

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

(For schools re-visited during the 2008-2009 school year)

School: **Trimble County High School**
Prepared By: **Martha Mullins**
Date of Re-Visit: **November 25, 2008**
Telephone Number of Reviewer: **(859) 299-5472**
Reviewed By: **Darren Bilberry, Assistant Commissioner**

1. Completed Required Forms

- Verification of Forms (Form GE-50) Yes No
- Participation Opportunities Summary Chart (Form T-70) Yes No
- Benefits Summary Charts (Forms T-71 & T-72) Yes No
- Benefits Publicity (Form T-73) Yes No
- Corrective Action Plan Summary Charts (Form T-74) 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
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 school had met the standard previously in 2005-2006. There was reason to believe that a review of the calculations could result in meeting the standard again.

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 school had met the standards both in 2005-2006 and in 2006-2007.

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: Strong interest has been indicated on the Student Interest Survey in soccer over a period of time. School personnel should continue to pursue its plan of establishing an arrangement with the Parks and Recreation Department to begin an intramural-level soccer program.

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

Yes No

Comments:

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities		X	School personnel failed to address significantly the interest expressed in girls' soccer. However, reviewing the data on the number of participants in 2007-2008 may lead to recalculations which would meet the standards for compliance with Test 1.
Equipment and Supplies	X		However, the school had no uniform purchase rotation plan.
Scheduling of Games and Practice Time	X		The school met the requirement for scheduling girls' basketball HOME games for 2008-2009. Written policy regarding generation and approval of competitive schedules for all sports was not found.
Travel and Per Diem Allowances	X		Written policy is needed to collate district and school athletic policies or practices regarding this benefit.
Coaching	X		Although the two head coaches who are not employed on campus are coaches of girls' sports, assistant coaches or other personnel are available to athletes during the school day.
Locker Rooms, Practice and Competitive Facilities	X		No gender bias was noted regarding any facility. Assignments of practice and competitive sites, dressing areas, and storage areas were listed with few exceptions. Administrators will assign space for golf during that season.
Medical and Training Facilities and Services	X		<p>Medical services are provided once a week as needed by an outside professional for the purpose of reviewing injuries or associated conditions for all athletes. Voluntary medical emergency personnel who are employees of the county attend all home football games and most basketball games. Concern was raised about such attendance existing at more boys' competition than at girls' contests Safety was cited as the prime consideration. Policy written in this area was recommended.</p> <p>The weight room is available to all athletes. School personnel were advised to post a schedule of its use.</p>

Publicity	X		The school's Media Club provides composite Fall and Spring schedule cards, which include all sports. Other publications by the club were minimal. Administration was encouraged to use this source to promote attendance at more girls' contests and to publicize their teams. Cheerleading and Pep Band services were assigned equally between males and females. Written policies on awards have been written, however additional topics under this benefit that need to be addressed were discussed with administration.
Support Services	X		Accountability for expenditures has been well developed by school personnel. Budgeting and purchasing are conducted within planned procedures. However, a review of the budgeting plan needs to occur in order to accommodate a uniform purchase rotation plan that ensures that athletes are afforded new uniforms on an equitable basis.
Athletic Scholarships	N/A		
Tutoring	N/A		
Housing and Dining Facilities and Services	X		Written policy on meal service should be developed to provide guidance on the provision of snacks, special meals, etc.
Recruitment of Student Athletes	N/A		

5. Brief Summary/Analysis of the Corrective Action Plan (Form T-74)

Focus was placed on bettering facilities, ensuring prime-time basketball scheduling for girls, increasing female participation, analyzing coaching positions and salaries for girls' sports, and reviewing/developing administrative policy and procedure.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Lack of written policy in some benefit areas

7. KHSAA Recommended Action in relation to new deficiencies

As an attachment to the 2008-2009 annual Title IX report, due April 15, 2009, school personnel will submit a report on the progress made with the Parks and Recreation Department for the development of an intramural-level soccer program. Attach minutes of meetings held for this purpose.

8. Other KHSAA Recommended Action

By February 1, 2009, school personnel will submit copies of policies generated for the benefits listed below that will corroborate or clarify equitable practices in program operations already in place and provide guidelines for those that have been recommended.

- A) Uniform purchase
- B) Scheduling and approval of competitions
- C) Travel and per diem, as discussed with administration
- D) Medical services, as provided both males and females
- E) Awards, as discussed with administration
- F) Cheerleader selection and assignment; assignment of the Pep Band and/or other support units
- G) Meal service

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Frank Ragland

District Level Title IX Coordinator: Jessica Wilcoxson

Name	Title	Telephone
Stirling Sampson	Principal	502-255-7781
Jessica Wilcoxson	Ass't. Superintendent	502-255-3201
Frank Ragland	Athletic Director	502-255-4833
Dawn Haney	Parent	502-255-7781
J.W. Sachleben	Board of Education	502-255-3931
Jeff Vincent	Track/XC Coach	502-255-3217
Taylor Ball	Male Athlete	502-255-7458
Gary Lawson	KHSAA Auditor	502-875-3817
Martha Mullins	KHSAA Auditor	859-299-5472

10. Comments

The school's permanent Title IX file was quite well organized and virtually complete. The Gender Equity Review Committee appeared to be active in providing input to the sports program.

School administration was very cooperative and well prepared for the on-site visit. All interviews reflected a positive attitude towards the school's athletic program and were helpful in clarifying questions and providing information in addition to that reported on the forms required for the re-visit.

The school has had significant success in its athletic program for a school its size. The district is commended for its progress in meeting its goals for athletics since the original on-site visit in 2001. It appeared that the community was in full support of the school district's desire to improve opportunities for athletic participation in the schools.

The public meeting did not materialize.

Trimble County Athletics

Travel and Per Diem

The Trimble County High School Gender Equity Committee will ensure that budgeting for the modes of transportation; housing furnished during travel, length of stay before and after competitive events, dining arrangements and per diem are equitably distributed.

All lodging and transportation are to be paid for by the participating sport's athletic fund. All students and coaches will be expected to pay for their meals.

Trimble County Athletics

Medical Services

The Trimble County High School Gender Equity Committee will ensure that medical and training facilities and services are addressed equitably.

Availability will be equitable in each of the following areas:

- a) medical personnel
- b) quality of weight training and conditioning facilities
- c) qualifications of athletic trainers
- d) health, accident, and injury insurance coverage.

The athletic director will work with Baptist East Healthcare annually to schedule a trainer to provide services once a week to the teams with the greatest risk factor for injury; football and basketball.

Trimble County School Board Policy will be followed when dealing with emergency situations.

Trimble County Athletics

Scheduling Policy

The athletic director is responsible for scheduling all athletic events. Limits of games and meets are set by Trimble Co. High School and KHSAA. Master schedules must be approved by the athletic director and reviewed by the gender review committee.

In the scheduling of facilities, the team in season will have priority over a team that is not in season. All facilities will be scheduled by the athletic director and reviewed by the gender review committee.

The athletic director will annually review the strength of a schedule, travel demands of the schedule and the number of away trips. This information will be reviewed and adjusted to ensure that our players are commensurate with the skill levels of their opponents.

Trimble County Athletics

Awards Re-Consignment Policy

In regards to awards that have been obtained through KHSAA sanctioned sporting events, the following timeline and criteria will be utilized in the maintenance and removal of athletic awards.

Trophies/Plaques – All will be displayed in the hallways or in the trophy cases.

- State Awards will be kept and maintained indefinitely at Trimble Co. High School.
- Regional “Winner” Awards will be kept and maintained indefinitely at Trimble Co. High School.
- District Championship Awards will be kept and maintained indefinitely at Trimble Co. High School.
- All other awards from conference play, additional tournaments, etc. will be maintained and displayed for 10 years. After its 10 year duration, it will be auctioned off at one of the games of its respective sport.

Pictures of Winning Teams - All will be displayed in the hallways or in the trophy cases.

- Teams that won at state level will be displayed indefinitely at Trimble Co. High School.
- Teams that won at state level will be displayed indefinitely at Trimble Co. High School.

Team Banners- All will be displayed in the school indefinitely.

Uniforms – uniforms that are no longer utilized or are more than 6 years old, will be auctioned off and the proceeds will go to the general athletic fund.

Trimble County Athletics

Assignment of Support Units; Cheerleading/Pep Band

Trimble County High School has one cheerleading squad that cheers for football, girls' basketball and boys' basketball.

- Cheerleaders are required to cheer at all home football, girls' basketball and boys' basketball games. Cheerleaders will only travel and cheer at away games if the team is playing in a regional or state sponsored competition

Trimble County High School has one pep band and one marching band.

- Marching Band will perform at all home football games.
- Pep Band will perform at home basketball games an equal amount of times for girls' basketball and boys' basketball. (Ex: if pep band performs at 5 boys basketball games, they will also perform at 5 girls basketball games).
- The pep band will only travel to away basketball games and perform if the team is playing in a state sponsored activity.

Trimble County Athletics

Meal Services

Trimble County High School Athletics does not provide or pay for meal services for any of its athletes. Students are expected to pay for their own meals and so are coaches.

Trimble County Athletics

Awards Policy

Mission Statement

The Mission of Trimble County High School Athletics is to ensure that teams and individuals, regardless of gender, are recognized for their respective accomplishments during a given season.

Coaches are responsible for scheduling team banquets with the approval of the athletic director and the school principal. The athletic director should be notified of dates and times so that information can be provided to the media. All awards shall be of the same style as appropriate and ordered through the athletic director.

Team Awards

Team Awards Ceremonies/Receptions/Banquets

Each sport, regardless of gender, shall conduct an end of season awards event to recognize its athletes for accomplishments during their season. Expenses incurred will be paid for out of the sports respective yearly budget.

Team Accomplish Permanent Display

Sports teams, regardless of gender, shall have significant team accomplishments displayed via trophy, photo and/or banner. Significant team accomplishment shall be displayed as follows:

Conference Championship= trophy/plaque, year of accomplishment added to banner
District Championship= trophy/plaque, year of accomplishment added to banner
Regional Champions and above= trophy/plaque, team photo, individual team banner.

Individual Awards

Individual Season Awards

Each sport, regardless of gender, shall recognize individual accomplishments attained throughout the season through the awarding of such things as but not limited to certificates, plaques, trophies etc.

Letterman Awards

Each sport, regardless of gender, shall recognize individual athletes who have earned a Varsity Letter. Letterman awards for all athletes, regardless of gender, shall be of the same style and make.

Retiring of Athletic Jersey

Any athlete, regardless of gender, may be taken into consideration for athletic jersey retirement. Request must be submitted to the Athletic Director by a coach or administrator of the athlete, during the athlete's career. Minimum criteria must be met

Trimble County Athletics

Awards Policy

and approved by the Trimble County High School athletic committee. (See Athletic Jersey Retirement Policy)

2007-2008
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 1

KHSAA
Form T1
Rev.12/07

Participation Opportunities Test One

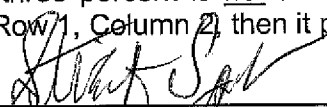
		(Column 1)	(Column 2)	(Column 3)	(Column 4)
	Program	Enrollment	Percentage of Total Enrollment	Number of Interscholastic Participants (double and triple count)	Percentage of Total Participation
Row 1	GIRLS	240	52.1%	183	49.0%
Row 2	BOYS	220	47.8%	190	51.0%
Row 3	Totals	460	100%	373	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations if applicable: 89

- 1) Determine the total number of girls enrolled, (place in Row 1, Column 1). Determine the total number of boys enrolled, (place in Row 2, Column 1).
- 2) Add the total number of girls and boys enrolled to determine total enrollment, (place in Row 3, Column 1).
- 3) Calculate the percentage of total enrollment that is female. (Divide Row 1, Column 1 by Row 3, Column 1 and place in Row 1, Column 2.) Calculate the percentage of total enrollment that is male. (Divide Row 2, Column 1 by Row 3, Column 1 and place in Row 2, Column 2.) Note: Row 1, Column 2 plus Row 2, Column 2 should total 100%.
- 4) Ask the head coaches to review the most updated eligibility or squad lists for their teams. Ask coaches to confirm the names of those individuals who are on the team as of the first **date of regular season competition**, and cross out the names of those who were cut from the team or quit the team prior to the first regular season competitive event. Determine the total number of interscholastic athletics participants that are girls, (and place in Row 1, Column 3). In order to determine the total number of athletics participants, an individual should be counted each time he or she participates on a team. For example, if Jane Doe competes on the varsity volleyball team, the junior varsity volleyball team, the junior varsity basketball team, and the varsity softball team, she should be counted as four participants (**do not include club or intramural sports participants, cheerleaders, dance teams, or pom squads**). Calculate the same way for boys and girls. * In addition, should 8th grade students and below play on a Freshman, Junior Varsity, or Varsity team, they should also be counted for each team and sport on which they participate. If applicable, please asterisk the above notation as to how many 8th grade students & below are included in the totals.
Using the same procedure, determine the total number of interscholastic athletic participants that are boys, (and place in Row 2, Column 3). Add Row 1, Column 3 plus Row 2, Column 3 to get total participants and place in Row 3, Column 3.
- 5) Calculate the percentage of female participation. (Row 1, Column 3 divided by Row 3, Column 3 and place in Row 1, Column 4.)
Calculate the percentage of male participation. (Row 2, Column 3 divided by Row 3, Column 3 and place in Row 2, Column 4.) Note: Row 1, Column 4 plus Row 2, Column 4 should total 100%.

Note: While being within three percent is not a formal compliance standard; if the percent listed in Row 1, Column 4 is within 3% of Row 1, Column 2, then it provides a good target within which compliance is likely.

Principal's Signature:  Date: 1-23-09
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2007-2008
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 2

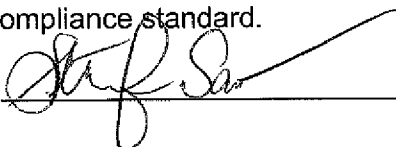
KHSAA
 Form T2
 Rev. 12/07

Participation Opportunities Test Two

		Column 1	Column 2	Column 3	Column 4	Column 5
Program		Number of Teams Currently Offered	Number of Participants	Number of Teams Added Since the beginning of the 2003-2004 School Year	Current Number of Participants for each team added Since the beginning of the 2003-2004 School Year	Percent of Total Participation By Sex Added Since the beginning of the 2003-2004 School Year
GIRLS	Row 1	varsity:	7	80	1	18
	Row 2	j.v.:	6	63	1	6
	Row 3	frosh:	3	40	0	0
	Row 4	total:	15	183	2	24
BOYS	Row 5	varsity:	7	108	1	20
	Row 6	j.v.:	6	66	1	16
	Row 7	frosh:	1	16	0	0
	Row 8	total:	13	190	2	36

- 1) For Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level (varsity, junior varsity, and freshman). For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 2) For Column 2, list the number of participants at each level. For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8. **Note:** The totals in Row 4 for girls and in Row 8 for boys must be the same as the totals in Form T-1, Column 3, Rows 1 and 2 respectively.
- 3) For Column 3, list the number of interscholastic teams that have been added in the last five years at each competitive level. Count each team added during the 5 year period only one time. e.g. Girl's junior varsity soccer was added 3 years ago, count the team only once, not 3 times. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 4) For Column 4, list the number of participants that are **currently** on each level of the teams that were added in the last five years. If a team was added previously but no longer exists, there are no current participants to be added for that team. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 5) For Column 5, calculate the percentage of participants that have been added in the last five years. For girls, take the number in Column 4, Row 4 and divide by the number in Column 2, Row 4. For boys, take the number in Column 4, Row 8 and divide it by the number in Column 2, Row 8.

Note: If the percentage of current participants added in the last five years is 25% or greater, compliance with Test Two may be possible. If less than 25%, then compliance with Test Three should be analyzed. **CAUTION:** 25% is not a formal compliance standard.


Principal's Signature:  Date: 1-23-09

**2007-2008
ACCOMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 4**

Levels of Competition Test One

		Column 1	Column 2	Column 3
Girls	Team Levels	Number of Teams Currently Offered	Number of Participants	Percentage of Participants at Each Level
Row 1	varsity:	7	80	43.7%
Row 2	j.v.:	6	63	34.4%
Row 3	frosh:	3	40	21.8%
Row 4	total:	15	183	100%
Boys				
Row 5	varsity:	7	108	56.8%
Row 6	j.v.:	6	66	34.7%
Row 7	frosh:	1	16	8.5%
Row 8	total:	13	190	100%

- 1) Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level; varsity, junior varsity, and freshman. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 1.)
- 2) For Column 2, list the number of participants at each level. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total the entries in Rows 5, 6, and 7 into Row 8. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 2.)
- 3) For Column 3, calculate the percentage of female and male participants at each level.
For girls' varsity, junior varsity, and frosh, respectively:
 - Divide Column 2, Row 1 by Column 2, Row 4, and place the percentage in Column 3, Row 1
 - Divide Column 2, Row 2 by Column 2, Row 4, and place the percentage in Column 3, Row 2.
 - Divide Column 2, Row 3 by Column 2, Row 4, and place the percentage in Column 3, Row 3.
 -
 For boys' varsity, junior varsity, and frosh, respectively:
 - Divide Column 2, Row 5 by Column 2, Row 8, and place the percentage in Column 3, Row 5.
 - Divide Column 2, Row 6 by Column 2, Row 8, and place the percentage in Column 3, Row 6.
 - Divide Column 2, Row 7 by Column 2, Row 8, and place the percentage in Column 3, Row 7.

Principal's Signature:  Date: 1-23-09

Trimble County Athletics

**Sports Participants
Male/Female
2007-08**

Fall Sports	Males		Fall Sports	Female
Varsity Football	36		Varsity Girls Golf	6
JV Football	20		Varsity Girls XC	8
Varsity Boys Golf	6		JV Girls XC	10
Varsity Boy's XC	8		Varsity Volleyball	11
JV Boys XC	8		JV Volleyball	16
			Freshmen Volleyball	12
Total Fall Male	78		Total Fall Female	63
Winter Sports			Winter Sports	
Varsity Basketball	8		Varsity Basketball	9
JV Basketball	6		JV Basketball	10
Freshmen Basketball	16		Freshmen Basketball	16
Total Winter Males	30		Total Winter Female	35
Spring Sports			Spring Sports	
Varsity Baseball	19		Varsity Softball	18
JV Baseball	12		JV Softball	16
Boys Tennis	11		Freshman Softball	12
JV Boys Tennis	4		Girls Tennis	10
Boys Track	20		JV Girls Tennis	5
Boys JV Track	16		Girls Track	18
			Girls JV Track	6
Total Spring Males	82		Total Spring Girls	85
Year Total Males	190		Year Total Females	183

Trimble County Athletics

Uniform Purchase Policy

A complete set of new uniforms (home and away = a set) are to be purchased at least every 4 years from the school's athletic general fund. New uniforms are to adequately represent the school's colors; royal blue, white and gold. All uniforms and warm ups must be approved of by the athletic director before they are ordered.

All uniform parts and equipment should be numbered and that number recorded by the coach before given to athletes. No athlete shall begin a new sports season if they still have equipment to turn in to the prior coach.

Policies received have been reviewed and appear satisfactory. Good work!

As suggestions I would recommend the following for your consideration. Any additions to the policies submitted should be recorded and placed in the school's permanent Title IX file.

Further submission to the KHSAA office would not be required.

AWARDS: under "Team Awards Ceremonies, etc." , approval of the type of ceremonies and costs should be approved by the Athletic Director.

Also, it should state that an appropriate member of the school's administration would attend the event.

In addition, it is advised that the criteria for lettering required by each coach be reviewed by the Gender Equity Review Committee to affirm they are appropriate to the sport and within the school's philosophy for athletic awards and recognitions,

Lastly, as an editorial note, it appears that there is a redundancy under "Pictures of Winning Teams", i.e. both sentences seem to say the same thing. Whatever correction needs to be made should be made and placed in the school's permanent Title IX file. Also, the name of the gender review committee should be changed to the Gender Equity Review Committee.

My congratulations on a very comprehensive examination of school policies in the area of athletics.

Martha Mullins
Title IX Auditor

Trimble County Public Schools
Athletics

Amendments to 2007-2008
Annual Verification of Title IX Procedures

Summary:

Our forms have been amended to accurately report 16 female athletes that were inadvertently not reported on the annual verification report. There were 3 JV Volleyball participants, 8 Freshman Volleyball Participants and 5 JV Tennis Participants that were not included in the report that was submitted in April of 2008. These 16 individuals were not included in the roster counts because the athletic director was under the impression that they had to be on the roster as of the first KHSAA competition in order to be counted. After our Title IX Audit in October of 2009, we learned that we in fact should count these participants on our rosters and add them to our report. We have now done that and re-calculated forms; T-1, T-2, and T-4. These are included with the recommended policies that have been developed since the audit.

Should you have any questions or concerns, please feel free to contact Frank Ragland 502-255-7781 or Jessica Wilcoxson 502-255-3201.