



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

(For schools re-visited during the 2005-2006 school year)

School: **Valley High School**
Reviewed By: **Gary W. Lawson**
Date of Re-Visit: **November 17, 2005**
Telephone Number of Reviewer: **(502) 875-3817**

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)

| | | |
|----------|---|--|
| 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:

According to data submitted by school personnel, Valley High School has met the standard established in this test during each of the past three consecutive school years. The calculations as submitted on the school's yearly reports to KHSAA appear to be correct.

- 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:

- 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:

Although the responses given by school personnel on Form T-3 make it appear that the school met the standard established in this test during the 2002-2003 and 2003-2004 school years, these responses are not supported by a properly administered Student Survey with at least an 80% return rate.

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

Comments :

The school's 2003-2003 and 2003-2004 Student Surveys did not have the required 80% return rate. The need for an accurate survey with at least an 80% return rate was discussed with school officials.

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 school is deemed to be satisfactory in this area based on its submitted calculations which indicate that the standard established in Test #1 for the provision of Athletic Participation Opportunities was met during the last three consecutive school years. School responses also implied that the standard for Test #3 was met, but these responses were not substantiated by an 80% return rate on the student survey. KHSAA officials discussed the proper method and minimum requirement for the Student Survey with school officials. The school's permanent Title IX file was reviewed by KHSAA officials. The file did contain KHSAA reports, some Gender Equity Review Committee minutes, team schedules, and gym usage schedules. It also included a booster club policy. The file itself appeared disorganized, and school officials appeared not to be knowledgeable about the materials that should be part of the file. The function of the Gender Equity Review Committee was discussed. Apparently, the Committee had little input or knowledge related to Title IX reports. (See Observed Deficiencies.)</p> |
| Equipment and Supplies | X | | <p>As was true at the time of the original school visit, it appeared that Valley's athletes were provided with high quality uniforms and adequate equipment. The school visit report of January 31, 2002, recommended the school consider developing a uniform rotation and replacement plan. Discussion and interviews during the school visit indicated this issue had not been addressed. (See Observed Deficiencies.) According to the school's April 15, 2005 submittal to KHSAA, it is spending approximately \$55 per female athlete and almost \$80 per male athlete for equipment and supplies.</p> |

| | | | |
|--|----------|----------|---|
| Scheduling of Games and Practice Time | X | | Practice times appeared to be equitably divided between all shared athletic facilities at the school. Prime date scheduling was discussed. According to the school's 2005-2006 basketball schedules, they will be playing 40% (4 out of 10) of their girls' basketball games on prime dates. |
| Travel and Per Diem Allowances | | X | At the time of the original school visit (1-31-02), KHSAA officials were unable to analyze this area primarily due to the school's failure to provide accurate and complete information on their KHSAA submittals. Again, during the most recent school visit, proper analysis could not take place because of incorrect information provided on the school's Form T-71. (See KHSAA Recommended Action.) |
| Coaching | X | | A review of the Jefferson County Public Schools extra service pay schedule shows equity. Coaching accessibility as a benefit was discussed. According to the school's Re-Visit form, 28% of girls' coaches are employed off-campus as compared to 8% of the boys' coaches. |
| Locker Rooms, Practice and Competitive Facilities | X | | With the noted improvement by the construction of a new press box at the girls' softball field, the athletic facilities at the school appear equitable. Each sport appeared to have adequate athletic storage space although there was some confusion about what team stored equipment in which area. The school visit showed a need for a <u>written designation of locker room usage to be placed in the permanent Title IX file.</u> |
| Medical and Training Facilities and Services | | X | This area is rendered deficient mainly because the school's weight training room gave the appearance of a facility used primarily by males. This was compounded by the fact that the school failed to have a posted weight training schedule for all sports as requested by the January 31, 2002 school visit report. |

| | | | |
|---|------------|--|--|
| Publicity | X | | The school's written description of the selection and assignment of cheerleaders was very confusing. According to statements by school officials, the school currently has one cheerleading squad that cheers at all home basketball games for both boys and girls. They also cheer at an equal number of away games for each team. The number of away games to be cheered is designated by the cheerleading sponsor. |
| Support Services | X | | Booster clubs were discussed. The school currently has one booster club which supports all the athletic teams. The school has a written policy relating to booster clubs. The booster club funds are all outside school accounts, but any purchase by the booster must be approved by both the Athletic Director and Principal. KHSAA officials discussed with school officials the need for proper monitoring of booster clubs in regard to equitable provision of athletic benefits. According to the school's April 15, 2005 submittal to KHSAA, it is spending approximately \$339 per male athlete as compared to \$267 per female athlete in relation to the total athletic expenditures. This amount of difference has narrowed from that of previous submittals but should still be monitored by school officials as well as the Gender Equity Review Committee. |
| Athletic Scholarships | N/A | | |
| Tutoring | N/A | | |
| Housing and Dining Facilities and Services | N/A | | |
| Recruitment of Student Athletes | N/A | | |

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

The proper development of and follow up to a Corrective Action Plan was discussed with school officials during the most recent Re-Visit. The school's latest Corrective Action Plan calls for replacing the lights along the third base line at the baseball field.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There are some areas listed as satisfactory that need to be addressed by school personnel. The fact that the Gender Equity Review Committee is not being used as a viable tool to promote "equivalence" is a major concern. This Committee should be made aware of KHSAA submittals and should be a "working" Committee to help ensure quality of Athletic Participation Opportunities and Benefits. The Committee should have a female student member and both students on the Committee should be allowed and encouraged to contribute. **Your school is directed to meet with the Gender Equity Review Committee in October, January and April of school years 2006-07 and 2007-08. A copy of the meeting minutes must be submitted to the KHSAA within one week of the meeting. A listing of all Committee members must be noted within the minutes as well as those who were in attendance at each meeting. Your Gender Equity Committee should contain, among other appropriate members, two students and two parents. A quorum of Committee members must be present at each meeting.**

7. KHSAA Recommended Action in relation to new deficiencies

(Travel and Per Diem Allowances) Submit to the KHSAA, no later than March 1, 2006 a copy of an adopted school wide policy that addresses equitable travel and per diem allowances for both male and female sports. A copy of this policy must be distributed to all head coaches and a copy must be maintained in your school's Title IX File. Also, on or before March 1, 2006, school personnel are to submit to KHSAA a completed Form T-71 for the 2004-05 school year showing accurate expenditures related to travel and per diem in Column # 8.

(Medical and Training Facilities and Services) – Submit to the KHSAA, no later than March 1, 2006 a copy of a documented weight room usage schedule for both male and female athletes at your high school. This schedule must be provided to all head coaches, must be posted in view in your weight room, and maintained in your school's Master Title IX File.

(Equipment and Supplies)

Submit to the KHSAA, no later than March 1, 2006 a copy of an adopted policy regarding a uniform replacement schedule for all teams that participate in athletics at your high school. A copy of this intended replacement and review process must be provided to all head coaches and must be placed in your school's Master Title IX File.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

Since no deficiencies were designated as a result of the January 31, 2002 school visit, there are no reoccurring deficiencies.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Greg Sheeley

District Level Title IX Coordinator: Jerry Wyman

| Name | Title | Telephone |
|-------------------|-------------------|------------------|
| Greg Sheeley | Principal | (502) 485-8339 |
| Michael Crowe | Coach | (502) 485-8339 |
| Andrew Bailey | Coach | (502) 485-8339 |
| Kim Penlke Salyer | Counselor | (502) 485-8747 |
| Ben Risen | Student/Athlete | (502) 968-1168 |
| William Raleigh | Athletic Director | (502) 485-8621 |
| Roger Deskins | Coach | (502) 459-0084 |
| Phyllis Catlett | KHSAA Audit Team | (859) 299-5472 |
| Gary W. Lawson | KHSAA Audit Team | (502) 875-3817 |

10. Comments

No one from the community attended the public comments session. The meeting was adjourned at 5:25 EST.

Uniform replacement policy:

November 18, 2005

All the sports teams have new uniforms as of this year. We will replace uniforms on the following schedule:

Volleyball, boys and girls basketball, cross-country and wrestling...every 2 years-Next new purchase will be the 07-08 school year.

Football...every three years-Next purchase will be during the 08-09 season.

Softball, Baseball, boys and girls track...every 2 years-Next new purchase will be during the 2008-2009 season.

This is the athletic department policy on uniform purchase. Any addition purchases would have to be made through fund-raising.

January 4, 2006

All Coaches
Valley High School

Ladies and Gentlemen:

Please be aware of our policy concerning the feeding of athletes and transportation. Our booster club has approved 3.00 per athlete for pre-game meals on game days. This applies to all athletes and all sports. We follow the board approved per-diem food allowance provided by JCPS. JCPS also covers our transportation.

Respectfully,

William S. Raleigh
Athletic Director
Valley High School

WSR

cc: Sheeley, Gregory C, Raleigh, William S

1-12-2006

From: Greg Sheeley

Policy concerning per-diem food allowance.

The SBDM met yesterday and approved 15.00 as the amount that each athlete will receive for food on out of town tournaments and games.

It was broken down in this way:

Breakfast 3.00

Lunch 5.00

Dinner 7.00

This amount covers all athletes and all sports.

Please make a note of this for future reference
Greg Sheeley, Principal

OK

WEIGHT ROOM SCHEDULE

| | | |
|---------|-----------|------------|
| MONDAY | 2:30-3:30 | BOYS ONLY |
| | 3:30-4:30 | GIRLS ONLY |
| | 4:30-6:00 | OPEN |
| TUESDAY | 2:30-3:30 | GIRLS ONLY |
| | 3:30-4:30 | BOYS ONLY |
| | 4:30-6:00 | OPEN |
| WED | 2:30-3:30 | BOYS ONLY |
| | 3:30-4:30 | GIRLS ONLY |
| | 4:30-6:00 | OPEN |
| THUR | 2:30-3:30 | GIRLS ONLY |
| | 3:30-4:30 | BOYS ONLY |
| | 4:30-6:00 | OPEN |
| FRI | 2:30-3:30 | BOYS ONLY |
| | 3:30-4:30 | GIRLS ONLY |
| | 4:30-6:00 | OPEN |

REMEMBER THAT ALL STUDENTS MUST BE SUPERVISED AT ALL TIMES. THERE WILL BE NO DROPPING OFF OF ATHLETES FOR SOMEONE ELSE TO WATCH.

Policy concerning the posting of items in the gymnasiums:

It is our school's policy that no individual items, (posters, jerseys, pictures, ect...), be placed in the gymnasiums. We will post only team accomplishments and state records. Any deviation from this policy would require approval from the principal and the SBDM committee.

1-20-2006
Valley High School
Gender Equity committee meeting

A meeting of the VHS gender equity committee was conducted on 1-20-2006 in the Principal's office.

Attendees:

Greg Sheeley-Principal
Kim Salyer-Counselor
William Raleigh-Athletic Director
Mike Crowe-Head girls track Coach
Roger Deskins-Head football Coach
Ben Risen-Student
Kesha Burress-Student

Mr. Sheeley opened the meeting by explaining what was going on with respect to our Title IX audit.

A discussion was held concerning the following items:

The SBDM committee met on 1-11-2006 and approved the following changes to school policy.

1. Policy concerning the posting of banners and such in the gymnasiums. (Item attached)
2. Policy concerning the use of the weight-training room. (Item attached)
3. Policy concerning the feeding of athletes and pre-game meals. (Item attached)
4. Approval to allot 15.00 per athlete per day for overnight tournaments and games. (Item attached)
5. Policy concerning the replacement of uniforms. (Item attached)

Mr. Sheeley explained that new equipment had been ordered and received for the weight room. There are small dumbbells and weight training equipment for all size athletes. Kesha and Ben both toured the weight room and reported that it was nice.

A discussion was held on the importance of the gender equity review committee and its purpose. It was explained to all members that their input was welcome at each meeting and anytime throughout the year.

The next meeting will be held in April of this year and subsequent meetings will be held in October, January, and April of each year with the minutes from those meetings being sent to KHSAA.

The meeting time and place was posted on the Marquee outside but no one from the community attended.

**KHSAA TITLE IX RE-VISIT
BENEFITS - SUMMARY CHART 1
2005-2006 SCHOOL YEAR**

School **Valley High School**

BENEFITS

| | SCHEDULING | | COACHING | | | | SUPPORT SERVICES | |
|-----------------|---|--|---|---|--|--|---|---|
| | COLUMN 1 NUMBER OF SCHEDULED REGULAR SEASON VARSITY CONTESTS | COLUMN 2 NUMBER OF HOME "PRIME DATE" CONTESTS (either Friday, Saturday or Sunday) | COLUMN 3 EXPENDITURES FOR ALL COACHES' SALARIES* | COLUMN 4 IS THE HEAD COACH EMPLOYED FULL-TIME ON-CAMPUS? (Y/N) | COLUMN 5 EXPENDITURES FOR EQUIPMENT AND SUPPLIES* | COLUMN 6 EXPENDITURES FOR ANNUAL DUES AND FEES* | COLUMN 7 EXPENDITURES FOR PROMOTIONS/ RECOGNITION* (PUBLICITY, AWARDS, BANQUETS, ETC.) | COLUMN 8 EXPENDITURES FOR TRAVEL & PER DIEM* |
| G basketball | 20 | 23 | 8,735 | Y | 4,500 | 0 | 150 | 276.57 |
| B basketball | 20 | 23 | 9,678 | Y | 4,500 | 0 | 524.92 | 1,552.47 |
| G softball | 17 | 20 | 2,022 | N | 3,000 | 0 | 211.50 | 0 |
| B baseball | 27 | 21 | 2,022 | Y | 2,400 | 0 | 0 | 521.58 |
| G cross country | 4 | 4 | 2,711 | Y | 200 | 0 | 0 | 0 |
| B cross country | 4 | 4 | 1,355.50 | Y | 200 | 0 | 0 | 0 |
| G golf | 12 | 12 | 1,084 | Y | 100 | 0 | 221.66 | 0 |
| B golf | 12 | 12 | 2,169.50 | Y | 100 | 0 | 221.66 | 0 |
| G soccer | 0 | 0 | 0 | N/A | 0 | 0 | 0 | 0 |
| B soccer | 0 | 0 | 0 | N/A | 0 | 0 | 0 | 0 |

* - Round off Expenditures to the nearest one hundred dollars

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGES 8 & 9



**KHSAA TITLE IX RE-VISIT
BENEFITS - SUMMARY CHART 2
2005-2006 SCHOOL YEAR**

School Valley High School

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| | SCHEDULING | | COACHING | | | SUPPORT SERVICES | | |
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| G swimming | 2004-2005 0 | 2005-2006 0 | 2004-2005 0 | 2005-2006 N/A | 2004-2005 0 | 2004-2005 0 | 2004-2005 0 | 2004-2005 0 |
| B swimming | 0 | 0 | 0 | N/A | 0 | 0 | 0 | 0 |
| G track | 7 | 7 | 4,771 | Y | 400 | 0 | 0 | 0 |
| B track | 7 | 7 | 3,738 | Y | 400 | 0 | 0 | 0 |
| G tennis | 10 | 10 | 2053 | Y | 250 | 0 | 0 | 0 |
| B tennis | 10 | 10 | 2053 | Y | 250 | 0 | 0 | 0 |
| G volleyball | 18 | 18 | 3,337 | N | 1,800 | 0 | 582.83 | 287.04 |
| B wrestling | 12 | 12 | 3,337 | Y | 700 | 0 | 370 | 225 |
| G (list sport) | | | | | 0 | 0 | | |
| B football | 10 | 10 | 14,371 | Y | 1,600 | 0 | 443.33 | 753.50 |

* - Round off Expenditures to the nearest one hundred dollars

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGES 8 & 9

2-7-06

VALLEY

Information received in response
to Dec 19, 2005 audit report -
Approved - OK - 2-7-06

[Signature]



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of
guy

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BENEFITS - SUMMARY CHART 1
2005-2006 SCHOOL YEAR**

School Valley High School

BENEFITS

SCHEDULING

COACHING

SUPPORT SERVICES

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|-----------------|---|-----------|--|-----------|---|---|--|--|---|---|
| | 2004-2005 | 2005-2006 | 2004-2005 | 2005-2006 | | | | | | |
| G basketball | 20 | 23 | 5 | 5 | 8,735 | Y | 4,500 | 0 | 150 | 276.57 |
| B basketball | 20 | 23 | 5 | 5 | 9,678 | Y | 4,500 | 0 | 524.92 | 1,552.47 |
| G softball | 17 | 20 | | | 2,022 | N | 3,000 | 0 | 211.50 | 0 |
| B baseball | 27 | 21 | | | 2,022 | Y | 2,400 | 0 | 0 | 521.58 |
| G cross country | 4 | 4 | | | 2,711 | Y | 200 | 0 | 0 | 0 |
| B cross country | 4 | 4 | | | 1,355.50 | Y | 200 | 0 | 0 | 0 |
| G golf | 12 | 12 | | | 1,084 | Y | 100 | 0 | 221.66 | 0 |
| B golf | 12 | 12 | | | 2,169.50 | Y | 100 | 0 | 221.66 | 0 |
| G soccer | 0 | 0 | | | 0 | N/A | 0 | 0 | 0 | 0 |
| B soccer | 0 | 0 | | | 0 | N/A | 0 | 0 | 0 | 0 |

* - Round off Expenditures to the nearest one hundred dollars

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGES 8 & 9



**KHSAA TITLE IX RE-VISIT
BENEFITS - SUMMARY CHART 2
2005-2006 SCHOOL YEAR**

School Valley High School

BENEFITS

| | SCHEDULING | | COACHING | | | | SUPPORT SERVICES | | | |
|----------------|---|--|---|---|--|--|--|---|--|--|
| | COLUMN 1 NUMBER OF SCHEDULED REGULAR SEASON VARSITY CONTESTS | COLUMN 2 NUMBER OF HOME "PRIME DATE" CONTESTS (either Friday, Saturday or Sunday) | COLUMN 3 EXPENDITURES FOR ALL COACHES' SALARIES* | COLUMN 4 IS THE HEAD COACH EMPLOYED FULL-TIME ON-CAMPUS? (Y/N) | COLUMN 5 EXPENDITURES FOR EQUIPMENT AND SUPPLIES* | COLUMN 6 EXPENDITURES FOR ANNUAL DUES AND FEES* | COLUMN 7 EXPENDITURES FOR PROMOTIONS/ RECOGNITION* (PUBLICITY, AWARDS, BANQUETS, ETC) | COLUMN 8 EXPENDITURES FOR TRAVEL & PER DIEM* | | |
| G swimming | 2004-2005 0 | 2005-2006 0 | 2004-2005 0 | 2005-2006 N/A | 2004-2005 0 | 2004-2005 0 | 2004-2005 0 | 2004-2005 0 | | |
| B swimming | 0 | 0 | 0 | N/A | 0 | 0 | 0 | 0 | | |
| G track | 7 | 7 | 4,771 | Y | 400 | 0 | 0 | 0 | | |
| B track | 7 | 7 | 3,738 | Y | 400 | 0 | 0 | 0 | | |
| G tennis | 10 | 10 | 2053 | Y | 250 | 0 | 0 | 0 | | |
| B tennis | 10 | 10 | 2053 | Y | 250 | 0 | 0 | 0 | | |
| G volleyball | 18 | 18 | 3,337 | N | 1,800 | 0 | 582.83 | 287.04 | | |
| B wrestling | 12 | 12 | 3,337 | Y | 700 | 0 | 370 | 225 | | |
| G (list sport) | | | | | 0 | 0 | | | | |
| B football | 10 | 10 | 14,371 | Y | 1,600 | 0 | 443.33 | 753.50 | | |

* - Round off Expenditures to the nearest one hundred dollars

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGES 8 & 9