



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

**(For schools re-visited during the 2016-2017 school year)**

School: Silver Grove  
 Prepared By: Gary W. Lawson  
 Date of Re-Visit: January 31, 2017  
 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
- Corrective Action Plan Summary Charts (Form T-60) Yes  No

2. Opportunities Component of Title IX Compliance

Area of Compliance:  
(Check One or More)

X	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: According to the internal audit summaries for the 2014-15 and 2015-16 annual Title IX reports, the school has met the standard established by Test 1 for provision of athletic opportunities during each of those school years. Females were 43.9% of the school's athletic participants in 2014-15, and they made up 43.8% of the enrollment. The internal audit summary for 2015-16 documents that subtest 3 of opportunities Test 1 was being met.

- 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: According to the internal audit summaries for 2014-15 and 2015-16 the school has not met the standard established by Test 2 during either of the past two school years. It should be noted that during each of these school years, the audit summary designates male athletes as the underrepresented gender.

- 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 most recent T-3 forms as well as the information on the most recent student athletic interest survey gives strong indication that student athletic interests are being accommodated, and the standard established by Test 3 is being met.

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

Comments: Information on the T-63 form in the 2015-16 annual Title IX report shows that an 88.4% 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>Both the February 21, 2001 and the October 18, 2010 Title IX school visit reports rated this category <i>Satisfactory</i>. In 2001, it appeared the school was meeting the standard established by Test 1. In 2010, the report documented that the standards established by Tests 1 and 3 were being met. A review of recent annual Title IX reports shows that it is likely that Test 1 and Test 3 are being met at this time. It seems that the percentage of participation closely reflects the percentage of enrollment for both genders (Test 1) and there are currently no significant interests shown on the student athletic interest survey (T-63 form) that are not being addressed (Test 3). For a detailed explanation of each of the three tests, see page 2 of this report. During the most recent visit, the school's Title IX file was reviewed. It was found to contain the two previous Title IX school visit reports, annual Title IX reports for the past five years, the school's extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all school-sponsored varsity teams, an athletic handbook for coaches and student athletes, a copy of the evaluation form used for all head coaches, a written facility usage schedule for the gym, guidelines regarding awards and recognition of athletic accomplishments for both genders, documentation of the locker room and athletic equipment store space assigned each team, minutes for Gender Equity Review Committee meetings held during the past three years, a written listing of the most recent uniform purchases for all teams (see <i>Equipment and Supplies</i> and <i>KHSAA Recommended Action</i>), regulations addressing 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 and maintenance of a comprehensive and well-organized Title IX file.</p>

Equipment and Supplies	X		Both the previous Title IX school visit reports rendered this benefit category <i>Satisfactory</i> . The 2001 report requested that the school develop an equitable uniform review/rotation plan. The 2010 report documented that a plan had been developed which was based on a four-year cycle of replacement for all school-sponsored teams. During the most recent visit, the school's Title IX file contained a listing of the most current uniform purchases—not a full cycle of purchases for all teams as is required for this evaluation. (See <i>KHSAA Recommended Action</i> .) All the uniforms reviewed during the recent visit appeared to be equivalent in regard to both the quality and quantity provided. Spending for equipment and supplies for the 2015-16 school year could not be analyzed due to an error in reporting on the T-35 form.
Scheduling of Games and Practice Time	X		The 2001 and 2010 Title IX school visit reports deemed 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. The only athletic venue shared by both genders is the gym. An equitable usage schedule for this facility was found in the Title IX file. Scheduling competitive events during the most optimal playing times was discussed with school officials who were encouraged to strive for provision of parity regarding this benefit.
Travel and Per Diem Allowances	X		The two earlier Title IX school visit reports designated this benefit category <i>Satisfactory</i> . The school's Title IX file contained equitable guidelines addressing the mode of transportation provided student athletes. The current school policy calls for no overnight athletic trips and students pay for their own meals. According to information submitted in the 2014-15 and 2015-16 annual Title IX reports, the school was spending approximately \$78 per female athlete and \$97 per male athlete for travel and per diem.
Coaching	X		The 2001 and 2010 Title IX school visit reports

			<p>rated this benefit category <i>Satisfactory</i>. The school's athletic director is responsible for evaluation of all head coaches. A written instrument is used as documentation in this process. A copy of the coaching evaluation form is in the Title IX file. A review of the school's extra service pay schedule for coaches showed parity. Information on the T-35 form in the 2015-16 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. The data submitted in the most recent annual Title IX report shows that the coaching ratio for female athletes is 4.5 participants per coach and 4.6 participants per coach for male athletes. Information gathered during this visit showed that 100% (2/2) of the head coaches of girls teams and 50% (1/2) of the head coaches of boys teams are on-campus employees.</p>
Locker Room, Practice and Competitive Facilities	X		<p>Both the previous Title IX school visit reports rendered this category <i>Satisfactory</i>. The 2010 report documented that no outfield fence was available for softball. Due to a lack of participants, the school does not currently sponsor a softball team. Officials are hopeful the program can be reinstated in the near future. The only two athletic venues being used right now for competition are the baseball field and gym. The school has two dressing rooms in the gym that are virtually identical. One is used by both boys teams and the other is used by both girls teams. One large equipment storage room in the gym is shared equitably by all school-sponsored teams. There is one coaching office in the gym that is shared by all head coaches.</p>
Medical and Training Facilities and Services	X		<p>The two earlier Title IX school visit reports deemed this benefit category <i>Satisfactory</i>. The 2010 report noted that the school had <u>no weight training facility</u> student athletes. The most recent visit revealed that athletic teams still have no weight training facility. An athletic trainer is provided at all home athletic events through a contract with Nova Care Rehabilitation Services. Nova Care also offers free physical examinations for student athletes.</p>

Publicity	X		Both the previous Title IX school visit reports rated this benefit category <i>Satisfactory</i> . The 2010 report documented that the school did not have a cheerleading squad at the time of that visit. Information gathered from interviews during the most recent visit revealed that the school does not currently have a cheerleading squad, band, dance team, or media coverage of any athletic events. The Title IX file contained excellent written guidelines regarding athletic recognition banners posted in the gym as well as criteria for the retirement and posting of athletic jerseys. There were also regulations calling for parity in regard to athletic awards. The school does not sponsor any post season banquets for athletic teams. According to information submitted in the 2014-15 and 2015-16 annual Title IX reports, the school was spending approximately \$6.50 per female athlete and \$8.50 per male athlete for awards.
Support Services	X		The two previous Title IX school visit reports rated this benefit category <i>Satisfactory</i> . The school has no active athletic booster clubs at this time. Funding for athletics comes primarily from gate receipts and fundraising by athletes and coaches. The internal audit summary for the 2014-15 annual Title IX report shows that 46% of the athletic expenditures were for females who made up 44% of the participants and 54% of the expenditures were for male athletes who made up 56% of the participants or approximately \$795 per female athlete compared to \$730 per male athlete for total support. The internal analysis summary for 2015-16 was not used for evaluation during this visit due to an error in the submittal of equipment and supplies expenditures.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		

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

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

- addition of a girls varsity basketball team (2015-16);
- addition of boys golf, girls volleyball, girls cross country, and bowling (2015-16).

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated as a result of the January 31, 2017 Title IX school visit.

The body of this report does document a few “areas of concern” in relation to:

- development of, and adherence to, an equitable uniform review, rotation, and/or replacement plan that shows equivalent replacement cycles for all school-sponsored teams; (See KHSAA Recommended Action.)
- submittal of accurate information on the T-35 form. (See *Equipment and Supplies* and *Support Services* in the body of this report.)

IT SHOULD BE NOTED THAT ALTHOUGH THIS HIGH SCHOOL HAS ONLY 41 STUDENTS, THEY CONTINUE TO PROVIDE FOUR VARSITY TEAMS (TWO FOR BOYS AND TWO FOR GIRLS) THAT OFFER 43 STUDENT PARTICIPATION OPPORTUNITIES. THE SCHOOL IS CURRENTLY CONSIDERING STARTING BOYS GOLF AND GIRLS TRACK PROGRAMS.

7. KHSAA Recommended Action in relation to new deficiencies

Although no deficiencies were designated in the body of this report, it is requested that the following “areas of concern” be addressed in an attempt to continue to provide equitable benefits for student athletes.

(Equipment and Supplies) On or before April 28, 2017, the school is to submit to KHSAA a written uniform review, rotation, and/or replacement plan showing a full cycle of replacement for all school-sponsored teams.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated as a result of the October 18, 2010 Title IX school visit.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Christy Greis, 101 W. Third St., Silver Grove, KY 41085  
(859) 441-3873

District Level Title IX Coordinator: Christy Greis, 101 W. Third St., Silver Grove, KY 41085  
(859) 441-3873

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Angel Iles	Student Athlete	(859) 441-3873
Logan Taylor	Student Athlete	(859) 441-3873
Denise Huninghake	Coach	(859) 441-3873
Alex Dean	Coach	(859) 441-3873
Pam Iles	Parent	(859) 441-3873
Wesley Murray	Principal	(606) 923-8648
Christy Greis	Athletic Director	(859) 441-3873

10. Comments

No one from the community attended the Public Comment session. School officials were commended for their preparation for the school visit. It was also noted that Silver Grove has had three Title IX school visits—2001, 2010, and 2017—and has not been reported to be deficient in any area. The meeting was adjourned at 3:15 pm EST.