



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2003-2004 school year)

School: **St. Francis High School**

Reviewed By: **Gordon Bocock**

Date of Visit: **September 17, 2003**

Telephone Number of Reviewer: **(606) 678-8916**

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No

Summary Forms T-1 Through T-41 Yes No

Corrective Action Plan (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 (St. Francis passed the T-1 all four years)

Were the calculations performed correctly?

The T-1 calculations were done correctly every year but 2000-2001 and they have now been corrected in the school's Title IX file.

Comments: For the 1999-2000 school year, St. Francis High School appeared to pass T-1 as the Percentage of the Total Enrollment (47.69%) and the Percentage of Total Participation (50.42) for females was at 2.73% difference and is within the necessary 3% range to be considered within compliance. For the 2000-2001 school year, St. Francis High School appeared to pass T-1 as the Percentage of the Total Enrollment (44.9%) and the Percentage of Total Participation (50.57) was well above necessary for compliance. In 2001-2002 and 2002-2003, St. Francis High School easily passed the T-1 tests for girls; however, the boys' enrollment was actually the lesser represented sex at the school during this time period and they were not in the 3% compliance.

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

Were the calculations performed correctly?

The T-2 was not submitted to the KHSAA during the 1999-2000 school year. This is to be updated and placed in the school's permanent Title IX file and sent to the KHSAA by **December 1, 2003**. The T-2 calculations were done incorrectly during the 2000-2001 school year; however, they have since been corrected and placed in the school's permanent Title IX File. The last two years the T-2 calculations were done correctly.

Comments: In 1999-2000 it appears that St. Francis failed the T-2 test since they did not submit one. They are to complete one and submit it to the KHSAA by December 1, 2003. In 2000-2001 the calculations were incorrect but they have now been corrected in the schools Title IX file. In the final two years the calculations were figured correctly but it appears that St. Francis was not in compliance on the T-2 test on any of the four years.

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

Were the calculations performed correctly? Yes No

Comments: During the four year span St. Francis High School included club and team sports in there calculations. The school has removed these from the calculations and placed corrected forms in the school's Title IX file. With the corrected forms St. Francis High School appears to be in compliance all four years on Test 3.

3. Has the school properly surveyed its student body to accurately assess the interest and abilities of its students? Yes No

Comments: St. Francis High School is doing a good job of providing sporting opportunities for the student-athletes. The percentage of total participation at St. Francis High School shows that the girls are at 57.52% while the boys are at 42.48%. Just possibly the Gender Equity Review Committee needs to look at this unusual situation and see what they can do to get more boys participating.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		St. Francis is doing a good job with providing many opportunities for a school with a small enrollment. The Gender Equity Review Committee needs to continue to look at the student surveys, and if interest appears in another area, they know to see if the interest is real and genuine.
Equipment and Supplies	X		At the present time, no deficiencies were found with equipment and supplies. All of the uniforms for both boys and girls were of excellent quality. To assure that St. Francis High School continues to provide the high quality of uniforms that are currently being offered, it is recommended that the Gender Equity Review Committee adopt a Uniform Replacement Policy that would include all the boys' and girls' athletic teams and be a guide to keeping the uniforms at a high quality. This policy should be placed in the school's permanent Title IX file. The Equity Committee needs to see that Form T-5 is filled out and placed in the school's permanent Title IX file for the sports of boys' basketball, girls' basketball, soccer, boys' tennis and girls' tennis. <u>The Equity Committee needs to see that the summary sheets (Forms T-6, T-7, T-8, T-9 and T-10) are redone so that they match the comments made by the school's coaches on Form T-5's. A corrected copy of these forms should be placed in the school's permanent Title IX File and sent to the KHSAA office by December 1, 2003.</u>

<p>Scheduling of Games and Practice Time</p>	<p>X</p>	<p>Practice times are rotated and a schedule is in place so that parents and students alike will know in advance of the practice time for boys and girls. Each year a copy of this practice schedule should be placed in the school's permanent Title IX file. In regard to "prime time" scheduling, St. Francis is doing a good job as they have 10 boy/girl double headers for the 2003-2004 season. It is noted that St. Francis plays very few home games for boys or girls and the few they do are in compliance. The Gender Equity Review Committee should review all boys' and girls' basketball schedules before they are released for the next year to make sure they are in compliance with "prime time" scheduling requirements. <u>The Equity Committee needs to see that the summary sheets (Forms T-12 and T-13) are redone so that they match the comments made by the school's coaches on the Form T-11's. A corrected copy of these forms should be placed in the school's permanent Title IX file and sent to the KHSAA office by December 1, 2003.</u></p>
<p>Travel and Per Diem Allowances</p>	<p>X</p>	<p>Although it is not a Title IX issue, the KHSAA Audit Team asked that school personnel take a long look at the number of student athletes that are transported by personal cars to practice and athletic events. It is recommended that the Equity Committee look into establishing an equitable policy for student athletes that would include all of the aspects of travel and place the policy in the school's permanent Title IX file. The Equity Committee is to see that Form T-15 is filled out for soccer, and that the form be placed in the school's permanent Title IX file. The Equity Committee should check all of the Form T-15's for proper headings and signatures. <u>The Gender Equity Committee needs to see that the summary form (T-16) is redone and that a corrected copy be placed in the School's Title IX File and that one is sent to the KHSAA by December 1, 2003.</u></p>

Coaching	X		It appears at the present time that St. Francis High School is in compliance in regard to coaching salaries. It is recommended that the Gender Equity Review Committee place a copy of the St. Francis High School Athletic Department salaries and/or extended employment policy in the school's permanent Title IX file.
Locker Rooms, Practice and Competitive Facilities	X		St. Francis High School is located in downtown Louisville in a totally renovated YMCA Building. The school itself does not have any athletic dressing rooms on the actual campus. Some athletes change before being transported to practice but this is done in one of the public rest rooms. All basketball practice and home games for boys and girls are at the old Louisville Male High School Gymnasium. The dressing rooms there are equal and the boys and girls are able to use the same equipment in the rented facility. With no athletic facilities on the school campus or in the school building, it is pointed out that St. Francis High School does a tremendous job of providing quality athletic facilities for their student athletes. The Gender Equity Review Committee needs to see that a Form T-27 is completed for each of the sporting venues that the school uses for its athletic teams. A copy of each of these forms should be placed in the school's permanent Title IX file.
Medical and Training Facilities and Services	X		The Gender Equity Review Committee should take a look at the school's weight room. It is brand new and contains some of the finest equipment possible. The facility is great as far as equipment goes, but it does need the assistance of the Gender Equity Review Committee in making it more female friendly with posters, signs, charts, etc. A policy should be established and a schedule posted as to when athletes can, and are, using the facility.

Publicity	X	<p>It is recommended that the Gender Equity Review Committee establish a policy that would ensure equal treatment regarding program production, schedule cards production and media guide productions to ensure that all sports are on an equal basis. Immediate steps should be taken to implement a policy specifying the criteria and qualifications for the placement of banners and/or pictures in the gymnasium and other commons areas of the school to ensure that all participants and teams have an equal opportunity for this prime time exposure. <u>The Gender Equity Review Committee needs to see that the summary sheet (Form T-33) is redone to match the coaches' statements on the Form T-32's. A corrected copy should be placed in the school's permanent Title IX file and a copy sent to the KHSAA office by December 1, 2003.</u></p>
Support Services	X	<p>It is noted that, due to the large number of girls participating in athletics at St. Francis, there are zero cheerleaders and no plans of having a squad in the immediate future. The school does have a Booster Club; however it is one that functions for the entire school and not just athletics. <u>The Gender Equity Review Committee needs to see that the summary forms (Forms T-35 and T-36) are redone and that all the blanks are filled in. Also, any Booster Club monies spent for athletics need to be included in the figures. A corrected copy needs to be replaced in the school's permanent Title IX file and one sent to the KHSAA office by December 1, 2003.</u></p>
Athletic Scholarships	N/A	<p>This area does not appear applicable in this situation.</p>
Tutoring	N/A	<p>All students at St. Francis High School have the opportunity for tutoring provided by the school.</p>

Housing and Dining Facilities and Services	N/A		It does not appear to be applicable to this school, nor are there any indications of disparate treatment.
Recruitment of Student Athletes	N/A		It does not appear to be applicable to this school, nor are there any indications of disparate treatment.

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

The KHSAA Audit Team discussed several items that need the attention of the Gender Equity Committee at St. Francis High School, in regard to policy development and making these policies a part of the school's permanent Title IX file. The Gender Equity Review Committee was advised to start recording the Title IX changes that have taken place since the 1999-2000 school year. Many of the corrective action plans listed situations and plans but no documentation as to when these situations actually were changed and/or corrected.

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

No overall deficiencies were observed in the St. Francis High School Athletic Department. They do a very good job with very few athletes. The Gender Equity Review Committee needs to take a long look at the school's permanent Title IX file and do the things the KHSAA Audit Team discussed with them to bring the file to an updated and complete state.

7. Facility Recommendations or Concerns:

What can you recommend to a school that has no facilities of there own, except a weight room? The school is to be commended for what they are doing with athletics and traveling the Metro area to provide the best possible facilities they can for there student athletes.

8. **KHSAA Recommended Action**

- Notify Office of Civil Rights and Request Federal Investigation of Possible Violations
- Notify Equity Division and KBE of Potential Title IX Violations
- Suspension from the Association
- Prohibition from Post Season Play
- Probation For
- Fine In The Amount of _____
- None at This Time

School shall submit the following additional information:

(Selection of Cheerleaders) On or before **April 15, 2004**, school personnel are requested to provide information to the KHSAA concerning the manner in which cheerleaders are selected for boys' and girls' teams. If cheerleaders are selected in such a way as to result in arguably better (i.e. "A" team vs. "B" team) cheerleaders performing at boys' events, the school shall also submit a plan under which cheerleaders of equal ability shall perform at an equal number of boys' and girls' games in comparable sport (i.e., boys' varsity and girls' varsity basketball game).

(Prime Time Contest/Girls' Basketball) On or before **April 15, 2004**, school personnel are requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2004-2005 season. To the extent that a fewer percentage of girls' games are played during "prime times" (when compared with the percentage of boys' games scheduled for "prime times"), the school shall advise the KHSAA of action it intends to take to immediately correct the difference.

(Forms) On or before **December 1, 2003**, school personnel are requested to provide a copy of the following to the Kentucky High School Athletic Association:

10. 1999-2000 Form T-2
11. 1999-2000 Base Line Report forms being redone: T-6, T-7, T-8, T-9 and T-10.
12. 1999-2000 Base Line Report forms being redone: T-12 and T-13.
13. 1999-2000 Base Line Report forms being redone: T-16
14. 1999-2000 Base Line Report forms being redone: T-33
15. 2002-2003 Yearly Report forms being redone: T-35 and T-36

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Aaron Speak

District Level Title IX Coordinator: Mike Gandolfo

Name	Title	Telephone
Gordon D. Boccock	KHSAA Audit Team	606-678-8916
Martha Mullins	KHSAA Audit Team	859-269-3394
Brad Childs	Athletic Department Intern	502-852-4288
James Segar	Ast. AD / Girls Basketball Coach	502-429-6517
Audrey Matthias	Student Athlete	502-246-5314
Austin Llewellyn	Student Athlete	502-425-3697
Kit O'Banon Llewellyn	College Advisor and Tennis Coach	502-425-3697
Mikell Grafton Skinner	President of Athletic Committee	502-584-8543
Aaron Speak	Biology Teacher & Soccer Coach	502-432-3373
Mike Gandolfo	Athletic Director/Boys Basketball	502-726-1014

10. Comments:

It is noted that no one showed up for the Public Forum at 6:00. Again, it is noted that the KHSAA Audit Team was impressed with several situations at the school. More girls than boys in a high school is not the norm and the location of the high school in a downtown metro area is very unusual. Although academics is a very high priority at St. Francis, it is noted that the Athletic Department does a tremendous job of going out into the community and getting the best possible facilities for the student athletes. The KHSAA Audit Team does encourage the Gender Equity Review Committee to design a number of policies that will strengthen the governing of the St. Francis High School Athletic Department. Remember to document everything. Overall the student athletes clearly have the support of the school and the equity committee.