



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

(For schools re-visited during the 2013-2014 school year)

School: Trigg County
 Prepared By: Gary W. Lawson
 Date of Re-Visit: November 14, 2013
 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
- Title IX Improvement 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
	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: The rosters and data submitted indicate that the school has met the standard established in Test 1 for provision of athletic opportunities during two of the past three school years (2011-12 and 2012-13). The two-year average for the percentage of enrollment for females is 49%, and the two-year average for percentage of participation for females is 46.45%

- 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 data and rosters submitted by the school show that the standard established in Test 2 for provision of athletic opportunities has not been met during any of the past three school years. The 2012-13 annual Title IX report shows that two teams with approximately 15 total participants have been added for females 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 data, responses, and surveys submitted to KHSAA indicate that the standard established in Test 3 for provision of athletic opportunities has been met during only one of the past three school years (2010-11), and the school does not appear to be meeting the standard at this time. The school has offered no evidence that the indicated interest in girls tennis (18) has been pursued for validity.

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 submitted in the 2011-12 annual Title IX report shows that an 83% 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 January 27, 2000 Title IX school visit report deemed this area <i>Deficient</i> stating that it appeared the school was not meeting the standard established in any of the three tests for provision of athletic opportunities. The November 2, 2005 report rated this area <i>Satisfactory</i> acknowledging that the standard established in Test 2 was being met. Information found in the annual Title IX reports for the past three years show that the standard in Test 1 is being met. The percentage of participation for females has been consistently within three percent of the percentage of their enrollment. It was suggested to school officials that the indicated interests in the upcoming student athletic interest survey be pursued for validity. The 2012-13 annual report revealed that the school offers 14 total teams for female participation and 18 total teams for male participation. As part of the evaluation process, the school's Title IX file was reviewed. It was found to contain the two previous Title IX school visit reports, the annual Title IX reports for the past five years, a current board-approved salary schedule for coaches, a listing of the current members of the Gender Equity Review Committee, game schedules for all school-sponsored varsity sports, a game program that features all fall sports teams and another one that features all winter and spring sports teams, a student athletic handbook, a coaches' handbook, a written facility usage schedule for the gym (see <i>Scheduling of Games and Practice Times</i> and <i>Locker Rooms, Practice and Competitive Facilities</i> and <i>KHSAA Recommended Action</i>), written guidelines regarding awards and recognition of athletic accomplishments, written designation of the assignment of locker room and athletic storage space for each team, minutes for Gender Equity Review Committee meetings held during the past <u>two</u> years, a uniform review, rotation, and/or replacement plan, guidelines relating to provision of athletic transportation (see <i>Travel and Per Diem</i> and <i>KHSAA Recommended Action</i>), and the</p>

Accommodation of Interests and Abilities continued			school's Athletic Facility Emergency Medical Plan (KRS 160.455). School officials were commended for the development and maintenance of the Title IX file.
Equipment and Supplies	X		Both the 2000 and the 2005 Title IX school visit reports determined this benefit category <i>Satisfactory</i> . The 2005 report requested the development and implementation of an equitable uniform review, rotation, and/or replacement plan. The most recent review of the school's Title IX file showed that a uniform rotation plan based on a four-year cycle of review was in place. Interviews suggested that both coaches and student athletes were at least somewhat familiar with this plan. All uniforms reviewed during the most recent visit appeared to be mid-to-high quality and provided equitably in relation to quantity. The data submitted in the 2011-12 and 2012-13 annual Title IX reports indicated that the school was spending approximately \$104 per female athlete and approximately \$125 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		Both the previous Title IX school visit reports judged this benefit category <i>Satisfactory</i> . The number of competitive events scheduled for teams of "like" sports seemed to be comparable except in the case of baseball (33 games) and softball (23 games). These schedules along with the fact that softball has recently had more games rained out than baseball (see <i>Locker Rooms, Practice and Competitive Facilities</i>) <u>makes this disparity significant.</u> (See <i>KHSAA Recommended Action.</i>) The school provided an equitable usage schedule for the gym, but no schedule was found for the soccer field which is also shared. (See <i>KHSAA Recommended Action.</i>) The scheduling of athletic events during the most optimal playing times was discussed with school officials who were commended for the provision of parity regarding this benefit.
Travel and Per Diem Allowances	X		Both the 2000 and the 2005 Title IX school visit reports designated this benefit category <i>Satisfactory</i> . A review of the school's

Travel and Per Diem Allowances continued			information during the most recent visit showed the school had equitable written guidelines addressing the mode of transportation provided for student athletes. These guidelines need to be expanded to include provision of per diem. (See <i>KHSAA Recommended Action</i> .) The data submitted to KHSAA in the 2011-12 and 2012-13 annual Title IX reports indicated that the school was spending approximately \$68 per male athlete and \$48 per female athlete for travel and per diem.
Coaching	X		The previous two Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . Information provided during the administrative interviews indicated the school principal is responsible for evaluating head coaches. No written instrument is currently being used in this evaluation process. The total amounts spent for coaching salaries for teams of "like" sports were comparable. A review of the district's extra service pay schedule showed parity. Information in the 2012-13 Title IX annual report showed the number of coaches for teams of "like" sports was comparable. Information gained during the recent visit revealed that 89% of the head coaches of girls teams and 80% of the head coaches of boys teams are on-campus employees.
Locker Rooms, Practice and Competitive Facilities		X	The 2000 and the 2005 Title IX school visit reports rendered this benefit category <i>Satisfactory</i> . The most recent visit showed that several of the athletic venues provided had been structurally altered or moved since the 2005 school visit. Several of the outdoor facilities are now located at the Trigg County Recreation Complex about 5.5 miles from the school campus. Most of these facilities provide equitable amenities except at the <u>softball field where the drainage problems have caused several practice and competitive event cancellations</u> . There is an <u>obvious shortage</u> of athletic equipment storage space, but available space seems to be assigned equitably. The assignment and actual use of locker rooms <u>does not</u> indicate the desired equivalence. There are two situations that need to be

<p>Locker Rooms, Practice and Competitive Facilities continued</p>			<p>addressed. The first is the softball-baseball issue. The softball team members currently dress at a public restroom at the park while the baseball team has a small dressing and locker facility in the back of their dugout at the field. The girls volleyball team is assigned a dressing area in the gym—<u>on paper—but interviews and walk-throughs with students showed that this is not the case in reality.</u> This team also uses a <u>public restroom and has no secure place to keep valuables.</u> The remainder of the locker space appears to be assigned equitably. The combination of the drainage problems at the softball field, and the failure of the school to provide equitable locker room facilities for at least two female sports renders this benefit category to be deficient. (See <i>KHSAA Recommended Action.</i>)</p>
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Medical and Training Facilities and Services		X	<p>The January 17, 2000 Title IX school visit report deemed this benefit category <i>Deficient</i> stating that the male athletes had an advantage in regard to access to athletic trainers. The November 2, 2005 report rated this area <i>Satisfactory</i> but documented that there was no posted usage schedule for the weight training room. A schedule for the facility that appeared to show equitable access for females was sent to KHSAA in February, 2006. The most recent school visit revealed that the school has a large weight training facility adjacent to the football dressing room. There are two entrances to this building from the outside and a third one that goes directly into the football dressing room. There is a limited amount of equipment in the room that is suitable for use by female athletes. As was the case in 2005, there is again little, if any, evidence that equitable access is provided for female athletes. There was no usage schedule for this facility in the Title IX file. There was a schedule posted at the facility, but this one did not show equitable access for females. <u>This schedule allotted all the optimal (early) usage times to male athletes. Interviews with student athletes supported the idea that female usage was not encouraged and equitable access was not provided.</u> The fact that the school has failed to provide evidence or documentation that equitable access to this facility was provided in 2005 or 2013 renders this benefit category to be deficient. (See <i>KHSAA Recommended Action</i>.) An athletic trainer is provided on a daily basis to both genders through a contract with Western Kentucky Orthopedics which also provides free physical examinations to student athletes on a designated day each spring. The school provides transportation to Hopkinsville for these examinations.</p>
Publicity	X		<p>Both previous Title IX school visit reports deemed this benefit category <i>Satisfactory</i>. The school currently sponsors one cheerleading squad that cheers at all home and away football games. They cheer at all home and away games versus district opponents for both</p>

Publicity continued			the boys and girls basketball teams. The full school band plays at all home football games. The pep band performs at an equal number of boys and girls home basketball games as <u>monitored by the band director</u> . The review of the Title IX file showed that equitable guidelines were in place regarding posting of banners in the gym, provision of athletic awards, and banquets. The information in the 2011-12 and 2012-13 annual reports showed that the school was spending approximately \$14 per female athlete and \$9 per male athlete for awards.
Support Services	X		The 2000 school visit report rated this benefit category <i>Deficient</i> stating that the school had failed to submit complete information to KHSAA in relation to athletic expenditures. The 2005 school visit report rated this category <i>Satisfactory</i> stating that total athletic expenditures appeared to show parity. The school currently has booster clubs for all sports except girls and boys cross country and girls and boys track. All the booster clubs house their funds off the school campus. A review of athletic spending over the past two years shows that in 2011-12 these expenditures were within generally accepted parameters (\$569 per male and \$471 per female athlete) for provision of parity on both a percentage and a per athlete basis for a football playing school. In 2012-13 these expenditures favored male athletes on both a percentage and per athlete basis—approximately \$503 per male athlete and \$361 per female athlete. <u>School officials were encouraged to monitor these expenditures in an attempt to insure that no disparity continues over a two-year period.</u> It was also emphasized that there needs to be a mechanism in place to assure <u>administrative oversight of all booster spending for provision of parity.</u>
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities	NA		

and Services			
Recruitment of Student Athletes	NA		

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

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

- upgrading the softball facility;
- upgrading the soccer facility;
- working with middle schools to increase female athletic participation;
- monitoring athletic expenditures in order to provide equitable benefits.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Two major deficiencies are designated in this report as a result of the November 14, 2013 school visit. These deficiencies are in the areas of Locker Rooms, Practice and Competitive Facilities and Medical and Training Facilities and Services. (See KHSAA *Recommended Action in relation to new deficiencies*.)

There are also some areas of concern that need to be addressed in an attempt to prevent the development of future deficiencies. These areas of concern are detailed in the benefit categories of Scheduling of Games and Practice Times and Travel and Per Diem Allowances in the body of this report.

7. KHSAA Recommended Action in relation to new deficiencies

(Locker Rooms, Practice and Competitive Facilities)

On or before **March 3, 2014**, the school is to submit to KHSAA a written plan for upgrading the drainage system at the softball field. This plan should specify the steps currently being taken to improve this situation as well as future maintenance projects. The plan should also include realistic completion dates for projects. The plan should also be a part of the school's April 30, 2014 Title IX improvement plan (T-60 form).

On or before **March 3, 2014**, the school is to submit to KHSAA a plan for equitable provision of dressing room facilities for the girls softball team. This plan is to include a reasonable completion date, and it is also to become part of the school's Title IX improvement plan in the April 30, 2014 annual report (T-60 form).

On or before **March 3, 2014**, the school is to submit to KHSAA a written plan for provision of equitable dressing facilities for the girls volleyball team. This plan is to be signed by the school's athletic director, volleyball coach, and all members of the Gender Equity Review Committee.

(Medical and Training Facilities and Services)

On or before **March 3, 2014**, the school is to submit to KHSAA a usage schedule for the weight training facility that shows equitable access to the weight training room for both genders. This plan is to be signed by the school principal, athletic director, district Title IX coordinator, all head coaches of athletic teams at the school, and all members of the Gender Equity Review Committee.

Although not currently designated as deficient, the following **areas of concern** need to be addressed in an attempt to insure future provision of equitable benefits.

(Scheduling of Games and Practice Times)

On or before **March 3, 2014**, the school is to submit to KHSAA a varsity baseball schedule and a varsity softball schedule showing an equivalent number of contests for both sports. These schedules should be signed by the athletic director for verification. The KHSAA web site should list the same games as those on the submitted schedules.

On or before **March 3, 2014**, the school is to submit to KHSAA a practice schedule for the soccer field that shows equitable access for both the boys and girls soccer teams. This schedule is to be signed by the school's athletic director, girls soccer coach and boys soccer coach.

(Travel and Per Diem Allowances)

On or before **March 3, 2014**, the school is to submit to KHSAA an expansion of the current guidelines for athletic travel which includes parameters for the provision of per diem. This expansion should specifically address provision of meals and lodging for student athletes.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated in the November 2, 2005 Title IX school visit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Marty Jagger, 79 Hospital St., Cadiz, KY 42211
(270) 265-2921

District Level Title IX Coordinator: James R. Mangels, 202 Main St., Cadiz, KY 42211
(270) 522-6075

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Billy Fortner	Girls Softball Coach	(270) 522-2200
Russell Malone	Girls Basketball Coach	(270) 799-0499
Jessica Laudahl	Student Athlete	(270) 522-2200
Skylar Pool	Student Athlete	(270) 522-2200
Shannon Burcham	Principal	(270) 522-2200
Marty Jaggars	Athletic Director	(270) 625-2921
Coby Lewis	Coach	(270) 836-2842
Tim Bush	Coach	(270) 871-6980
Amy Breckel	Teacher	(270) 522-2200
Teresa Russell	Teacher	(270) 522-2200
Kim Winfry	Student Athlete	(270) 350-5448
Wendy Ahart	Bookkeeper/Events Manager	(270) 350-5479

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:55 CST.