

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

(For schools re-visited during the 2010-2011 school year)

School: Southern High School
 Prepared By: Martha Mullins
 Date of Revisit: December 16, 2010
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

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:

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:

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: School personnel have been monitoring the interest in archery and bowling as potential additions to the athletics program.

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

Comments: Interest in swimming has declined.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The school has met the standards for compliance with Test three for the 2010-2011 academic year
Equipment and Supplies	X		Uniforms are purchased on a five-year rotation plan among sports. Teams are not furnished practice uniforms or athletic shoes. No disparity was found in the provision of essential game and safety equipment for boys' and girls' teams. The quality of uniforms and equipment was judged equitable.
Scheduling of Games and Practice Time	X		It was recommended that the Gender Equity Review Committee review competitive schedules prior to final approval. The school has met the KHSAA requirement for the scheduling of girls' home basketball games for 2010-2011.
Travel and Per Diem Allowances	X		All student-athletes are transported by bus. Overnight and out-of-state travel has been limited due to the availability of appropriate competition in the immediate vicinity. Per diem for meals has been set by policy for post-season play and is the same for all teams. School personnel were advised to include regular-season play in the policy, along with setting policy on lodging for both levels of competition.
Coaching	X		All head coaches of boys' sports are employed on campus, and most have remained with their assigned teams over a period of years. Two coaches for girls' teams are employed off-campus. According to the female student-athlete interviewed who is a member of both teams, access and communication with these coaches has not been a problem. Differences in coaching stipends are related to

			<p>the salary schedules set by the Jefferson County Board of Education for all schools. The difference in the average stipend between coaches of female and male teams at Southern High School was calculated at \$404.00 and not deemed significant.</p> <p>The ratio of coaches to athletes was one to nine for boys' teams and one to ten for girls' teams.</p>
Locker Rooms, Practice and Competitive Facilities		X	<p>Most teams have assigned locker rooms on campus, with the exception of cross-country, golf, and tennis.</p> <p>Four boys' teams have exclusive use of a locker room while no girls' team has that arrangement. The report from the original on-site visit in 2001 listed the need for another locker room for girls, however little action has been taken or planned to alleviate the situation.</p> <p>Practice and competitive facilities are excellent. Improvements have been made particularly to outdoor areas since the original visit. No gender bias was found in their use.</p>

Medical and Training Facilities and Services	X		<p>Plans are underway to employ athletic training services under contract with existing agencies. Currently, individual coaches are assigned such responsibilities. A whirlpool and other limited furnishings are available to all coaches in a space provided for athletic training.</p> <p>The school's weight room is scheduled for use and is utilized by most teams. School personnel were advised to confirm that all approaches to physical training were provided for with appropriate equipment.</p>
Publicity	X		<p>Schedule posters are printed by season (Fall, Winter, and Spring) which include all sports. Although not displayed, wallet-sized schedules in the same format were reported printed as well.</p> <p>Listed assignment of cheerleaders and other spirit supporters to boys' and girls' competitions appeared equitable.</p> <p>An awards system for recognition of athletic achievement is in place for both teams and individuals. Policy on college scholarship aid given by outside groups to graduating seniors should be added to the system. Policy on placement of banners is on file; however it should be amended to include placement of oversized team photographs, trophies, and other forms of recognized achievement.</p> <p>Policy was not found for ceremonies or activities that are held for awarding recognitions, i.e. banquets</p>
Support Services	X		<p>The school has one booster club, and all fundraising is approved beforehand by appropriate administration. All proceeds are deposited in school internal accounts, thereby requiring prior administrative approval for all expenditures from the accounts. Gate receipts and other general sources of income are deposited in a central athletics account which is used for capital expenditures and central athletic expenses. Teams that provide workers for general athletics fundraising events have revenue credited proportionally to their accounts. Opportunity for sports to gain</p>

			<p>revenue from this source is rotated among all teams.</p> <p>A signed booster club agreement required by the Jefferson County Board of Education was in the school's permanent Title IX file.</p> <p>The maintenance of facilities is assumed partly by the athletics director and by individual coaches. In some cases parents or boosters assist.</p> <p>Office space is provided for coaches on campus. School personnel should review the need for space for off-campus head coaches if no assistant coach has space on campus. A private space for consultation with student-athletes outside of practice and competition is viewed as a significant benefit. Since the only head coaches who are not employed on campus are assigned female teams, this provision is important to address.</p>
Athletic Scholarships	N/A		
Tutoring	N/A		
Housing and Dining Facilities and Services	X		School personnel should set policy for the provision of meal service on campus for athletes in relation to home games.
Recruitment of Student Athletes	N/A		

5. Brief Summary/Analysis of the Corrective Action Plan (Form T-74)
Focus has been on the improvement of athletic facilities. Not listed on the form was the consistent attempt to attract females to participate in athletics

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs
The school's set of guidelines for operation of the athletics program should be more comprehensive to ensure better documentation of the means by which compliance with Title IX standards is monitored.

7. KHSAA Recommended Action in relation to new deficiencies

N/A

8. KHSAA Recommended Action in relation to reoccurring deficiencies

A. **By March 1, 2011**, school personnel will submit to the KHSAA documentation of the progress that has been made on the provision of a new locker room for girls. A diagram of the locker room with its dimensions and the features and furnishings to be included must be attached. If construction has begun prior to that date, photographs should be included.

B. As an attachment to the annual Title IX report, **due April 15, 2011, or earlier**, school personnel will submit to the KHSAA the recommended revisions or amendments to the set of athletics policies noted above.

1. AWARDS: photographs, trophies, ceremonies, and scholarship awards
2. TRAVEL: per diem lodging during regular season play and for state tournaments; meals during regular season play
3. LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES: a chart or statement designating an assigned dressing area for cross country, golf and tennis
4. HOUSING AND DINING SERVICES: on-campus meal service, HOME games
5. SUPPORT SERVICES: a chart or statement designating office or conference space for all head coaches, including volleyball and softball

NOTE: A review of all policies by school administration and the Gender Equity Review Committee related to the provision of benefits to student-athletes is recommended. Focus should be on assuring that a means for monitoring compliance with Title IX standards is in place.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator:

District Level Title IX Coordinator:

Name	Title	Telephone
Howard Hardin	Softball Coach	502-435-9895
Emily Raymer	Student-Athlete (VB/SB)	502-297-4829
Jeff Fortwenger	Student-Athlete (Baseball)	502-510-2336
Kerry Floyd	Girls' Soccer Coach	502-541-6443
Maggie Wade	Ass't. Ath. Dir./ Cheer Coach	502-693-0944
David A. Burns	Athletics Director	502-485-8330
Dwight L. Mathis	Security/Parent	502-966-9079
Kathy Johnston	KHSAA Auditor	859-299-5472
Martha Mullins	KHSAA Auditor	859-299-5472
(Darren Bilberry)	Ass't. Commissioner, KHSAA	859-299-5472

9. Comments

School personnel were well-prepared for the re-visit. All involved were cooperative and displayed genuine pride in the school's athletics program, especially of its facilities and their improvements. There was a sense of collegiality and openness among school administration, professional staff, and parents.

The school's permanent Title IX file was complete for the most part. Suggestions were made for the inclusion of more detail in stating policy, i.e. procedure for scheduling regular-season competition, among others. Operational practices appeared to be equitable in general, though written documentation was limited.

All interviews were open and positive. Coaches and student-athletes alike judged their treatment and provision of benefits fair and generous.

The public meeting did not materialize.

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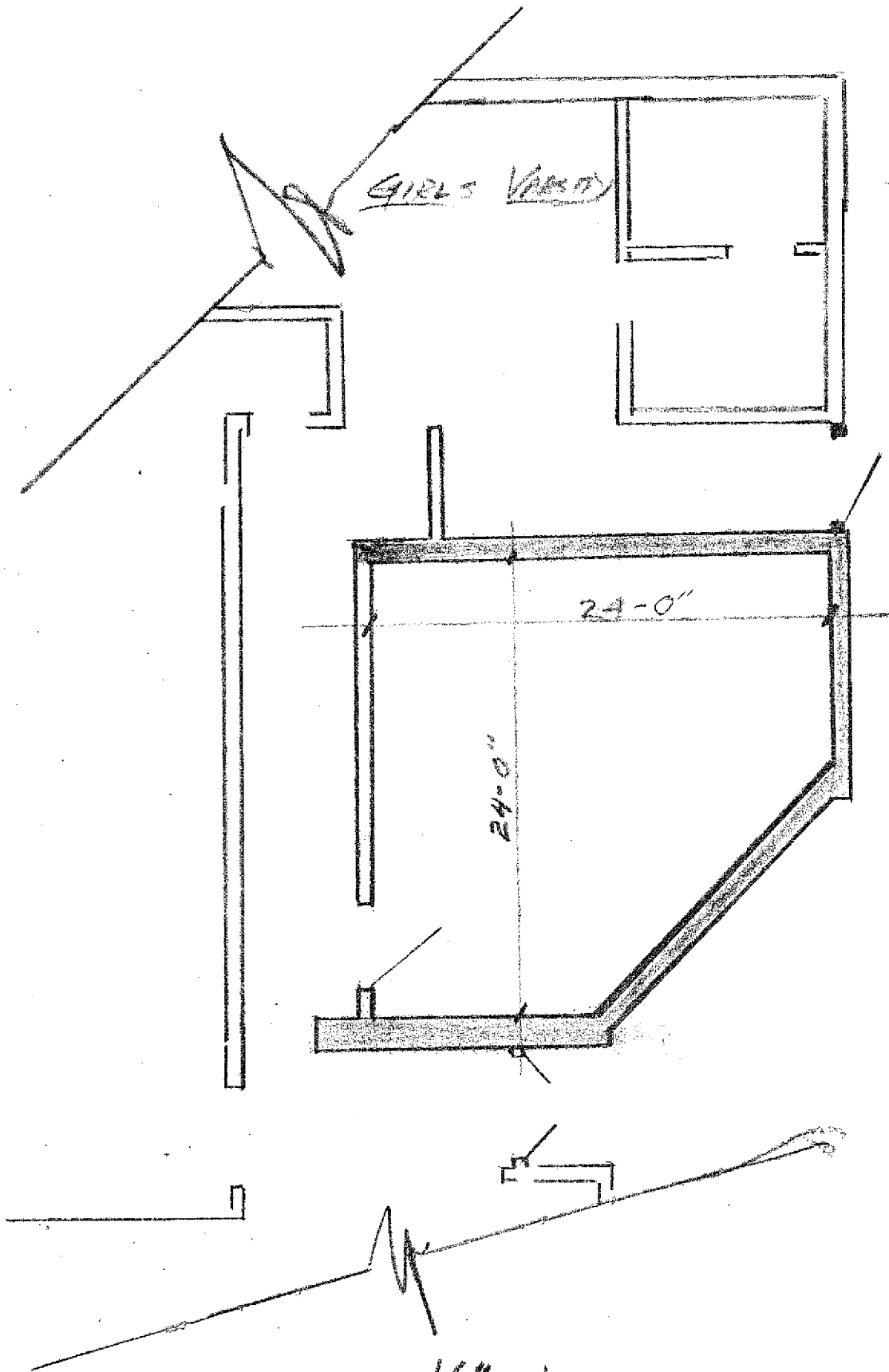
From:	"Darren Bilberry, KHSAA" <dbilberry@khsaa.org>
To:	"Southern" <david.burns@jefferson.kyschools.us> "Southern" <jerry.keepers@jefferson.kyschools.us> "Southern" <sheldon.berman@jefferson.kyschools.us> martha.mullins@insightbb.com kathy.johnston@bourbon.kyschools.us
Subject:	Title IX Re-Visit Audit Report For Southern HS
<input type="button" value="Send Email"/>	
<p>Please find attached a copy of the KHSAA Title IX Re-Visit Final Audit Report for Southern High School that was conducted on December 16, 2010 by auditors Dr. Martha Mullins and Kathy Johnston. If you have questions or need additional information, please contact our office at your convenience. Thank you.</p> <p>Darren Bilberry Assistant Commissioner Kentucky High School Athletic Association Telephone- 859-299-5472 Fax: 859-293-5999 E-Mail: dbilberry@khsaa.org</p>	

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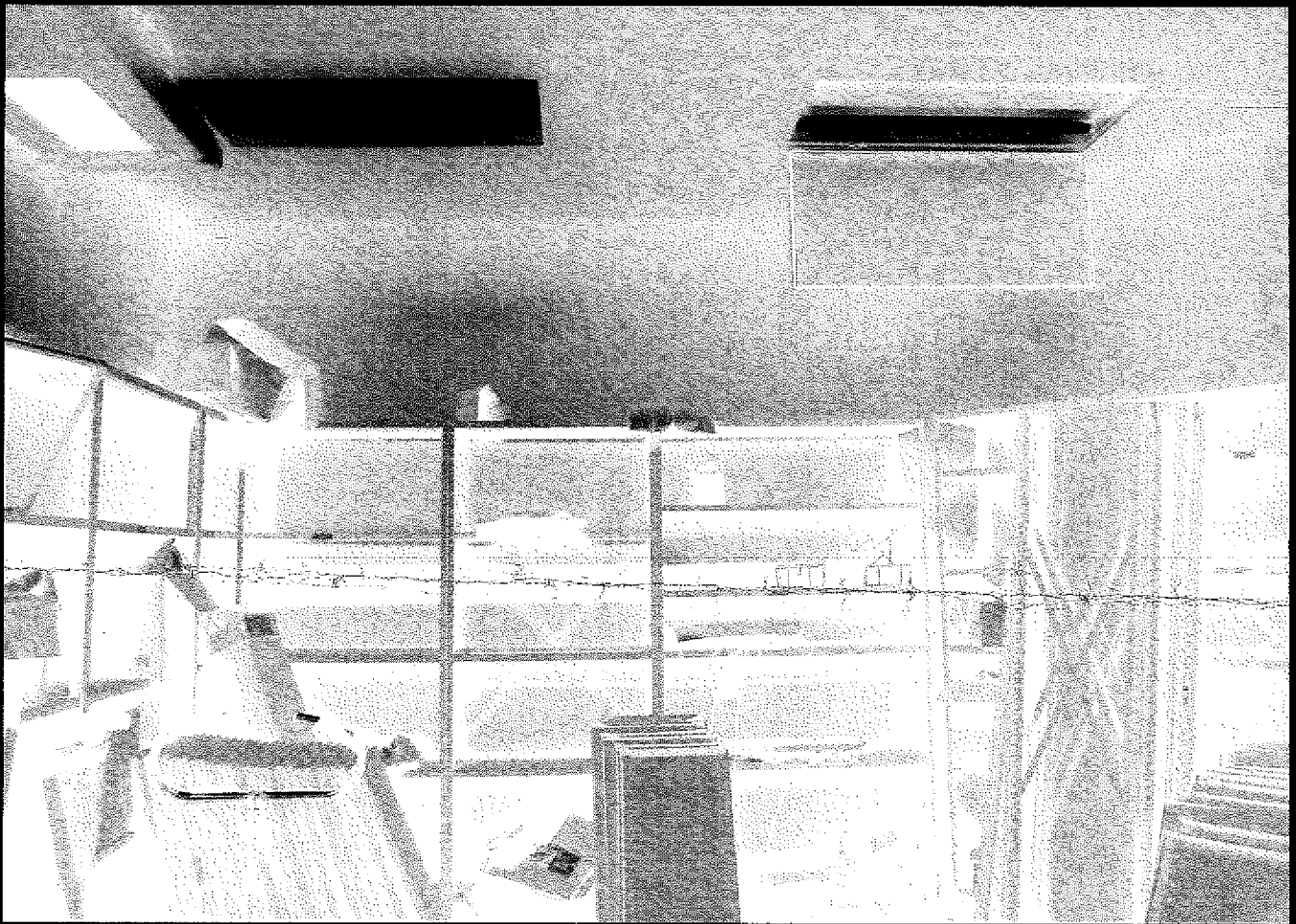
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We have met twice w/ men from our school board concerning this project & we expect the final drawing from them within the next week for our new lockerroom which will have 30 lockers and a coaches office. I will send this when I get it. thanks David A. Burns AD @ Southern

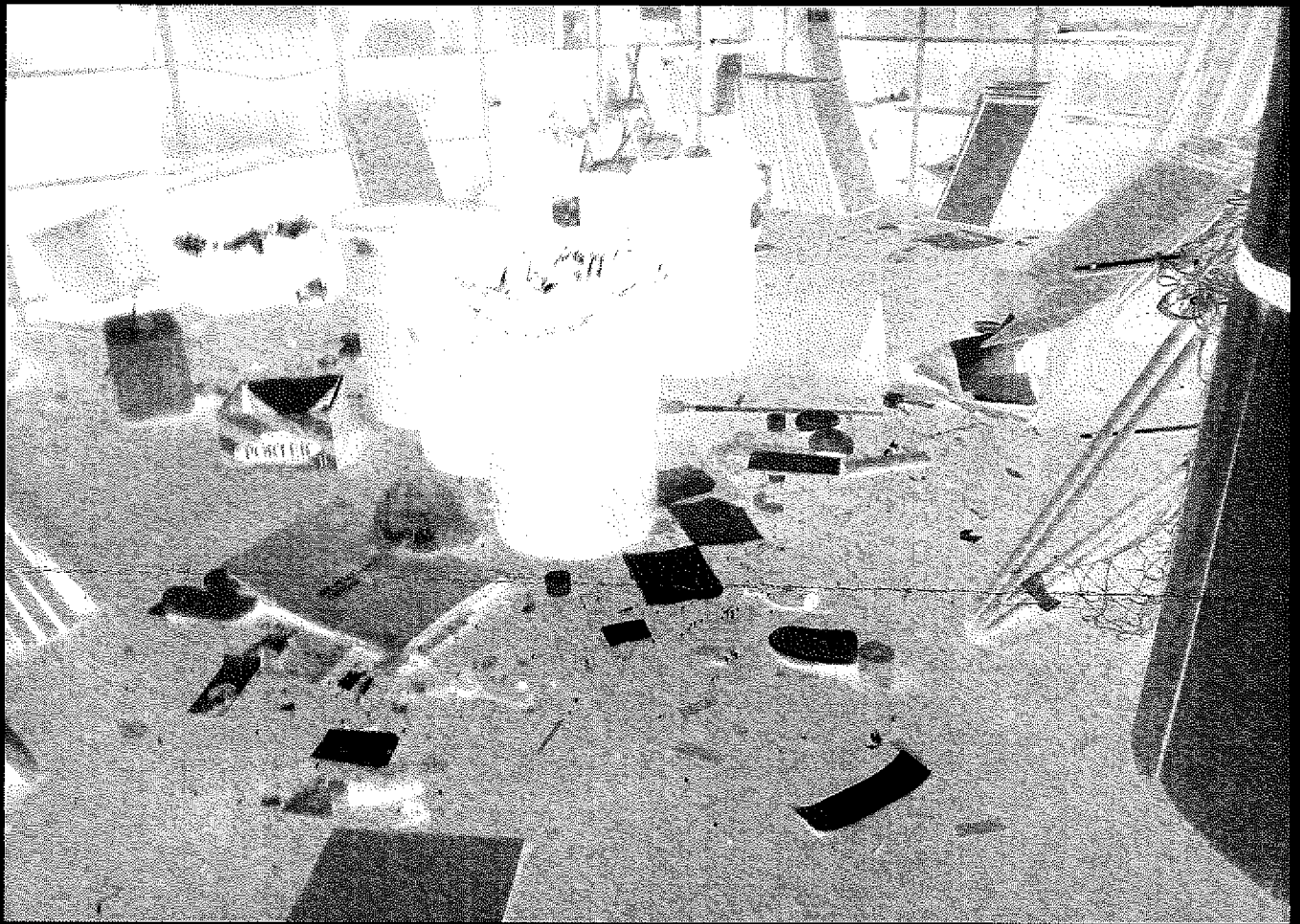
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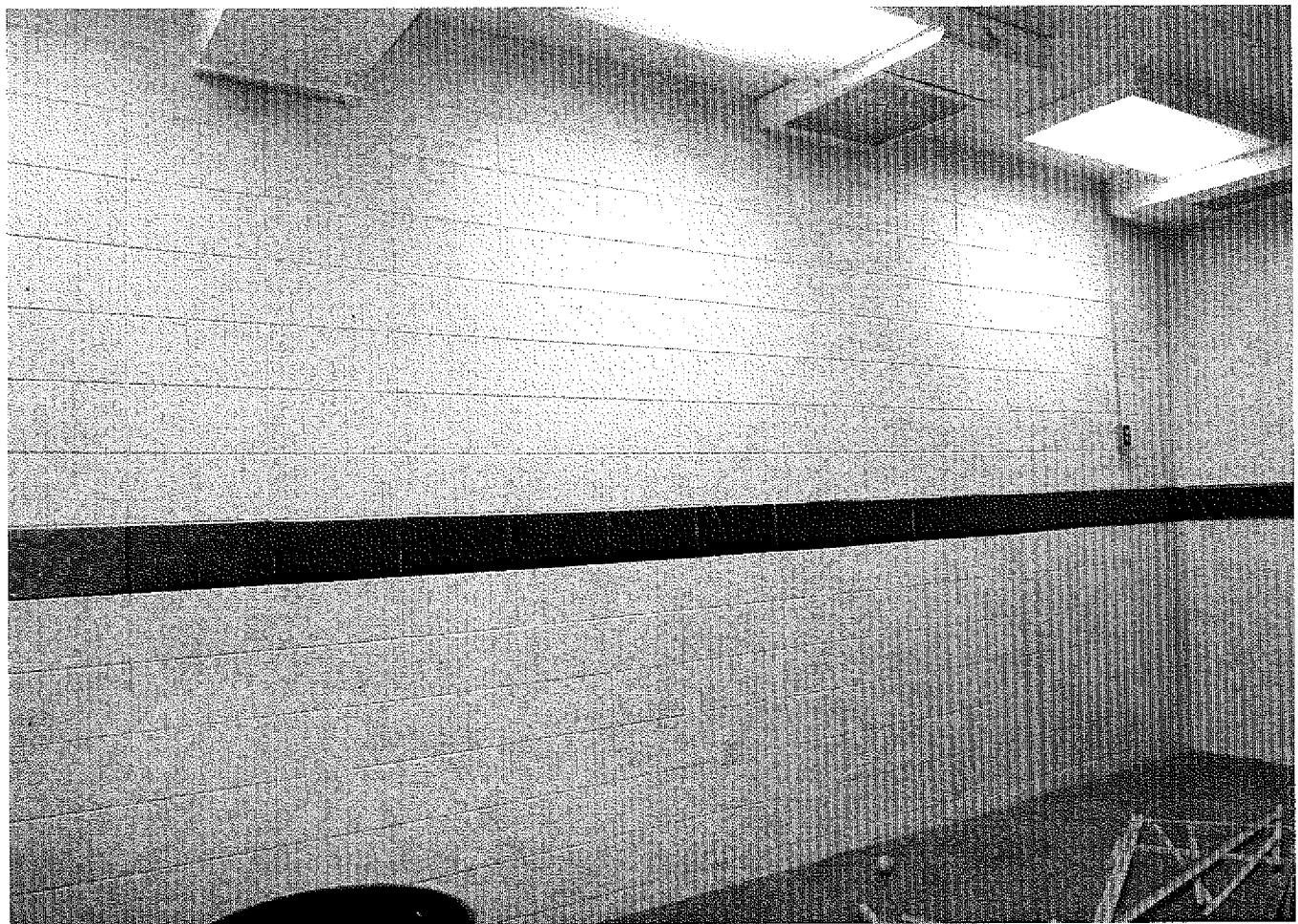


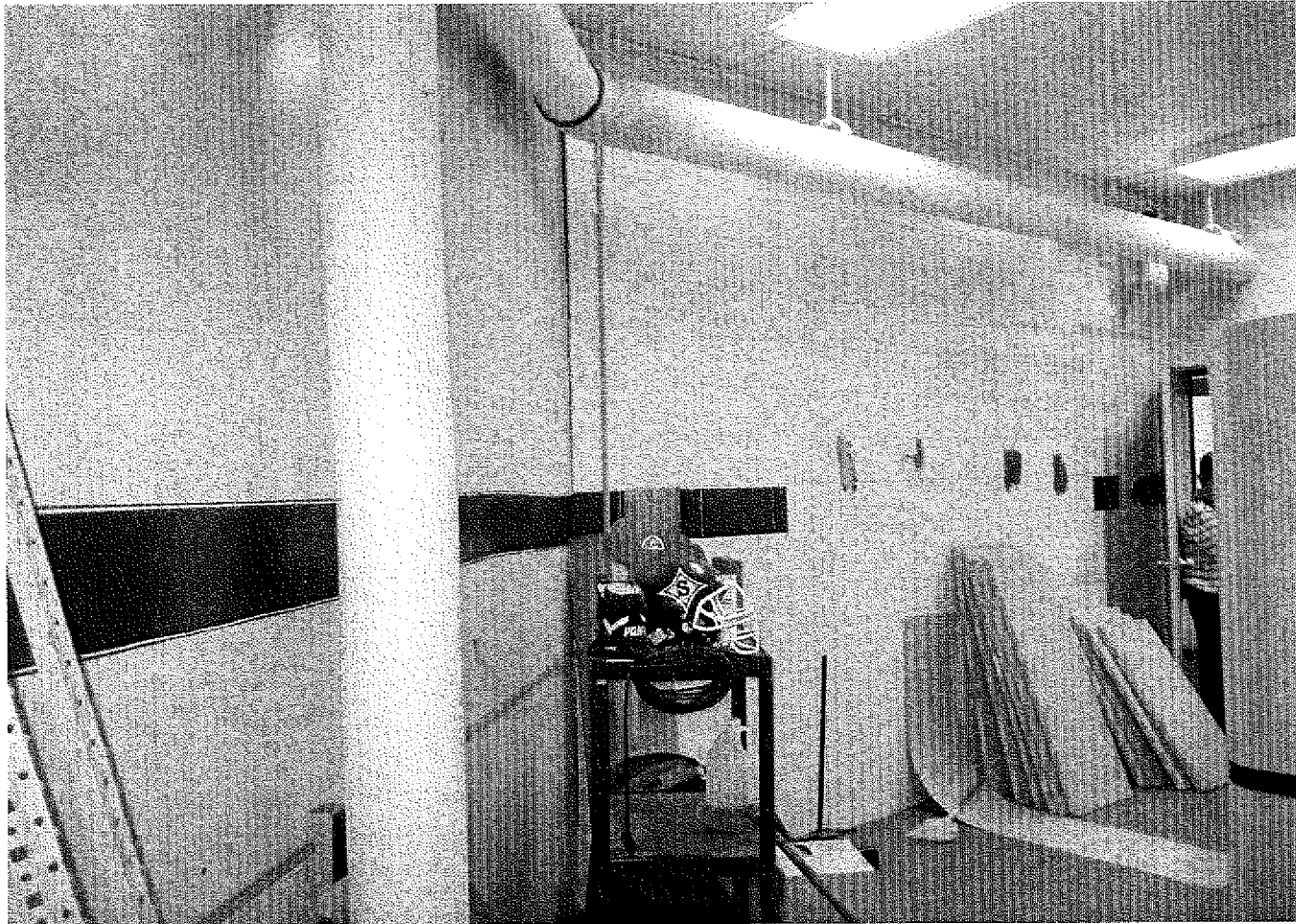
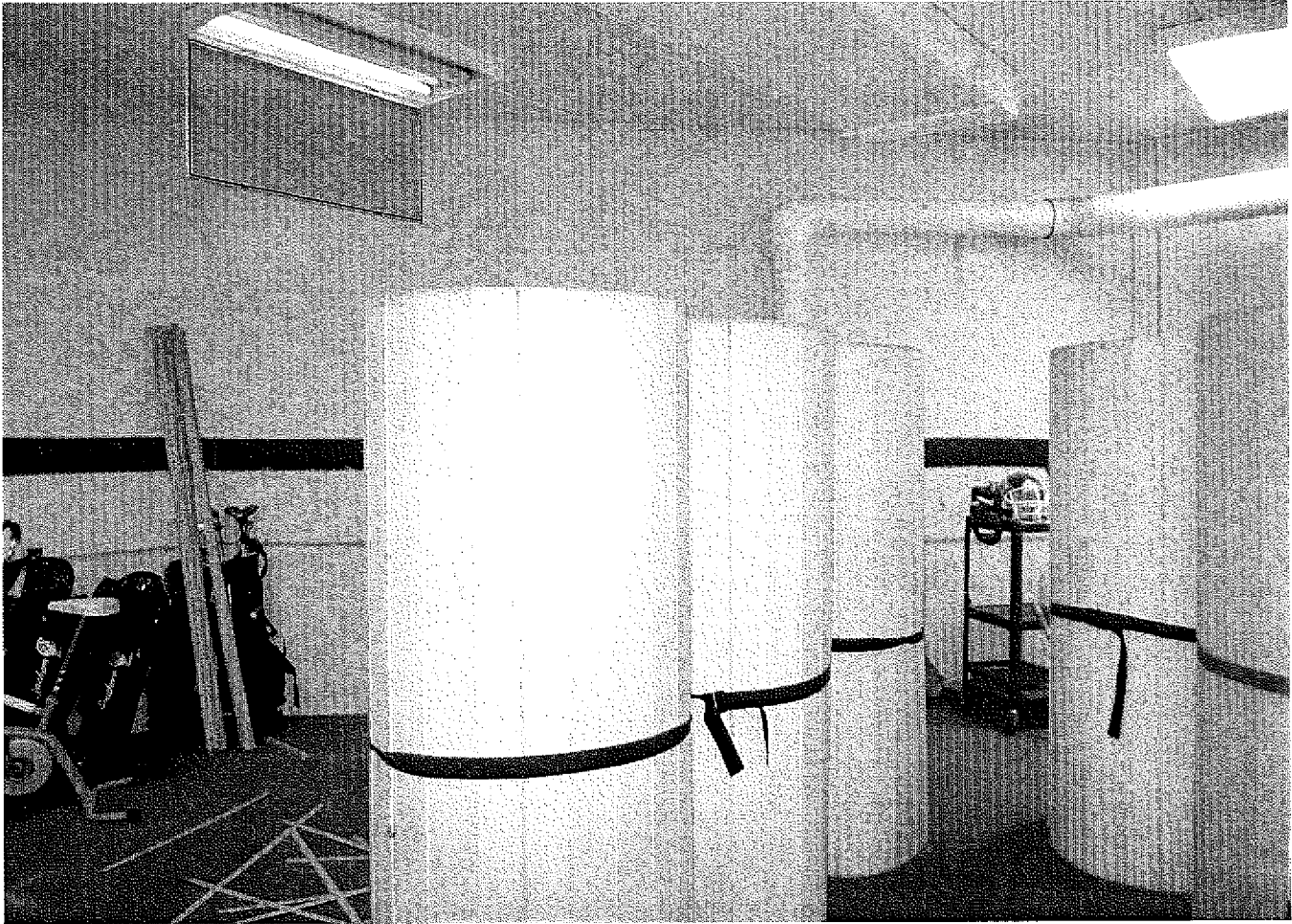












Addition to 2010-11 report

In December 2010 we had Title IX revisit and were asked to address certain issues from the visit which will be discussed below

1) Cross Country is assigned to the PE lockerroom for each team which is in the big gym designated as the Boys & Girls PE lockerrooms. In the Spring we assign our Boys & Girls Track teams to these same lockerrooms. Also, located in the small gym we have a Boys & girls PE lockerroom which are assigned to our Boys & Girls tennis teams

2) In January of 2011 we cleaned out a storage room located in the big gym whcih i am designating as a Girls outside sport lockerroom which will be used in the Fall by our Girls soccer team & in the spring by our Softball team. This 24x24 lockerroom, which I sent the draft done by our board & pictures of the storage room from the beginning to now which is totally cleaned out, will be done by our board this summer and is to be finished by the schhol year. My principal & I have met with our board members which did the plans for this and they have told us the start date is this summer. This issue was stated in 2001 report and when done, will create a better balance between our Girls Boys programs.

3) At our spring Title IX meeting we addressed in writing, which we put in our Title IX binder, the policy of students receiving letters, awards & certificates which is the same for both female & male sports.

4) As a group we agreed that we dont feed our atletes at our home games in any sport bec. this would cut into profits of our concesion stand with the number of games at the different levels.

5) We have set a standard that any time a student is recognized as a scholarship winner we will do the ceremony in the big gym which would allow media, family, friends and teammates of the scholarship winner to be recognized

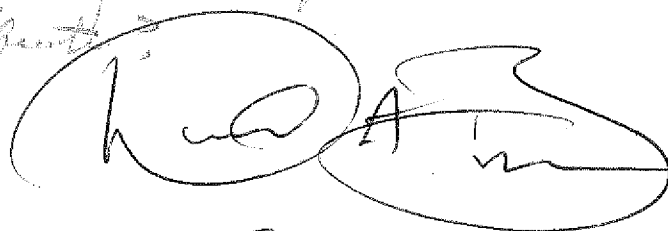
6)We also addressed travel that if at all possible we would use our school busses and not allow one group to have better means of transportation to any away game as long as it was within our 119 mile JCPS rule before using outside carriers. We agreed that we should also on over night trips assign 4 kids to each room and this would be noted in our paperwork when a Coach wants to go on a trip.

7) Finally we addressed the different the different coaches office assignments for our Cross Country, Soccer,Track, Tennis , Volleyball &Soccer teams which share lockerrooms during different sports seasons with the understanding that the offices need to have proper storage space for each Coach so they could store items after their season and that it would be secured until the next season

(Golf teams have not been assigned dressing space.)

No ceremony for recognition of accomplishments other than scholarship recipients.

*Phone AD for ceremony,
4/26/11*



AD Smith