



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

(For schools re-visited during the 2012-2013 school year)

School: Southern High School
 Prepared By: Kathy Johnston
 Date of Re-Visit: February 3, 2013
 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
- Improvement 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, 2010-2012, it appears that Southern High School has not met 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, 2010-2012, it appears that Southern High School has not met 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, 2010-2012, it appears that Southern 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 conducted during the 2011-2012 school year. Students in grades 9 thru 11 were surveyed with a return rate of 84%.



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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	x		<p>According to the data submitted on the 2012 Student Interest Survey, students in grades 9 thru 11 were surveyed with a return rate of 84%. Reports indicated 12 sport level opportunities for females and 14 for males. It appears that bowling was added for the 2012-2013 school year. Results of the Student Interest Survey showed interest in bowling and swimming. To continue and meet Test 3, the interest in swimming must be pursued for validity and feasibility. Documented results should be included on the T-3 form of the 2013 Annual Report.</p>
Equipment and Supplies	x		<p>Uniforms viewed appeared to be of high quality and identical in tier level uniforms for the like sports. In the quantity of uniforms, there appears to be a slight advantage to the females with regard to the number of playing pants and shorts provided for softball. There was written evidence of a five-year uniform review plan for replacement and/or purchase. Interviews with coaches made it unclear as to whether they understood the uniform review plan or were knowledgeable of it. All other viewed equipment appeared to be of excellent quality and any shared equipment, available for equitable access.</p> <p>(see recommendation 7.a.)</p>
Scheduling of Games and Practice Time	x		<p>There was written evidence of all current sport schedules which appeared equitable and comparable in the number of competitive opportunities for all teams. There was viewed evidence of equitable scheduling for the shared facilities of the two (2) gymnasiums, soccer field, and weight room. All schedules were posted at facility sites.</p>

Travel and Per Diem Allowances	x		<p>There was written evidence of a per diem guideline which provided for food and housing parameters for overnight trips. Interviews with administration, coaches and students indicated travel by school provided activity bus to all competitive events, but there was no written evidence of support.</p> <p>(see recommendation 7.b.)</p>
Coaching	x		<p>There was written evidence of a school board approved pay schedule of coaching positions which showed overall equivalence and parity in the number of positions provided for the like sports. It appears that differences expended for coaching salaries are relevant to increments and a step program established by the Jefferson County School System. Base salaries for all coaching positions are comparable. The current ratio of coach to student access is 6:1 for females and 8:1 for males. The school is to be commended for its number of on-campus head coaches. Approximately 88% of all female coaches and 90% of all male coaches are located on-campus.</p>
Locker Rooms, Practice and Competitive Facilities	x		<p>The school currently provides four locker rooms for females and six for males. There has been the addition of a new locker room for females since the previous audit. All locker rooms viewed appeared to be equitable and with similar amenities. It appears that all locker rooms have been assigned equitably. All competitive facilities are located on campus except for bowling, golf, and cross country. The bowling team practices and competes at the Fern Valley Lanes and the golf team utilizes the Sun Valley Golf facility for practice and competition. Cross country practices on</p>

			<p>campus but competes at the McNeely Lake facility. All viewed competitive facilities appeared to be excellent and well maintained. The softball team has an indoor hitting facility that includes two netted lanes for hitting and with pitching machines. There is an adjacent indoor facility, owned by the Okolona Little League, which provides indoor practice opportunity for baseball and softball. Interviews with coaches indicate equitable use and access to this facility. There was viewed evidence of storage for all teams, but no written evidence of assignment.</p> <p>(see recommendation 7.c.)</p>
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<p>Medical and Training Facilities and Services</p>	<p>x</p>		<p>There is one weight room located adjacent to the high school and in the same building as the football locker room area. There was evidence of equitable access of entry for females. There was written and posted evidence of an equitable schedule of weight room access and use by all female and male teams. Interviews with coaches and athletes indicated use of the weight room by female athletes. There was evidence of a universal machine, few light weights, leg presses, heavy balls, and small weight belts appropriate for female use.</p> <p>The school does employ an Athletic Trainer through a contract with KORT. The trainer is available on a daily basis and at all athletic events. There was evidence of two (2) well-equipped training rooms; one next to the weight room and the other adjacent to the main gym. Each training room provides equitable access and provides service to all athletes. Athletic physicals are provided twice a year, by an outside medical agency, at the school and for a minimal charge.</p>
<p>Publicity</p>	<p>x</p>		<p>There was written evidence of an awards guideline that included the provision for letters, bars, certificates and criteria for banner display. Interviews with coaches and students indicated end-of-season banquets but there was no written evidence of support.</p> <p>(see recommendation 7. d.)</p> <p>Interviews with administration indicate one cheerleading squad that provides equitable support to football, girls and boys basketball. Other support groups, pep band and dance team, appear to be assigned equitably and are also monitored with administrative oversight.</p>

Support Services	x		Interviews with administration indicate the existence of one organized booster club. There was written evidence of a signed booster agreement that follow the guidelines as set forth by the Jefferson County School System. Viewed evidence showed that all fund raising activities and expenditures require prior approval from school administration. A review of overall spending for the reported two year period of time slightly favors the females on percentage and per athlete expenditure. All viewed office space appeared to be provided equitably.
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)

- Girls locker room addition

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies in the overall girls and boys athletic programs at Southern High School.

7. KHSAA Recommended Action in relation to new deficiencies

Although there were no deficiencies, the following recommendations should be addressed to insure overall equity, and final copy placed in the school Title IX file:

- a. Upon receipt of this report, the Gender Equity Review Committee should review the current uniform review / replacement plan and provide in-service to all coaches relative to the information for uniform cycle review and/or purchase. Written verification of this should be submitted to the KHSAA by May 15, 2013.
- b. Upon receipt of this report, the Gender Equity Review Committee should review the current Travel and Per Diem Guideline and consider expansion to include the provision and use of the activity bus for transport of students to competitive events. Written verification of this should be submitted to the KHSAA by May 15, 2013.
- c. Upon receipt of this report, the Gender Equity Review Committee should establish a complete listing of assigned storage space for all teams. Written verification of this should be submitted to the KHSAA by May 15, 2013.
- d. Upon receipt of this report, the Gender Equity Review Committee should review the current Awards Guideline and consider expansion to include the provision for end-of-season banquet recognition for all teams. Written verification of this should be submitted to the KHSAA by May 15, 2013.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

There was one deficiency reported in the 2010 Audit. This was in the area of Locker Rooms, Practice, and Competitive Facilities. It was specific to lack of locker room availability for females. A new locker room has been added for the females, so this issue appears to be resolved.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: David Burns, Athletic Director

District Level Title IX Coordinator: Cheryl Walker, Jefferson County Public Schools

Name	Title	Telephone
Kristina Lindsey	Student Athlete	502-485-8439
Joseph Capehart	Student Athlete	502-485-8439
Thomas Graves Jr.	Coach	502-485-8439
Howard Hardin	Coach	502-485-8439
Bryce Hibbard	Principal	502-485-8502
David Burns	Athletic Director	502-485-8330
Gary Lawson	KHSAA Auditor	502-545-3393
Kathy Johnston	KHSAA Auditor	859-494-2509

10. Comments

Administration and staff were well prepared for the visit and receptive to comments made by the audit team. The file was complete and well organized.

The forum, scheduled for 3:00 pm, was held in the auditorium area of the high school. With no one in attendance, the audit team left Southern High School at approximately 3:15 pm.