



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

(For schools re-visited during the 2007-2008 school year)

School: **Shelby County High School**  
 Prepared By: **Gordon D. Bocock**  
 Date of Re-Visit: **November 13, 2007**  
 Telephone Number of Reviewer: **(859) 299-5472**  
 Reviewed By: **Larry G. Boucher**

1. Completed Required Forms

- Verification of Forms (Form GE-50) Yes  No
- Participation Opportunities Summary Chart (Form T-70) Yes  No
- Benefits Summary Charts (Forms T-71 & T-72) Yes  No
- Benefits Publicity (Form T-73) Yes  No
- Corrective Action Plan Summary Charts (Form T-74) 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: In 2002-2003 and 2003-2004 Shelby County High School passed the T-1 test as the percentage of participation was within 3% of the percentage of enrollment. The past three school years the school has been outside the recommended 3% to be considered within the allowance for compliance.

- 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: For many years Shelby County High School has sponsored the majority of the sports offered by the KHSAA. However, adding new programs during the past 5 years has not been enough to bring the school into an area of compliance on the T-2 Test. To be in compliance the percentage of current participation opportunities added in the last five years must be 25% or greater and that percentage has not been met 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: Shelby County High School has been surveying the student body and during the last survey it showed that they were meeting the interests of the student body. The Gender Equity Committee is reminded that 2007 – 2008 is when the next student interest survey must take place and it will be due to the KHSAA with the April 15, 2008 Yearly Report. If this survey reveals that the interest of the students at Shelby County High School has changed, the Gender Equity Committee will need to check further to see if this interest is real and genuine. At the present time the school is passing the T-3 Test.

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

Comments: The last survey was conducted on March 7, 2006.

- 1619 – Student surveys were handed out in Home Rooms for grades 8 through 11.
- 1496 – Student surveys were turned in for a return percentage of 92%.
- The school did a very good job on the last student 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		Shelby County High School has been surveying the student body and has successfully added the female sports as the interest and the numbers indicated.
Equipment and Supplies	X		The school received there first Title IX Audit in December of 1999 and this was an area that was deficient. At that time Girls Soccer did not have team uniforms and the Girls Basketball did not have the travel equipment as the boys did. The school has done a great job in removing this deficient area. All of the uniforms are of good quality for both male and female athletes. In discussions with the Athletic Director we found that the only Uniform Rotation Plan was in the head of the AD. <b>The Gender Equity Committee is to meet with the Athletic Director and put a written Uniform Rotation Plan process into place</b> that will cover all sports and serve as a notice to both school and community when each sport will have uniforms replaced and will better help the school budget for these never ending expenses. <b>This new policy is to be placed in the School's Title IX folder with a copy being sent to the KHSAA by March 1, 2008.</b>
Scheduling of Games and Practice Time	X		The school is in compliance in regard to prime date play for girls basketball. The Gender Equity Committee is reminded to check this area yearly to make sure the school stays in compliance in regard to Prime Date issues.  There is currently cooperation between the Girls and Boys Basketball programs and sharing of the two gymnasiums and rotations of gyms and practice time is not a problem. There appears to be great corporation in the total athletic program.
Travel and Per Diem Allowances	X		It is strongly recommended that the Gender Equity Committee give a total review to the Travel and Per-Diem Policy and make sure that it covers all the aspects of travel. It is possible that there may be a difference in meal allocations in some sports by the school and/or boosters. The Gender Equity Committee needs to make sure that all coaches and all boosters are aware of the Travel and Per-Diem Policy. <b>A new copy of a Travel and Per-Diem Policy should be forwarded to the KHSAA office by March 1, 2008.</b> This was an area that was deficient during the first Title IX Audit and after the student interviews it is <b>possible</b> that a difference still exists in some areas.

Coaching	X		It is difficult to determine the coaching salaries of the various coaches as a percentage breakdown and years experience formula used to determine these salaries. A copy of this should be sent to the KHSAA with the April 15, 2008 Yearly Report. The school is doing a good job of providing quality coaches to the student athletes and the female sports have a lady involved in each of the sports.
Locker Rooms, Practice and Competitive Facilities	X		This was another area where a deficient report was given during the first audit. A new sports complex that houses baseball, softball and soccer is a tremendous facility and the school is to be commended for the steps taken in putting this facility in place. In regard to dressing rooms, the Girls Soccer and Softball teams have very nice dressing rooms and are totally equal to their like sports. The Boys and Girls Basketball teams dressing rooms are equally nice with only slight differences. Girls and Boys track are both assigned to the physical education dressing rooms as well as the Girls Volleyball team. Football has two very large dressing rooms that take up the biggest part of the Field House. It is recommended that the Gender Equity Committee look at upgrading the Girls Volleyball dressing room as some dressing rooms are empty during their competitive season. This is an area that is border line compliance and needs to be reviewed.
Medical and Training Facilities and Services	X		The new Baseball and Softball indoor training facilities are tremendous and could be the envy of many schools in that area. The Gender Equity Committee needs to take a tour of the Weight Room. Even though girl athletes go to this area and lift and even though girls have a physical education class lifting in this area it is without a doubt a "Football Weight Room". Some progress has been made to make this area more female friendly with the addition of lighter bars and weights and some universal equipment. The area is dull and dingy and needs décor added to the walls that show that female athletes are being considered. Mirrors and pictures and something more than male tonnage charts would be a welcome addition.
Publicity	X		The various interviews gave a good indication that the school is in good shape in this area. The school trophy cases are well planned and show that all sports are represented. School announcements cover all sports. A school Athletic Hall of Fame is being planned and it is highly recommended that the Gender Equity Committee put a policy in place that will let the school and community know how this selection process will take place as well as how

Publicity Cont'd			they plan to recognize them. The Awards and Banner display policy needs to be looked at and updated to include this new Hall of Fame.
Support Services	X		The only problem found in this area is the lack of office space for the Girls Volleyball Coach. The Physical Education Office appears to be vacant after school during the Volleyball season and if so it could well solve this problem. The Gender Equity Committee is asked to look into this situation before the next Volleyball season.
Athletic Scholarships			Does Not Apply
Tutoring			Does Not Apply
Housing and Dining Facilities and Services			Does Not Apply
Recruitment of Student Athletes			Does Not Apply

5. **Brief Summary/Analysis of the Corrective Action Plan (Form T-60)** . . . . . the school has done a god job in recognizing needs and placing these needs in a Corrective Action Plan. The Gender Equity Committee is encouraged to continue to look at not only current needs but to have a long range plan and appropriate corrective actions that meets the needs of today and tomorrow. The school should remember to record the progress they make when a corrective action becomes reality.

6. **Observed Deficiencies in Overall Girls and Boys Athletics Programs** . . . . .  
 At the present time there were no overall deficiencies found in the girls and boys programs but there are two areas that are border line and need to be looked at by the Gender Equity Committee . . .

- The Girls Volleyball dressing room and an office for the Girls Volleyball Coach.
- The Weight Room needs a face lift to assure that its appearance is a Fitness Center instead of a Football Domain.
- **A written Uniform Replacement Policy to be sent to KHSAA by March 1, 2008.**
- **A written Travel and Per-Diem Policy is to be sent to the KHSAA and provided to all coaches by March 1, 2008.**

7. **KHSAA Recommended Action in relation to new deficiencies**  
 No deficiencies at this time.

8. **KHSAA Recommended Action in relation to reoccurring deficiencies**  
 None at this time.

9. **PERSONNEL IN ATTENDANCE AT AUDIT MEETING**

<u>High School Title IX Coordinator</u> Steve Coleman 1701 Frankfort Road Shelbyville, Kentucky 40069 502-633-2344	<u>District Title IX Coordinator</u> James Neihof 1155 W. Main Street Shelbyville, Kentucky 40065 502-633-2375
--	--

Name	Title	Telephone
Frank Page	Parent	502-633-7833
Cathy B. Cook	Asst. Principal East Middle	502-633-1478
Eddie Mathis	School Board Member	502-682-6410
Myron Montgomery	Teacher/Coach	502-290-1724
Steve Miracle	Asst. Principal West Middle	502-633-4869
James Neihof	District Title IX Coordinator	502-633-2375
Cassandra Gray	Parent	502-529-1658
Greg Lawson	Coach and Asst. AD	502-633-2344
Steve Coleman	Athletic Director	502-633-2344
Jenny McCarty	KHSAA Title IX Auditor	859-299-5472
Gordon Bocock	KHSAA Title IX Auditor	859-299-5472

10. **Comments** . . . . . There was no one that showed up for the public forum. The KHSAA Audit Team would like to thank everyone involved with this Audit for the warm welcome we received. The time schedule was observed and everything went smoothly because the Athletic Director had things organized and in place. The uniforms were laid out and easy to observe and the schools Title IX file was well organized and easy to find the necessary documents. Mr. Coleman and Mr. Lawson were very helpful and answered all questions as we toured the athletic facilities. The two students that we talked with were well informed with Gender Equity issues and have attended meetings and seen the various reports. The female coaches were very responsive and are well pleased with the progress that Title IX has made at Shelby County High School. The Athletic Director, Principal and District Title IX Coordinator attended the interview period.

With the development of some policies and the revamping of others, things will be in place that will help make the control of Boosters easier and will give the Athletic Department a better direction in years to come.