



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

(For schools re-visited during the 2014-2015 school year)

School: **Tates Creek**
Prepared By: **Gary W. Lawson**
Date of Re-Visit: **January 27, 2015**
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: The rosters and data submitted in the annual Title IX reports for the past three years indicate that the school is not meeting the standard established in prong 1 of the athletic opportunities test. The T-1 form in the 2013-14 annual Title IX report shows that females were 49% of the school's enrollment, and they made up 34% of the school's athletic participants.

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: The rosters and information submitted by the school in the annual Title IX reports for the past three years give clear indication that the standard established in prong 2 of the athletic opportunities test is not being met. The 2013-14 annual report shows that two teams (bowling and archery with 18 current female participants) have been added during the past five 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

Comments: The steps being taken by the school to address all the students' indicated athletic interests in new sports documented on the T-3 forms for the past three years make it likely that the standard established in prong 3 of the athletic opportunities test is being met. The school currently offers all KHSAA sanctioned sports and sports activities at the varsity level except field hockey.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?

Yes No

Comments: The T-63 form in the 2013-14 annual Title IX report shows that a 100% completion rate was received on the most recent student athletic interest survey.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>The May 15, 2000 Title IX school visit report rated this area <i>Satisfactory</i> based on the school apparently meeting the standard established in prong 3 of the athletic opportunities test. The February 11, 2009 visit report rendered the accommodation of interests and abilities <i>Deficient</i> stating there was no verification that the school was meeting the standard of any prong of the opportunities test. Prong 3 could not be substantiated because only a 60% completion rate was received on the student athletic interest survey. Submittals during the past three years give a strong indication that the standard established in prong 3 of the opportunities test is currently being met. The school has not only documented steps taken to verify all indicated interests in new sports, but has also added two new sport activities during the past five years. (See detailed explanation for all three prongs of the athletic opportunities test on page 2 of this report.) During the most recent visit, the school's Title IX file was thoroughly reviewed. It was found to contain the two previous Title IX school visit reports, annual Title IX reports for the past five years, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, sample game schedules for all school sponsored varsity teams, a school-generated athletic policy manual, written and signed booster club agreements (see <i>Support Services</i>), written facility usage schedules for all school sponsored teams, written guidelines regarding awards and recognition of athletic accomplishments (see <i>Publicity and KHSAA Recommended Action</i>), written designation of locker room space assigned each team, written designation of athletic storage assigned to all teams except boys and girls swimming, boys and girls golf, and boys and girls bowling. Also contained in the file were written minutes for all Gender Equity Review Committee meetings held the past three years, a written statement regarding review and rotation of uniforms (see <i>Equipment</i></p>

Accommodation of Interests and Abilities continued			and Supplies and KHSAA Recommended Action), written regulations relating to provision of travel and per diem (see Travel and Per Diem Allowances and KHSAA Recommended Action), and a copy of the school's Athletic Facility Emergency Medical Plan. School officials were commended for the development and maintenance of a comprehensive Title IX file. They were encouraged to continue to expand written guidelines to meet the changing needs of the student athletes.
Equipment and Supplies	X		The May 15, 2000 and February 11, 2009 Title IX school visit reports designated this benefit category <i>Satisfactory</i> . The 2009 report advised the school to develop and implement a plan for equitable provision of athletic apparel. The review of the Title IX file during the most recent visit showed there is a written statement calling for uniforms for all teams to be replaced every three years. There appeared to be no plan in place or any documentation of a cycle of rotation for uniforms. Interviews with student athletes and coaches failed to provide any evidence of equivalence in regard to uniform replacement. (See <i>KHSAA Recommended Action</i> .) The quality and quantity of uniforms and equipment and supplies appeared to be comparable for both genders. The data submitted in the 2012-13 and 2013-14 annual Title IX reports show that the school was spending approximately \$217 per female athlete and \$214 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		The 2000 Title IX school visit report rated this benefit category <i>Deficient</i> citing that the school did not appear to be offering comparable opportune playing dates for female athletes. The 2009 visit report rated this category <i>Satisfactory</i> stating that the school seemed to be providing parity in relation to playing times for boys and girls games. Information gathered during the most recent visit indicated that the number of competitive events scheduled for teams of "like" sports was comparable. The facilities usage schedules reviewed during this visit revealed equitable assignment of the

Scheduling of Games and Practice Time continued			indoor hitting facility, gym, stadium, and weight training facility. All interviews reinforced equitable assignment of shared venues. The scheduling of optimal playing times was discussed with school officials who were encouraged to continue to provide parity in this regard.
Travel and Per Diem Allowances	X		The 2000 Title IX school visit report designated this benefit category <i>Deficient</i> stating that the team summary charts submitted to KHSAA showed a discrepancy in regard to this benefit. The 2009 report deemed this category <i>Satisfactory</i> but did state that provision of per diem was not part of the school's written guidelines. During the most recent visit, written regulations giving some general guidelines addressing the mode of transportation (parental vehicles, school or charter buses) were found. These guidelines implied that mode of transportation was a "coach's preference." It was strongly suggested that the Gender Equity Committee, along with school administrators, review this policy and attempt to develop a procedure that is more gender neutral for school sponsored teams. The travel and per diem regulations did address an equitable manner to provide meals, but they did not contain any stipulations for the equitable provision of lodging for student athletes. (See <i>KHSAA Recommended Action</i> .) The information submitted in the 2012-13 and 2013-14 annual Title IX reports show that the school was spending approximately \$188 per female athlete and \$82 per male athlete for travel and per diem.
Coaching	X		The original Title IX school visit report rated this benefit category <i>Deficient</i> stating that the number of available coaches favored boys teams. The 2009 report deemed this category <i>Satisfactory</i> documenting that the ratio of coaches to student athletes seemed to be equitable. Currently, the school's principal, in conjunction with the associate principal and athletic director, evaluates all head coaches of athletic teams. A written instrument is not being used as part of this process. According to the

Coaching continued		<p>information provided on the T-35 form in the annual Title IX report, the total amounts spent for coaches' salaries for teams of "like" sports was comparable. A review of the district's extra service pay schedule for coaches showed parity. The information in the "coaching" column on the T-35 form in the 2013-14 annual Title IX report indicates that the coaching ratio is one coach per seven female participants and one coach per twelve male participants. This ratio strongly favors female athletes. Information gathered during the most recent visit revealed that 50% (5/10) of the head coaches of girls teams and 72% (8/11) of the head coaches of boys teams are on-campus employees.</p>
Locker Rooms, Practice and Competitive Facilities	X	<p>The 2000 Title IX school visit report rated this benefit <i>Deficient</i> stating that the school had not adequately addressed the issues regarding their softball facility. The 2009 report rated this category <i>Satisfactory</i>. The venues for Tates Creek High School athletes are very well maintained and appointed. Overall, the locker rooms, practice and competitive facilities are high quality. The boys basketball locker room and the girls basketball/volleyball locker room are similar in size and amenities. The softball dressing room is somewhat smaller than the one for baseball, but the amenities and proximity to the competitive facility are comparable. The boys and girls soccer teams have similar exclusive dressing areas in the field house. The wrestling team has an exclusive dressing room adjacent to the school cafeteria where they practice. All other teams share P.E. dressing rooms that appear to be assigned equitably. All teams, except girls and boys swimming, girls and boys golf, and bowling have assigned equipment storage areas. <u>School officials were encouraged to provide some areas for these teams to safely store belongings.</u> The venues for competition at Tates Creek seem to provide an equivalence of amenities for all "like" sports.</p>

<p>Medical and Training Facilities and Services</p>	<p>X</p>		<p>Both the previous Title IX school visit reports designated this benefit category <i>Satisfactory</i>. The most recent visit showed that the school had a large, fairly well equipped weight training room. The room appeared to be accessible to female athletes. There was an equitable usage schedule for this facility both in the Title IX file and posted at the venue itself. Interviews with coaches and student athletes indicated that several female teams use the facility. There was some concern expressed regarding the provision of more equipment options suitable for females. An athletic trainer is provided equitably on a daily basis through a contract with UK Sports Medicine. According to information provided by the athletic director, all students are responsible for getting their own physical examinations.</p>
<p>Publicity</p>	<p>X</p>		<p>Both the 2000 and 2009 Title IX school visit reports rated this benefit category <i>Deficient</i>. The 2000 report stated that cheerleading support appeared to favor male athletes. The 2009 report stated the method of cheerleader assignment needed further clarification. The school currently sponsors one cheerleading squad that cheers at all home games and at away games versus in-county opponents for football and boys and girls basketball. The dance team performs at all home football games. The dance team and "step" team perform at an equal number of boys and girls basketball games as monitored by the athletic director. The band provides little, if any, support for the school's athletic teams. The Title IX file contained a set of written guidelines for this benefit category which addressed the equitable provision of letters and bars and athletic awards. These regulations discussed athletic banquets, but did not specifically address equity of provision. (See <i>KHSAA Recommended Action</i>.) The school currently does not allow posting banners for recognition of individuals or teams. There is no athletic hall of fame at this time. According to information submitted in the 2012-13 and 2013-14 annual Title IX reports, the school was spending approximately \$74 per female athlete and \$30 per male athlete for awards.</p>

Support Services	X		The 2000 Title IX school visit report rated this benefit category <i>Satisfactory</i> . The 2009 report deemed this category <i>Deficient</i> stating that the financial data provided to KHSAA was not current and that spending for athletic benefits favored male participants. Information gathered during the most recent visit revealed that the school currently has active booster clubs for all school sponsored sports except girls and boys cross country, tennis, track, bowling, archery, and fishing. All booster clubs house their funds outside of school accounts. The school has signed booster club agreements which do not contain any process for school oversight of booster spending for the provision of equitable benefits. An analysis of athletic expenditures for the past two years shows that in 2012-13, 32% of spending was for female athletes who made up 33% of the participants and 68% was for male athletes who made up 67% of the participants. This translates into spending approximately \$544 per female athlete and \$561 per male athlete. In 2013-14, the percentage and per athlete spending favored female athletes (\$744 per female and \$555 per male). In summary, over the past two years, athletic spending appears to favor female participants at Tates Creek High School. It was suggested that school officials explore the feasibility of implementing a process which allows for administrative oversight of booster spending in an attempt to insure continued provision of equitable benefits and support for all student athletes.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

The school's most recent T-60 forms call for the following:

- attempting to increase attendance at female athletic events;
- increasing radio coverage of female athletic events
- upgrading the softball facility;
- finding innovative fundraising opportunities for female teams;
- installing new turf at the soccer/football field.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated as a result of the January 27, 2015 Title IX school visit. There were a few "areas of concern" in regard to provision of equity in the review/replacement of uniforms (see *Equipment and Supplies and KHSAA Recommended Action*), in the provision of specific equitable regulations for athletic travel and per diem (see *Travel and Per Diem Allowances and KHSAA Recommended Action*), equitable provision of post season banquets (see *Publicity and KHSAA Recommended Action*), and provision of proper oversight of athletic spending (see *Support Services*).

7. KHSAA Recommended Action in relation to new deficiencies

Although no new deficiencies were designated in the body of this report, it is requested that the following benefit categories be addressed in an attempt to insure that equitable benefits continue to be provided.

(Equipment and Supplies) On or before April 27, 2015, the school is to submit to KHSAA a written uniform review, rotation, and/or replacement plan that shows a full (and equitable) cycle of rotation for all school sponsored varsity teams. This document should be signed by the school's athletic director, district Title IX coordinator, all current head coaches, and all members of the Gender Equity Review Committee. The plan should become a part of the school's permanent Title IX file.

(Travel and Per Diem Allowances) On or before April 27, 2015, the school is to submit to KHSAA a written expansion of current regulations governing the provision of athletic travel and per diem that includes equitable parameters for the provision of lodging for student athletes. This expansion is to become part of the Title IX file.

(Publicity) On or before April 27, 2015, the school is to submit to KHSAA an expansion of the current Title IX regulations for *Publicity* which includes the procedure for equitable provision of equitable post season banquets. This expansion of current guidelines should become a part of the Title IX file.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The school appears to have addressed the *Deficiency* in the area of *Accommodation of Interests and Abilities* reported in February, 2009. The school has apparently met the standard established in prong 3 of the Title IX opportunities test during each of the past three school years.

The school seems to have addressed the *Deficiency* in the benefit category *Publicity* designated in the 2009 Title IX school visit report by establishing equitable assignments for all athletic support groups—cheerleaders, dance, and step teams. (See *Publicity* section in the body of this report.)

The school appears to have addressed the *Deficiency* in the benefit category of *Support Services* documented in the 2009 Title IX school visit report. An analysis of athletic spending for the past two years shows that expenditures are within generally accepted parameters for the provision of parity for a secondary school which has a football team.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Mary Jo Geddes, 1111 Centre Pkwy., Lexington, KY 40517
(859) 381-3620

District Level Title IX Coordinator: Donnie Adkins, 701 E. Main St., Lexington, KY 40502
(859) 381-4100

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Kathy Johnston	KHSAA	(859) 29905472
Nolan Adams	Student Athlete	(859) 381-3620
Bailey Lankster	Student Athlete	(859) 381-3620
Sara Chaffin	Volleyball Coach	(859) 381-3620
Bo Lankster	Girls Soccer	(859) 381-3620
Marty Mills	Associate Principal	(859) 381-3620
Tina Winn	Girls Basketball	(859) 381-3620
John Dixon	Assistant Athletic Director	(859) 381-3649
Joe Ruddell	Athletic Director	(859) 381-3649

10. Comments

School officials were commended for the progress shown by the decrease in deficiencies in each of the three Title IX school visit reports.

May 15, 2000 6 Deficiencies
 February 11, 2009 3 Deficiencies
 January 27, 2015 0 Deficiencies

One person from the community attended the Public Comments session. The meeting was adjourned at 3:40 pm EST.