



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

(For schools re-visited during the 2011-2012 school year)

School: Waggener High School
 Prepared By: Kathy Johnston
 Date of Re-Visit: January 9, 2012
 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)

	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: According to the data and reports submitted for the years 2009-2011, it appears that Waggener High School does not meet the standard of Test 1 in regard to the provision of athletic opportunities.

- 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: According to the data and reports submitted for the years 2009-2011, it appears that Waggener High School does not meet the standard of Test 2 in regard to the provision of athletic opportunities.

- 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: According to the data and reports submitted for the years 2009-2011 and current interviews with administration, it appears that Waggener High School does meet the standard of Test 3 for the provision of athletic opportunities.

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

Comments: According to the reports submitted, the most recent Student Interest Survey was conducted during the 2010-2011 school year. Students in grades 8-11 were surveyed with a return rate of 84%.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		According to the data on the most recent Student Interest Survey, students in grades 8-11 were surveyed with a return rate of 84%. There are currently 8 varsity sports offered for females and 8 for males. Interviews with school administration indicate their commitment of continuous effort and desire to increase opportunities of play through the addition of new varsity sport(s) or the addition of junior varsity and/or freshmen levels of competition for currently offered sports.
Equipment and Supplies	X		Uniforms reviewed appeared to be of high quality and equivalent for all sports. There was written evidence of a uniform review and/or purchase plan in place. There was written evidence of money allotment designated for purchase of uniforms for each sport. This allotment, based on numbers of team participants and average uniform cost, appeared to be equitable for all sports.
Scheduling of Games and Practice Time	X		Equitable, written plans were presented regarding the scheduling of games and practice times. Written evidence was also presented which showed the equitable use of all shared facilities; soccer fields, weight room, batting cage, and gymnasium. All use schedules were posted at each site. Waivers were given the last 2 out of 3 years in regard to the requirements of prime date play for girls basketball. The school is currently meeting the requirement of prime date play for the 2011-2012 season, but is encouraged to monitor this in order to remain compliant.

Travel and Per Diem Allowances	X		<p>There was written evidence of a travel guideline which provided school bus transportation for all teams. There was also a per diem guideline that outlined food cost guidelines for breakfast/lunch/dinner. There was no written evidence for housing per diem.</p> <p>(see KHSAA recommendation)</p>
Coaching	X		<p>There was written evidence of a school board approved extra service pay schedule for coaches and available positions that showed equivalence and parity for all sports. Interviews with administration indicated a great effort to retain coaches that demonstrate a high level of competence and motivation in order to increase participant opportunities. As opportunities and numbers of participants for other levels of play increase, auditors recommend that disparities in the number of coaches for like sports should be monitored and addressed by the school in order to insure equitable access.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>There was written evidence of equitable use for all practice and competitive facilities. All available locker rooms appear to be equitable and with similar amenities. There was also written evidence of locker room assignment for all teams. Auditors recommend that this information be shared so that all students know the availability of locker room access for their sport(s).</p>

<p>Medical and Training Facilities and Services</p>	<p>X</p>		<p>There is one weight room, located on the school campus that provides equitable access for all sports. The weight room was well organized and interviews with students and coaches indicated access and use. Viewed were a few appropriate machines for female use and a few small hand weights. There was written evidence of a weight room use schedule which showed equitable access for girls and boys sports. The schedule was also posted at the weight room site. The school has the services of an Athletic Trainer through a contract with the KORT group. There is an athletic training room located adjacent to the gymnasium which also provides availability and access to all students. Athletic physicals are the responsibility of each student.</p> <p>(see KHSAA recommendation)</p>
<p>Publicity</p>	<p>X</p>		<p>All athletes are recognized through an awards night / banquet type program. Interviews with athletes and coaches indicated a fair and equitable plan for awards and recognition. Interviews with students indicated some inconsistency in the school public address announcements of day to day team accomplishments/results for all sports. Auditors recommend that this be reviewed to insure equitable promotion of all sports. There was written evidence of an awards guideline for individual and team accomplishments that also included criteria for photo and banner display. The scheduling of cheerleading and other support groups appear to be equitable for both genders and are monitored with administrative oversight.</p>

Support Services	X		There was written evidence of storage space designation for each team. There are no established boosters clubs. All monies raised and expenditures made are done with administrative approval and oversight. Coaches interviewed were well aware of the school process for approval to purchase items.
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)

- Increase participation in girls basketball
- Develop uniform rotation plan
- Review equipment needs
- Review interest in girls sports not currently offered
- Determine interest in girls swimming, freshman basketball and JV softball
- Addition of girls and boys bowling for 11-12
- Add girls JV Volleyball
- Add JV softball
- Addition of girls assistant soccer coach

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies in the overall girls and boys athletic programs.

7. KHSAA Recommended Action in relation to new deficiencies

Although there are no new deficiencies, the following recommendations should be addressed by the school to insure consistent, equitable benefits:

- Please submit to the KHSAA, no later than April 15, 2012, an expanded travel guideline that provides the parameters for housing (overnight stay) that would insure equity for all sports.
- A review of the weight room by the Gender Equity Committee should explore the appropriateness of current equipment and such desire and/or needs of additional equipment so as to insure equity for all sports. This may be reflected in the Corrective / Improvement Plan of the April 15 Title IX report.
- Upon receipt of this report, an Athletic Trainer schedule should be posted at the training room site that shows times of availability and to insure the opportunity of equitable access for all students.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Glendale Zell, Athletic Director, Waggener High School

District Level Title IX Coordinator: Cheryl Walker, Jefferson County Schools, 502-485-3499

Name	Title	Telephone
Mary Kipp McDaniel	Coach / Teacher	502-485-8340
Matt Anderson	Coach / Teacher	502-485-8340
Avery Karem	Student Athlete	502-500-5716
Shelby Grant	Student Athlete	502-727-9610
Doris Frederick	Parent	502-964-5574
Glendale Zell	Athletic Director	502-485-8340
Trent Bates	Asst. Principal	502-485-8751
Gary Lawson	KHSAA Auditor	502-545-3393
Kathy Johnston	KHSAA Auditor	859-494-2509

9. Comments

School administration and staff were very helpful and well prepared for the re-visit. The presentation of the Title IX file was well organized and efficient.

It appears the school has great support from its administration with student interest and success at its very core. The attitude was very positive by all interviewed.

The public form, scheduled for 5:00 pm was held in the school conference / meeting room. With no one in attendance, the audit team left Waggener High School at 5:20 pm.