



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

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

School: St. Francis High School  
 Prepared By: Gordon Bocock  
 Date of Re-Visit: January 11, 2012  
 Telephone Number of Reviewer: **(859) 299-5472**  
 Reviewed By: Darren Bilberry

1. Completed Required Forms

Verification of Forms (Form GE-19) Yes X No

Participation Opportunities Summary Chart (Form T-1, T-2, T-3 & T-4) Yes X No

Benefits Summary Charts (Forms T-35 & T-36) Yes X No

Checklist Overall Athletics Program (Form T-41) Yes X No

Corrective Action Plan Summary Charts (Form T-60) Yes X No

2. Opportunities Component of Title IX Compliance

Area of Compliance:  
(Check One or More)

	A	Substantial Proportionality
X	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: St. Francis has passed the T-1 Test in the past but female participation is down slightly to 40%. The current female population is 47%. To be in compliance in this area the two percentages must be within 3% of each other.

- 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: At the present time St. Francis is doing a good job of offering opportunities for female student athletes. This is an area that will be tough to stay in compliance with as the female population varies from year to year. So many of the girls play multiple sports and new students have new athletic interests which affects sports offerings at St. Francis.

- 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: The school is in compliance in regard to Test 3.

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

Comments: St. Francis is a school with an enrollment of roughly 130 students and it is about an even number of boys and girls. The school does an excellent job in trying to meet the changing interests of the student body. With so many of the student athletes doing multiple sports it is tough to add new sports without affecting the ones already in progress.

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 does an excellent job of providing a large number of opportunities for a school with a very small enrollment.
Equipment and Supplies	X		The school was satisfactory in this area in 2003 when the school had their first Title IX Audit. The uniform are of very high quality and all the various sports offering had equal numbers. At the time of the first audit it was recommended that a Uniform Rotation Plan be put into place. One was present in the schools Title IX File but it is highly recommended that that the Gender Equity Review Committee take a look at the Rotation that is in place as there is no indication as to which year any sports team will receive new uniforms. A written policy in this area will help ensure that the present uniforms stay of excellent quality for the student athletes.
Scheduling of Games and Practice Time	X		St. Francis was satisfactory during the time of the original audit and the current schedule meets all the KHSAA requirements for Prime Date scheduling. This is an area where the Gender Equity Review Committee must be aware every year as to the scheduling of not only basketball but all like sports. Practice schedules are in place for the like sports that must share facilities and things look good in this area. With the two gymnasiums now being used specific scheduling must be done to ensure equity for boys and girls.
Travel and Per Diem Allowances	X		<p>At the time of the last audit in 2003 it was recommended that a Travel and Per-Diem Policy be developed. The school does have a policy that needs to be expanded. It is highly recommended that the Gender Equity Review Committee take a close look at the current policy and update it to cover all aspects of travel . . .</p> <ul style="list-style-type: none"> <li>• School board policies in regard to travel</li> <li>• Site base policies in regard to travel</li> <li>• Method of travel to competitions</li> <li>• Method of travel to off campus practice</li> <li>• Travel distances</li> </ul>

			<ul style="list-style-type: none"> <li>• Meals and allowances</li> <li>• Overnight trips and housing and allowances</li> <li>• Out of State trips</li> </ul> <p>Although it is not a Title IX issue, the KHSAA Audit team asked school personnel to take a evaluate the number of student athletes that are transported by personal cars to practice and to athletic events and make sure that this issue is fully addressed in the Travel Policy.</p>
Coaching	X		<p>The quality of coaches for all the sports offerings appears to be equal. A mixture of experience and youth in the coaching ranks makes it a good experience for all the young athletes. Some differences appear in coaching salaries that deal with extended days and years experience. The Gender Equity Review Committee needs to address the issue of differences in coaches salaries and make sure that the School Policy addresses the differences in each.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>There are no locker rooms at the St. Francis School. The school uses the Stephens Family Community Life Center for boys and girls basketball and they do have class rooms that they can use for dressing as well as small dressing rooms that they use as well. There are no athletic facilities on the campus as every venue they use is off campus and all appear to be equal.</p>
Medical and Training Facilities and Services	X		<p>During the original audit the school was asked to make the Weight Room more female friendly. This issue has been addressed and the school has a very nice weight room where all the boys and girls can receive some excellent training. The room has very good lighting and excellent training equipment. The student athletes have the opportunity to receive free athletic physicals at a regular scheduled yearly examination for all athletes.</p>
Publicity	X		<p>The school has some policies in place that address some areas of an Awards and Banners. The Gender Equity Review Committee needs to look at the current policy and make sure that it includes all aspects of Awards . . .</p> <ul style="list-style-type: none"> <li>• Letters, etc. for various sports</li> <li>• Banquets for each sports and awards that will be</li> </ul>

			<p>presented to each sport</p> <ul style="list-style-type: none"> <li>• Banners and or pictures that may be displayed in gymnasium, hallways and trophy cases . . . <ul style="list-style-type: none"> <li>○ Team recognitions</li> <li>○ Individual recognitions</li> <li>○ Hall of Fame</li> </ul> </li> </ul> <p>The school has an excellent Coaches Handbook. The school has also produced a Title IX Policy Manual that will be very helpful to all involved with the school and athletic program. The Gender Equity Review Committee needs to re-evaluate both publications at the end of each school year to ensure that all policies are up to date. Since the school has a very small number of females in no cheerleading squads are offered by the school.</p>
Support Services	X		There is one Booster Club present and all Booster Clubs fund raising and spending has administrative oversight. At the time of this audit the expenditures are in good shape when looking at spending per-athlete, per-male and female and when comparing like sports.
Athletic Scholarships	NA		Does not apply to St. Francis High School.
Tutoring	NA		Does not apply to St. Francis High School.
Housing and Dining Facilities and Services	NA		Does not apply to St. Francis High School.
Recruitment of Student Athletes	NA		Does not apply to St. Francis High School.

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

- With very limited athletic opportunities at the school there is not much corrective action that can take place in regard to facilities problems. A problem was detected in the original audit with the weight room but it has been corrected and now the student athletes have an excellent training facility.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

- St. Francis School is to be commended for the progress with improvements to the weight room.
- With the opportunity to use the two gymnasiums at the Stephens Family Community Center the school has acquired some excellent facilities for the student-athletes at St. Francis.
- No deficiencies are detected at this time.

7. KHSAA Recommended Action in relation to new deficiencies

- St. Francis School is to be commended for the progress with improvements to the weight room.
- With the opportunity to use the two gymnasiums at the Stephens Family Community Center the school has acquired some excellent facilities for the student athletes at St. Francis.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

- St. Francis is doing an excellent job providing opportunities for their student-athletes and now the Gender Equity Review Committee needs to review and update some of their policies.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Tony Butler  
233 W. Broadway  
Louisville, Kentucky 40202  
502-736-1023

District Level Title IX Coordinator: Tony Butler  
233 W. Broadway  
Louisville, Kentucky 40202  
502-736-1023

Name	Title	Telephone
Tony Butler	Athletic Director	502-736-1023
Jakob Ferguson	Athletic Intern	712-310-2525
Oscar Bryant	Athletic Committee Member	502-558-0088
Ralph Marshal	Athletic Committee Member	502-736-1019
Cabreya Fireman	Athletic Committee Member	502-377-3074
Alexandra Thurstone	School Principal	502-736-1016
Kathy Johnston	KHSAA Audit Team	859-299-5472
Gordon Boccock	KHSAA Audit Team	859-299-5471

10. Comments: It is noted at this time that the Public Forum was open at 5:00 and closed at 5:15 when the public did not show up. Academics has a high priority at St. Francis but it is pointed out that the school is doing a tremendous job of going out into the community and getting the best possible facilities for the student athletes. The KHSAA Audit Team was very impressed with the job the Athletic Director is doing and it was obvious that he has the support of the Principal and the Athletic Committee.