to look at the schedule of cheerleaders and make sure that the number of boys' and girls' basketball games are represented equally by cheerleader presence for both home and away. At the present time, Ryle High School is without Booster Clubs. It is recommended that the Gender Equity Review Committee stay ahead of the situation of future Booster Clubs and require, through policies approved at the school, site base and board of education level, that any booster organizations regularly submit complete and audited financial reports to the school so as to include these amounts received and spent by this organization in any required reporting.
Athletic Scholarships	N/A		This area does not appear applicable in this situation.
Tutoring	N/A		All students at Ryle High School have the opportunity for tutoring provided by the Boone County Board of Education.
Housing and Dining Facilities and Services	N/A		It does not appear to be applicable to this school, nor are there any indications of disparate treatment.
Recruitment of Student Athletes	N/A		It does not appear to be applicable to this school, nor are there any indications of disparate treatment.

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

Ryle High School is doing a lot of things right with Title IX, but one of their biggest problems is not giving themselves credit when they have set a corrective action and have reached it. No documentation is in place in the school's permanent Title IX file. The Gender Equity Review Committee needs to start putting together a listing of the advances the school has made with Title IX since 1999-2000. The KHSAA Audit Team discussed several items that need the attention of the Gender Equity Committee at Ryle High School, in regard to policy development and making these policies a permanent part of the school's permanent Title IX file. The KHSAA Audit Team did observe the school's permanent Title IX file in a box with poor organization. It is recommended that the Athletic Director and the Gender Equity Committee organize the school's permanent Title IX file and that a copy be placed in the Principal's Office and the Athletic Director's Office.

6. **Observed Deficiencies in Overall Girls and Boys Athletics Programs**

No overall deficiencies were observed in the Ryle High School Athletic Department. They do a very good job providing for the student athletes at their school. The Gender Equity Review Committee needs to review the school's permanent Title IX file and do the things the KHSAA Audit Team discussed with them to bring their permanent Title IX file to an updated and complete state.

7. **Facility Recommendations or Concerns**

Ryle High School is doing a tremendous job of giving the student athletes the best possible athletic facilities. The only area of concern would be the weight room in the field house. If female athletes are going to share this environment, the Gender Equity Review Committee needs to take steps to make it more female friendly.

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:

(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 2004-2005 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: Michael Ford

District Level Title IX Coordinator: Kathleen G. Reulman

Name	Title	Telephone
Gordon Boccock	KHSAA Audit Team	606-678-8916
Fran Edwards	KHSAA Audit Team	859-299-5472
James R. Demler	Athletic Director	859-384-5311
Kathleen G. Reulman	Director Student Services	859-334-4455
Pat Roesel	Coach/Teacher	859-344-0435
Robyn Johnson	Teacher	859-727-2395
Dana Ogden	Teacher	859-384-7117
Tasha Tanner	Coach/Teacher	859-384-3845
Michael Ford	Vice-Principal	859-384-5300
Mary Jo Rehtin	Teacher	859-384-3458
Brittany Bowman	Female Student Athlete	859-384-1055
Matthew L. Turner	Assistant Principal	859-384-5300
Julie H. Moore	Assistant Principal	859-384-5300
James Clements	Male Student Athlete	859-485-7383

10. Comments

It is noted that no one showed up for the Public Forum at 6:00. The KHSAA Audit Team does encourage the Ryle High School Gender Equity Review Committee to design a number of policies that will strengthen the governing of the school's Athletic Department. Overall, the Athletic Department and the student athletes clearly have the support of the school and the community.