



TITLE IX FINAL AUDIT REPORT

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

School: **Sheldon Clark High School**

Reviewed By: **Gary W. Lawson**

Date of Visit: **October 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:

School personnel's calculations were performed correctly, and it appeared that participants were counted correctly, but the participation numbers were not within the required three percent.

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:

Although some expansion has taken place in the last five years, it does not appear that the school's number of participants in female athletics has increased by 25%.

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:

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

Comments:

It appears that the school has gotten a consistently low return rate on the student survey - only a 58% return rate is shown on the school's most recent submittal to the KHSAA.

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

Benefit to Students	Satisfactory	Deficient	Comments
<p>Accommodation of Interests and Abilities</p>		<p>X</p>	<p>The school's Title IX file was inspected by KHSAA officials. The file contained no minutes from any Gender Equity Review Committee meetings for the school years 2000-2001 or 2001-2002. The school's Athletic Director said <u>no</u> Gender Equity Committee meetings were held during the past school year. KHSAA officials explained to school personnel that <u>a minimum of three Gender Equity Committee meetings are to be held each year.</u> The proper development of and follow up to a Corrective Action Plan was discussed with school personnel. The school's Corrective Action Plan for the past four years appears to have inappropriate goals in some cases. In other cases, the school visit showed little or no attempt by athletic and/or school administrators to follow up on stated goals or corrective actions. The school currently does not meet any of the standards established in the three opportunities tests. This reflects the lack of involvement by school personnel and the Gender Equity Committee. (See KHSAA Recommended Action.)</p>
<p>Equipment and Supplies</p>	<p>X</p>		<p>The school visit showed a lack of storage for all athletic equipment. It also showed a lack of knowledge by athletic administrators related to the location and condition of equipment and supplies. Given the above administrative problems, the equipment viewed appeared equitable. All the school's athletic uniforms are purchased with school funds. <u>It was recommended to school personnel that a uniform rotation and replacement plan be developed and implemented.</u></p>

Scheduling of Games and Practice Time		X	All of the school's practice facilities that are shared appear to be shared in an equitable manner. "Prime time" scheduling was discussed with school personnel. The school's 2002-2003 girls' and boys' basketball schedules show a major deficiency in this area. These schedules show that 16% of the girls' home basketball games are to be played in "prime time" while 67% of the boys' games are to be played in "prime time". (See KHSAA Recommended Action.)
Travel and Per Diem Allowances	X		Although the school visit appeared to show parity in this area, it was suggested that school personnel develop a written meal allotment policy for the school's athletes based on fairness and equity.
Coaching	X		A review of the school's current coaching salary schedule appeared to show equity. The school has shown progress in the area of employing on-campus coaches for girls' athletics.
Locker Rooms, Practice and Competitive Facilities	X		School personnel were alerted to the fact that they need only one Form T-26 for each locker room (not each team) in their permanent Title IX file. School personnel were also informed that they need only one Form T-27 for each practice and/or competitive facility, not each team. School personnel were told that they need an assigned dressing area and an assigned equipment storage area for each athletic team at the school. Due to the general lack of knowledge of school administrators regarding existing storage and dressing facilities, <u>it was suggested that the Gender Equity Committee identify available storage and dressing room space and make a list of teams assigned to the available areas while assuring that these areas, no matter how small, be assigned equitably.</u> The school's current baseball and softball fields are both three miles from the school at the county park. The two facilities appear to be equitable.

Medical and Training Facilities and Services	X		Although there are very few services available to students in this area, there did not appear to be inequity. It was suggested that school personnel look into the number of free physical exams given to male athletes in relation to the number given to female athletes. The school currently has a very small weight room off the football dressing room. There is a very limited amount of weight equipment in both the boys' and girls' basketball dressing rooms.
Publicity		X	Cheerleading was discussed. The school currently has two squads—the Boys' squad cheers for the boys' basketball team and the football team, and the Girls' squad cheers for the girls' basketball team. The school's present system appears inequitable because the Boys' squad has tryouts first and those students judged to have lesser skills are allowed to try out at a later date for the Girls' squad. This system appears to promote a situation in which the more highly skilled cheerleaders are selected to perform at the boys' games. Several alternatives for developing a more appropriate selection process and/or assignment for games for the two squads were discussed with school officials. (See KHSAA Recommended Action.)
Support Services	X		Booster clubs were discussed. The school currently has no active athletic booster clubs. KHSAA officials explained the provision of an "equivalence of benefits" to student athletes and its relationship to athletic spending as shown on the school's Forms T-35 and T-36. It appears from the school's Corrective Action Plan that there has been a goal of monitoring athletic spending each of the past four years. During the school visit, discussions with athletic administrators indicated a distinct lack of follow-up activities related to this monitoring. It was suggested at the Gender Equity Review Committee meeting and further emphasized by this report that spending be monitored both by the Gender Equity Committee and school administrators.

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 an increase in school spending for girls' athletics, an attempt to increase the number of girls participating in golf, track, and volleyball, an attempt to employ a girls'/boys' tennis coach, and the scheduling of more girls' softball games.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The major deficiencies observed during the school visit included (1) The school's failure to meet the standards of any of the three tests for athletic opportunities for females, (2) the apparent failure to provide equitable publicity and support by the school's cheerleading squads, and (3) the lack of "prime time" playing opportunities provided for girls' basketball.

7. Facility Recommendations or Concerns

The school visit showed a definite lack of storage space for athletic equipment, the failure to provide a designated dressing room space for athletes, and a lack of provision of medical and training services and facilities for its athletes. The provision of a centralized weight training facility appears to be needed.

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) On or before **December 30, 2003**, school personnel are to submit a letter to the KHSAA detailing a step-by-step plan for specific additions of opportunities for female athletes in order to meet *at least one of the three* tests for opportunities by **April 15, 2004**. Also to be included in this plan is the method by which school personnel will improve the administration of its student athletic survey in order to receive at least a 70% return rate. This total plan as submitted to the KHSAA should also be a part of the school's **April 15, 2004 Corrective Action Plan**.

(Publicity—Selection and Assignment of Cheerleaders) On or before **December 30, 2003**, the school is to submit a letter to the KHSAA detailing how the selection process and/or game assignment of cheerleaders will be changed for the 2003-2004 school year in order to provide more equitable support for both the boys' and girls' basketball teams. These changes should also be a part of the school's **April 15, 2004 Corrective Action Plan** submitted to the KHSAA.

(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).

(Scheduling of Games and Practice Time - "Prime Time" Scheduling) On or before **December 30, 2003**, school personnel are to submit a letter to the KHSAA detailing the changes in basketball games scheduled for the 2004-2005 school year which will improve the number of "prime time" home games for girls' basketball to at least 45%. This letter is to include the specific dates of changes and the names of the teams to be played in "prime time". This increase in "prime time" games is to be continuing and is to be shown as part of the school's **April 15, 2004 Corrective Action Plan**.

(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: Robin Newsome

District Level Title IX Coordinator: Sheldon Hardin

Name	Title	Telephone
Reba Woodall	KHSAA Audit Team	(502) 535-6314
Gary W. Lawson	KHSAA Audit Team	(502) 875-3817
Allen Jackson	KHSAA Audit Team	(859) 225-5097
Larry R. May	Softball Coach	(606) 298-3591
Ronnie L. Evans	Golf Coach	(606) 298-3591
Bob Allen	Volleyball Coach	(606) 298-3591
Jim Matney	Football/Wrestling Coach	(606) 298-3611
Robin Newsome	Athletic Director	(606) 395-5603
Mike Hall	Baseball Coach	(606) 789-3074
J. R. Hammond	Boys Basketball Coach	(606) 298-4503
John A. Haney	Principal	(606) 298-4089
Brittany Horn	Student	(606) 298-3591
Sheldon Hardin	Asst. Superintendent	(606) 298-3572

10. Comments

No one from the community attended the public comments session. The meeting was adjourned at 6:15 p.m.