



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

(For schools re-visited during the 2016-2017 school year)

School: Thomas Nelson High School
 Prepared By: Sharon Tippett
 Date of Re-Visit: 1/8/2016
 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)

| | | |
|---|---|------------------------------------------------------------|
| X | 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:

With the data submitted, it appears that Thomas Nelson High School met the standards for compliance to Test-1 for the school year 2016-2017.

- 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: By the data submitted, it appears that the school has met the standard of Test 2 for the school year 2016-2017.

- 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:

As seen by the data submitted, the school has met the standard of Test-3 for the school year 2016-2017.

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

Comments:

The schools' most recent student interest survey appears to support the responses given on the Test-3 form.

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

| Benefit to Students | Satisfactory | Deficient | Comments |
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| <p>Accommodation of Interests and Abilities</p> | <p>X</p> | | <p>This is the first Title IX Audit for Thomas Nelson High School. Because of this, Thomas Nelson had the unusual accomplishment of meeting the standards established for all three tests provided by the OCR. The first test, T-1, compares the school enrollment to the percentage number of participants. This is the "Test for Substantial Proportionality". Test-2, the "Test of History and Continuing Practice of Expansion" measures the schools' athletic program showing progressive expansion to meet student needs and interests. Because this school is in its fifth year, all the sports fall into the 5-year statute of limitation. Test-3 is the "Test of Full and Effective Accommodation of Student Interests". It is important that Thomas Nelson HS meet the standards of this test simply because conducting the student survey properly will ensure the passing of one of the three tests that measures compliance with the Title IX standards. After this school year, Test-1 and Test-2 may be more difficult to meet, so Test-3 becomes very important to be in compliance with Title IX standards.</p> |
| <p>Accommodation of Interests and Abilities</p> | | | |

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| continued | | | |
| Equipment and Supplies | X | | <p>The primary focus in this area is uniforms. The quality of the uniforms provided for the athletic teams was very good, as was the quantity equitable for like sports. Although, when talking to players and coaches, there appears to be some type of uniform rotations system used, there is no evidence of a written rotation and replacement policy. It is highly recommended that the Gender Equity Committee (GEC) develop a uniform rotation and replacement cycle plan. This plan should be placed in the Title IX File, and made available to all head coaches.</p> <p>Spending in this area was very equitable and within the standards of Title IX compliance.</p> |
| Scheduling of Games and Practice Time | X | | <p>The sports of girl's and boys' basketball, wrestling, bowling, and football were the only schedules available. All like sports schedules were comparable. It was revealed that the athletic teams' schedules are on file in the computer and available for coaches, players, etc. to see, but a game schedule was not available for most teams and none were placed in the Title IX File.</p> <p>Guidelines for shared facilities, including the gym, weight room, athletic fields, and the common area for practice times were posted.</p> <p>The recommendation is for all season schedules, shared facilities' schedules, locker room assignments for each team, and storage room assignments for all teams be placed in the Title IX File, in addition to being available on the computer.</p> |
| Scheduling of Games and Practice Time | | | |
| Travel and Per Diem Allowances | X | | <p>Although the athletic teams appeared to be following travel and per diem guidelines, the written guidelines need to be completed, made available to all coaches, and placed in the Title IX File. Per diem for food spending was outlined; \$5 for breakfast \$10 for lunch, and \$15 for dinner. Transportation to events is by bus or parents (must be approved). Housing for trips will not be financed by the board except for district, regional, or state competition. The recommendation is for the GEC to develop detailed travel and per diem guidelines,</p> |

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| | | | including parameters for lodging cost, meal per diem (present guidelines are OK), and detailed guidelines for transportation to and from competition. These guidelines will be placed in the Title IX File, as well as, being available to coaches, athletes, and parents. |
| Coaching | X | | Pay schedule for coaches, including all levels of coaching positions was available. Compensation for coaches of like sports was equitable. The number of coaches for each team was equitable for like sports and the ratio of coaches to athletes was also equitable. The evaluation of coaches was done via an evaluation tool on the computer program for athletics. Spending in this area for salaries was very comparable and equitable for like sports. It is important that the salary schedule for coaches be kept in the file, in addition to being posted on the computer program. |
| Locker Room, Practice and Competitive Facilities Locker Room, Practice and Competitive Facilities continued | X | | Locker room assignments for all teams, except those using off campus facilities (golf and bowling), were seen on the tour of facilities. It is suggested that each locker room have posted outside the locker room door, the teams that use each of these rooms. Thomas Nelson High School was designed with ample storage space for athletic equipment and each team has a designated space for storage. The amenities for comparable facilities of like sports are very equitable and provide the athletic teams excellent facilities in which to compete. |
| Medical and Training Facilities and Services | X | | An athletic trainer provided by CORT is available daily and at ballgames. There are two training rooms available, one at the field house and one inside the gym area. A posted schedule needs to be at each facility with the location of the trainer during practice hours and in addition, a schedule of his/her availability during the school day. The school has two weight rooms available, one indoors and another at the field house. Both are accessible for the female athletes and have some smaller weights for the females, but it is recommended that a few more female friendly weights be added. Even though |

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| | | | <p>there is a schedule on the computer for weight room use, the schedule should be posted outside the weight room doors.</p> <p>Physicals are not provided by the school for the athletes.</p> <p>A copy of the Emergency Medical Action Plan was in the Title IX File.</p> |
| Publicity | X | | <p>One cheerleading squad cheers for the home football and girls' and boys' basketball games and the playoffs at the end of the season.</p> <p>The band performs at the football games and at select girls' and boys' basketball games. The dance team performs at select basketball games as well. The athletic director has oversight on these assignments.</p> <p>In the gym, banners reflecting district/regional championships were on display but there was no evidence of written guidelines stating the requirements for the banners being put on display. The recommendation is for the GEC to develop guidelines for the display of banners, team pictures, or individual pictures that recognize team or individual accomplishments. These are to be included in the Title IX File.</p> <p>An awards guideline is available that includes not only awards for athletic accomplishments, but also, end of season banquets for the athletic teams.</p> <p>The school also has an athletic handbook for both students and coaches.</p> |
| Support Services | X | | <p>There are no organized booster clubs at the high school. Teams raise money thru fundraisers. These activities must have approval by the bookkeeper and athletic director. The same procedure is followed for making purchases. Additionally, a purchase order must be approved and signed by school officials. It appears that the school officials have strong oversight of spending and fundraising for the athletic program. Because there are no booster clubs, a clarification needs to be made concerning the T-35 and T-36 forms for recording spending for each athletic program. Anyone outside the school purchasing or donating to the athletic</p> |

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| Support Services continued | | | <p>department or to a team, is considered a “booster”. They do not have to be an organized group, therefore, donations or money spent from outside sources should be recorded in the Booster column on the T-35/T-36 forms.</p> <p>Over-all spending for support services the past two years have been well within the standards for compliance to Title IX></p> |
| Athletic Scholarships | NA | | |
| Tutoring | NA | | |
| Housing and Dining Facilities and Services | NA | | |
| Recruitment of Student Athletes | NA | | |

5. Brief Summary/Analysis of the Corrective Action Plan (Form T-60)
There were no improvement plans listed in the 2015-2016 annual report, but the 2014-2015 report included the following:
 1. Encourage girls to participate in bass fishing, by having coaches reach out to female student population.
 2. Continue to increase the number of girls participating in archery. Coaches will hold open practice and invite female students.
6. Observed Deficiencies in Overall Girls and Boys Athletics Programs
There were no observed deficiencies in the Girls’ and Boys’ athletic programs.
7. KHSAA Recommended Action in relation to new deficiencies
No new deficiencies.
8. KHSAA Recommended Action in relation to new deficiencies
EQUIPMENT AND SUPPLIES. The Gender Equity Committee is recommended to develop a uniform rotation and replacement cycle plan. This plan should be placed in the Title IX File, and be available to all head coaches.

SCHEDULE OF GAMES AND PRACTICE TIME. It is recommended that all teams' season schedules, shared facilities, locker room assignments for each team, and storage room assignments be placed in the Title IX File, in addition to being available on the computer program.

TRAVEL AND PER DIEM. The recommendation is for the GEC to develop a detailed travel and per diem guideline, including parameters for lodging cost, meals per diem (present guidelines are sufficient), and detailed guidelines for transportation to and from competition. The guidelines will be placed in the Title IX File and made available to coaches, athletes, and parents.

COACHING. It is recommended that the salary schedule for coaches be kept in the Title IX File, in addition to being posted on the computer.

MEDICAL AND TRAINING FACILITIES AND SERVICES. Medical Services-A posted schedule is to be at each facility with the location of the trainer during practice hours and a schedule of his/her availability during the school day.

Training Services-It is recommended that more female friendly weights be added to the weight rooms. A schedule for weight room usage should be posted outside the weight room doors.

PUBLICITY. The GEC is recommended to develop guidelines for the display of banners, team or individual pictures recognizing a team or individual accomplishment.

SUPPORT SERVICES. Proper recording of booster money spent is to be included on the T-35/T-36 Forms in the 2017 annual report.

COPIES OF THE RECOMMENDATIONS ARE TO BE SUBMITTED TO THE KHSAA ON OR BEFORE MARCH 31, 2017.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator:

District Level Title IX Coordinator:

| Name | Title | Telephone |
|-----------------|---------------------------|--------------|
| Katelyn Flecher | Student Athlete | 502-349-4650 |
| Ryan Martin | Student Athlete | 502-349-4650 |
| Holly Smith | Softball Coach/Assist. AD | 270-402-1379 |
| Robbie Leathers | District AD | 502-827-3922 |
| Wes Bradley | Principal | 502-349-4650 |
| Alex Martie | Girls' Soccer Coach | 502-507-2143 |
| Sean Smith | Assist. AD | 502-827-4889 |
| Jordan Hamilton | Student Athlete | 502-346-4650 |
| Kathy Johnston | KHSAA | 859-299-5472 |
| Sharon Tippet | KHSAA | 859-299-5472 |

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10. Comments

Because Thomas Nelson High School is relatively new, the athletic director and school administration have worked very hard to build a strong athletic program for the students. The opportunities and benefits for the student athletes are excellent. Even though many of the athletic guidelines and procedures are available on a computer program, each of these are to be included in the Title IX File for easy access for the public. The school will be in total compliance with Title IX standards when the recommendation included with this report are submitted to the KHSAA office. The athletic director is to be congratulated for his efforts in continuing to develop and maintain a strong athletic program.

There being no one attending the public form, the audit team left.