



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

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

School: South Laurel High School
Prepared By: Kathy Johnston
Date of Re-Visit: October 30, 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

Corrective Action 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
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 data and reports submitted for the years 2011-2014, it appears that South Laurel High School does not meet the standard of Test 1 for the provision of athletic opportunities.

- 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 data and reports submitted for the years 2011-2014, it appears that South Laurel High School does not meet the standard of Test 2 for the provision of athletic opportunities.

- 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: According to the data and reports submitted for the years 2011-2014, it appears that South Laurel High School has met the standard of Test 3 for the provision of athletic opportunities.

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

Comments: According to submitted reports, the most recent Student Interest Survey was administered during the 2013-2014 school year. Students in grades 8-11 were surveyed with a return rate of 100%.

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 most recent Student Interest Survey was administered during the 2013-14 school year. Students in grades 8-11 were surveyed with a return rate of 100%. According to submitted data, there are eleven (11) varsity sports for females and eleven (11) varsity sports for males. Information submitted on the T-3 form supports the results from the Student Interest Survey showing an initial interest in bowling. There was viewed documentation and evidence of two (2) meetings conducted by school administration for the pursuance of this interest. Submitted reports also indicated the addition of swimming, archery, and bass fishing teams since the 2012-2013 school year for both boys and girls.</p>
Equipment and Supplies	X		<p>There was written evidence of a uniform plan for replacement and/or review for all teams. Written evidence stated that archery, golf, swimming, tennis, and fishing athletes each purchase and retain their uniform on a yearly basis. Track and cross country are on a four-year cycle while the teams of soccer, basketball, softball/baseball, football, and volleyball are on a two-year cycle for the purchase of home and/or away uniforms. Viewed allocation of school monies for the purchase of uniforms was equitable and similar for the like sports. All viewed uniforms appeared to be of excellent, high quality and equitable with regard to the quantity provided. Coaches interviewed were well aware of the uniform plan. All other viewed equipment appeared to be comparable and available for equitable access.</p>

Scheduling of Games and Practice Time	X		<p>There was viewed evidence of all sport schedules that showed comparability and equity with regard to the number of competitive event opportunities provided. There was viewed evidence of equitable scheduling for the shared facilities of the gymnasium, practice soccer field, and the indoor hitting facility.</p> <p>(see recommendation 6.a.)</p>
Travel and Per Diem Allowances	X		<p>There was written evidence of a travel guideline that listed mode of transport to include school bus, school van, and charter bus. There was also written evidence of a per diem guideline that listed expenditure allowance for the provision of meals and housing (overnight hotel stay). Interviews with coaches and athletes indicated awareness of this guideline.</p> <p>(see recommendation 6.b.)</p>
Coaching	X		<p>There was viewed evidence of a school board approved salary schedule which showed overall equivalence for total expenditures and comparability with regard to the number of coaching positions, and parity for the like sports. The approximate athlete to coach ratio, with regard to accessibility, is 12:1 for males and 9:1 for females. Based on received data, approximately 50% of head coaches for male teams are located on-campus and 40% for the head coaches for girls teams are located on-campus. Interviews with administration indicated that there is currently not an evaluation system in place to review coaches.</p> <p>(see recommendation 6.c.)</p>

Locker Rooms, Practice and Competitive Facilities	X		<p>There was written evidence of locker room assignment for all teams. All viewed locker rooms appeared to be equitable and with similar amenities. There was also written evidence of storage assignment for all teams. All locker rooms were designated with signage at each site, assigned equitably, and located close to each playing venue. All viewed competitive facilities were exceptional and with equitable amenities. Off campus practice and competitive facilities include the London Country Club Golf Course for boys and girls' golf, nearby lake area for fishing, and the Stivers Aquatic Center in Barbourville for the boys and girls swim teams. The press box located at the baseball field appears to provide a larger space and a better view of the field area as compared to the softball press box area. At the time of the visit, six new lighted tennis courts were being constructed on the school site,</p>
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Medical and Training Facilities and Services	X		<p>There was viewed evidence of two (2) weight rooms. One is located off the gymnasium, designated for females and the other is located at the football/soccer complex, designated for males. Both were well maintained, spacious, and supplied with appropriate equipment. An EMT provides athletic training services on a daily basis and at all home events. This is through a contract with the local Ambulance Service. A schedule of access and availability was posted at the training room site. Interviews with administration indicated that each student is responsible for obtaining their own athletic physical. There was written evidence of emergency plans for all venues in the Title IX file and was also posted at each site.</p>
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Publicity	X		<p>There was written evidence of an awards guideline that provided the specifics of banner display for team and individual accomplishments. There was also specific detail referencing the process for retiring player jerseys. Interviews with coaches and athletes indicated some type of end-of-season recognition; however, this was not included in the written guideline. There was also written evidence of administrative oversight with regard to the provision of equitable support from the groups of cheerleading, dance team, and band.</p> <p>(see recommendation 6.d.)</p>
Support Services	X		<p>An overall review of expenditures for the past two (2) years shows that South Laurel High School has met the parameters, with regard to spending, both on a percentage and per athlete basis. Interviews with administrators indicated booster clubs, with outside accounts, exist for softball, boy's golf, and girl's soccer. There was evidence of signed booster agreements in the Title IX file. Interviews with administration indicated that all booster clubs follow the guidelines as set forth in the Redbook and also require that all fundraising activities must receive prior school administrative approval. Interviews with coaches indicated knowledge of the school approval process to purchase items. All viewed and available office space appeared to be assigned equitably. Coaches that are identified as off-campus should also have access to a space that would allow for phone, computer access and a place to meet with student athletes.</p>

Athletic Scholarships			N/A
Tutoring			N/A
Housing and Dining Facilities and Services			N/A
Recruitment of Student Athletes			N/A

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

- School and booster club collaboration
- Redbook training for head coaches
- Batting cage upgrades

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Although there were no observed deficiencies in the overall athletics program at South Laurel High School, the following recommendations should be addressed to ensure overall equivalence:

- a. Upon receipt of this report, a schedule showing equitable use and access by the softball team and players should be posted at the indoor hitting facility. Although a viewed schedule was in the file, the posting of that schedule at the site will show and ensure equitable access.
- b. Please submit to the KHSAA, no later than **January 30, 2015**, an expansion of the current Travel and Per Diem guideline that would determine when the specific criteria, as identified, would be used i.e. regular season contests, post season contests, distance to be traveled, destinations, etc.
- c. Please submit to the KHSAA, no later than **January 30, 2015**, the school's plan and/or a written document tool that may be used for the yearly evaluation of head coaches.
- d. Please submit to the KHSAA, no later than **January 30, 2015**, an expansion of the current Awards Policy that would include the provision for end-of-season team recognitions i.e. banquets, potlucks, cookouts, etc.

7. KHSAA Recommended Action in relation to new deficiencies

N/A

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Ryan Nolan, Athletic Director 859-749-0483

District Level Title IX Coordinator: Randy Leger, District Athletic Director 606-682-3570

Name	Title	Telephone
Randy Leger	District Athletic Director	606-682-3570
Mitzi Jones	Volleyball Coach	606-389-0196
James Burns	Softball Coach	606-231-9987
Braden Miller	Student Athlete	606-280-1693
Karli Parker	Student Athlete	606-682-1546
Ryan Nolan	South Laurel Athletic Director	859-749-0483
Mark Huff	Assistant Principal	606-692-4659
Jeff Davis	Boys Basketball	606-862-4727
Konnie Snyder	Girls Basketball	606-862-4727
Denis House	Media Representative	606-878-7400
Lyndsey George	Bookkeeper	606-862-4727
Jeffrey Davis	KHSAA Auditor	606-401-5359
Kathy Johnston	KHSAA Auditor	850-494-2509 kjohnston@khsaa.org
Gary Lawson		859-299-5472

10. Comments

The administration was welcoming and well prepared for the visit. The Title IX file was very well organized and complete. Interviews with coaches and athletes were very positive. The members of the Gender Equity Committee, School Administration, and Staff of South Laurel High School appear to be very committed to ensuring overall equivalence with regard to the opportunities and benefits provided to their students.

The public forum, scheduled for 3:00 p.m., was held in the school library. With no one in attendance, the audit team left South Laurel High School at approximately 3:15 p.m.