



## KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

(For schools re-visited during the 2011-2012 school year)

School: St. Mary High School  
Prepared By: Gordon Bocock  
Date of Re-Visit: Wednesday – October 19, 2011  
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
	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: With the information given in the Annual Reports it appears that St. Mary is not in compliance in this area. The Gender Equity Committee needs to double check to make sure that the athletes are being counted properly.

- 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: New opportunities have not been added for some time therefore St. Mary is not in compliance in this area.

- 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 information given in the annual report and the lack of documentation to back up the annual report it appears that St. Mary is not in compliance in this area.

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

Comments: During the 2003 Title IX Audit St. Mary was asked to provide documentation that would show the school was checking to see if interest in starting Volleyball was real and genuine. They did so with a follow up report. With each Student Interest Survey since 2003 the students of St. Mary have shown a strong interest to participate in the sport of Volleyball. No documentation appears in any of the Gender Equity Committee Minutes to see if any effort has been made to see if this interest is real and genuine.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities		X	<p>With the information given in the latest Title IX Annual Report it appears that St. Mary is not in compliance by passing one of the three tests. It is recommended that the Gender Equity Committee double check to assure that students are being counted correctly for compliance in regard to Test 1. The young ladies of St. Mary have shown a strong interest in playing Volleyball on several of the recent Student Interest Surveys. The schools' Titles IX Auditor has asked on numerous occasions for documentation to see if this interest in Volleyball is real and genuine. This failure to produce said documentations has the school deficient in two areas . . .</p> <ul style="list-style-type: none"> <li>➤ Not passing 1 of the 3 tests</li> <li>➤ Follow up on Student Interest</li> </ul> <p>The Gender Equity Committee is to put together a Corrective Action Plan that will assure the school will come into compliance by passing at least one of the three tests. The Corrective Action Plan should also contain a plan that will administer another Student Interest Survey and do the documentation necessary to show if the interest in Volleyball is real and genuine. This Corrective Plan should be placed in the schools Title IX file and a copy sent to the KHSAA with the April 15 Annual Report.</p>
Equipment and Supplies	X		<p>All the uniforms for the various sporting opportunities are of excellent quality. A Uniform Rotation Policy is in place but it is recommended that the Gender Equity Review Committee look into upgrading to a policy that would put all sports on the same replacement plan. It appears that all the various teams have the equipment necessary for their respective sports.</p>
Scheduling of Games and Practice Time	X		<p>The Prime Time and Prime Date requirements are being met. A rotation of practices for like sports is in place and appears to be equal.</p>
Travel and Per Diem Allowances	X		<p>After interviews with the athletes and coaches things appear to be equal in regard to travel. To help give better guidance to coaches and parents the Gender Equity Review Committee needs to get together and develop a Travel and</p>

			<p>Per-Diem Policy that pertains to all aspects of Travel.</p> <ul style="list-style-type: none"> <li>➤ Method of Travel</li> <li>➤ Parents transporting athletes</li> <li>➤ Athletes travel to practice sites off campus</li> <li>➤ Out of State Trips</li> <li>➤ Mileage on week day contests</li> <li>➤ Overnight trips (housing and meal allowances)</li> </ul> <p>A copy of this Travel and Per-Diem Policy should be sent to the KHSAA with the April 15 Annual Report as well as placing a copy in the schools permanent Title IX file.</p>
Coaching	X		<p>A copy of the current pay scale was present and a copy needs to be kept in the Title IX File. It appears that things are equal in regard to salary and with the number of coaches assigned to each of the like opportunities the school offers. It is a positive that the majority of the coaches are on campus during the school day.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>The locker room situation at St. Mary has improved since the 2003 audit. The girl's athletic dressing room is in much better shape than the boy's athletic dressing room. The interviews conducted reveal that many of the student athletes use the physical education dressing rooms and they are in bad shape and in need of upgrading. It is recommended that the Gender Equity Review Committee take a campus tour and look at these facilities to ensure that they are safe for the student-athletes. Locker room facilities that offer some privacy and some security should be available to each student athlete.</p> <p>Golf, Tennis, Cross-Country, Track and Swimming and Diving all practice off campus at adequate facilities.</p> <p>At the time of the 2003 Title IX Audit the school had one field on campus that was shared by the baseball and softball teams. Since that time a softball complex was developed several miles off campus. Although the school is working to upgrade the softball facility it is far inferior to the</p>

			<p>baseball facility. Some corrective action has taken place that keeps the school from having a deficiency at this time but it is highly recommended that the school follow through with some plans already in place to relocate the softball field to the school campus. The Gender Equity Review Committee needs to look at both the current facility and the proposed location of a new facility on campus and put together a corrective action plan that will have the softball complex equal to that of the baseball facility. This corrective action plan should be sent with the April 15 Annual report and a copy placed in the schools permanent Title IX file.</p>
<p>Medical and Training Facilities and Services</p>	X		<p>At the present time Physicals are conducted by parents who are MDs who have young people enrolled at St. Mary. The parents have this option or they can go to their own physician. At the present time no trainer services are available but there was discussion about obtaining one in the near future.</p> <p>The weight room should be visited by the Gender Equity Review Committee. A plan should be put in place to upgrade this area. Some of the equipment was in need of repair and presents safety concerns for those using the weight room. After the interviews with athletes and coaches it was determined that the room needs to become more female friendly.</p> <ul style="list-style-type: none"> <li>➤ Lighter bars for beginners</li> <li>➤ Smaller safety belts</li> <li>➤ Lighter weights</li> <li>➤ Stretch belts</li> <li>➤ Weighted balls</li> <li>➤ Posters</li> <li>➤ Mirrors</li> </ul> <p>The Gender Equity Committee should consider contacting some local weight training facilities to see about equipment they may be replacing for possible donation. A usage schedule of the weight room should be placed on the entrance door.</p>
<p>Publicity</p>	X		<p>The school has an Award and Banner Policy in place but the Gender Equity Review Committee needs to reevaluate it at the end of the year and make any necessary upgrades. The school has</p>

			<p>an excellent school web page that is up to date and provides good information about the school and the various athletic teams.</p> <p>At the present time the school is producing athletic schedules for Girls and Boys Basketball. It is suggested that the Gender Equity Review Committee look at providing pocket sports schedules for all sports teams..</p>
Support Services			<p>The cheerleaders cheer at all home and away boys' and girls' basketball games.</p> <p>At the present time there appears to be equal spending for boys and girls. The Gender Equity Review Committee needs to keep an eye on spending as the current Uniform Rotation Plan could put the spending out of balance.</p> <p>St. Mary High School is doing some very good things with Booster Clubs however they do not have a Booster Club agreement in place. It is highly recommended that the Gender Equity Review Committee develop a Booster Club Agreement that documents what they are doing so that current and future Booster Clubs will know what is expected of them. This Booster Club agreement should be sent to the KHSAA with the April 15 Annual Report.</p>

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

- All the members of the Gender Equity Review Committee need to be very involved with the Athletic Director and Title IX Coordinator to assure that policies are reviewed and/or upgraded on an annual basis. Surveys need to be kept updated so that the interests of new students are always being looked at. When new interests appear it is the responsibility of the Gender Equity Review Committee to evaluate and see if this interest is real and genuine.
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- Corrective Action Plans need to be put in place to . . .
  - Ensure that St. Mary's is in compliance with at least one of the three test..
  - The deficiency in the area of Accommodations of Interests and Abilities requires an immediate Correction Plan in regards to the Student Survey..
  - The school is extremely close to being deficient with facilities and immediate corrective action is needed in regards to the differences in the baseball and softball facility.

6. **Observed Deficiencies in Overall Girls and Boys Athletics Programs**

- The school is deficient in the area of Accommodations of Interests and Abilities by failing to document and/or evaluate the strong interest shown by St. Mary students for the sport of Volleyball.
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7. **KHSAA Recommended Action in relation to new deficiencies**
  - The Gender Equity Review Committee needs to look at all the policies that affect the athletic programs. Some need updating while others need to be developed.
    - Uniform Rotation Plan
    - Travel and Per-Diem Policy
    - Awards and Banner Policy
  
8. **KHSAA Recommended Action in relation to reoccurring deficiencies**
  - Corrective Action must be put in place immediately to follow up on the Student Interest Survey to see if there is enough interest in the sport of Volleyball to consider conducting initial meetings with the intent of starting a program. .

**9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING**

High School Title IX Coordinator: Tony Burkeen – Athletic Director – 270-442-1681 ex. 232

District Level Title IX Coordinator: Jim Marringly – 270-2014-9797

Name	Title	Telephone
Lisa Jo Aly	St. Mary Principal	270-201-9797
Staci Averill	St. Mary Girls Basketball Coach	270-519-4019
Tony Burkeen	St. Mary Athletic Director	270-442-1681
Sara Gipson	St. Mary Booster Club President	270-994-6701
Rachel Guess	St. Mary Female Athlete	270-559-9852
Michael A. Meredith	St. Mary School Board Member	270-395-4121
Douglas Shelton	St. Mary Soccer Coach	270-493-1002
Reba Woodall	KHSAA Audit Team	859-299-5472
Gordon Boccock	KHSAA Audit Team	606-271-0714

10. **Comments:**
  - The KHSAA Audit team would like to thank Tony Burkeen for all his hard work The Gender Equity Review Committee was very receptive to the suggestions and recommendations made by the Audit Team. It is highly recommended that the Committee take the same tour of the campus that this Audit Team did. This tour can give provide a better idea of some of the issues that need to be addressed. There are some safety issues that, although not necessarily Title IX issues, need to be addressed. We encourage the Gender Equity Review Committee to look at all existing policies to ensure that they are documented on paper. so that they can be evaluated and updated as necessary
  - The Public Forum was publicized but no one showed up and the KHSAA Audit Team departed at 6:30. P.m.
  - St. Mary has an excellent athletic history and we hope to see even more excellence in the future.