

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

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

School: Walden
Prepared By: Gary W. Lawson
Date of Re-Visit: October 12, 2011
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: According to data and calculations submitted by the school, it has met the standard established in Test 1 for provision of athletic opportunities during each of the past three school years.

- 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

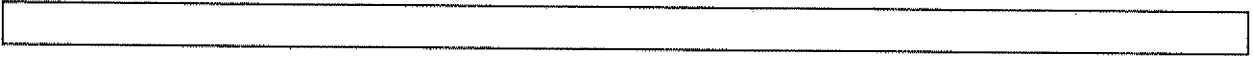
Comments: According to data and calculations submitted by the school, it has met the standard established in Test 2 for provision of athletic opportunities during each of the past three school years. One team (girls junior varsity basketball) has been added during the past five years. According to interviews with school personnel, girls are now participating at the varsity level on the boys basketball team.

- 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 and responses submitted by the school indicate that the standard established in Test 3 for provision of athletic opportunities has been met during each of the past three school years. The school is currently pursuing the feasibility of starting a bowling team (s). According to the most recent student athletic interest survey, the interest in bowling is minimal at best (two students).

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

Comments: The information contained in the 2009-10 annual report indicates that an 80% return 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>According to documentation, calculations, and responses submitted by the school, it has met the standard established in all three tests for provision of athletic opportunities during each of the past three school years. It appears that in 2011-12, the standard established in Test 2 will no longer be met since there is not a girls junior varsity basketball team at the school this year. A KHSAA representative reviewed the school's Title IX file. It was found to contain the original Title IX reports for the past four years (see KHSAA Recommended Action), a school based salary schedule for coaches, a current listing of Gender Equity Review Committee members, sample game schedules for all school sponsored sports, a written facility usage schedule for the gym, written guidelines for provision of awards and athletic banquets, (no forms of athletic recognition are posted at the school), a written designation of locker room and athletic storage space at the school, a written uniform review, rotation, and/or replacement plan based on a five year cycle, and written guidelines relating to the provision of travel and per diem. The Title IX file contained no evidence of the functioning of the Gender Equity Review Committee. Upon further investigation, it was determined that the committee has not been meeting on a regularly scheduled basis, and no students are members of that committee. The KHSAA representative discussed the role of the Gender Equity Review Committee and the requirements relating to meetings and membership. (See KHSAA Recommended Action.) School officials were encouraged to continue to build a comprehensive Title IX file.</p>
Equipment and Supplies	X		<p>The March 28, 2002 report rendered this benefit category as satisfactory but did request that an equitable uniform review, rotation, and/or replacement plan be developed. The recent visit revealed that the school does have a uniform replacement plan based on a five-year cycle. The KHSAA representative</p>

Equipment and Supplies continued			discussed with the Gender Equity Review Committee the advantages of decreasing the replacement cycle to four years. All uniforms and equipment reviewed during the visit appeared to be of good quality and be provided on an equitable basis. According to the school's 2009-10 and 2010-11 annual reports, it was spending approximately \$59 per female athlete and approximately \$40 per male athlete for provision of equipment and supplies.
Scheduling of Games and Practice Time	X		A review of current game schedules in the school's Title IX file showed that the scheduling of competitive events for "like" sports was equitable. The visit also revealed that the scheduling of shared practice facilities was equitable. The school did not sponsor a varsity girls basketball team in 2010-11 (the three girls players participated on the boys team) so there was no evaluation of prime date and prime time play. The KHSAA representative discussed with school officials the new regulations governing prime date play for girls basketball.
Travel and Per Diem Allowances	X		The student athletes at Walden High are transported to and from athletic events almost exclusively by parents. School policy does not allow athletic trips to be made when overnight stays are required. Students and/or parents pay for any food purchased when traveling to or from an athletic event.
Coaching	X		The total amounts spent for coaching salaries for teams of "like" sports showed parity in the 2010-11 annual report. A review of the school's extra service pay schedule for coaches showed parity. The number of coaches provided for teams of "like" sports was comparable in the 2010-11 annual report. A comparison of the number of on and off campus coaches for male and female teams appeared equivalent.

Locker Rooms, Practice and Competitive Facilities	X		The school has made some significant improvements in this benefit area since the March 28, 2002 visit. Two new locker rooms (one for male athletes and one for females) that provide identical amenities have been constructed adjacent to the school's gym. A very well appointed eight lane track has been constructed on the school property. The track serves both the boys and girls teams which practice at the same time. The school provides one large athletic equipment storage room which serves all sports. The boys and girls track teams also have a storage area at their facility. No coaches at the high school are provided offices.

Medical and Training Facilities and Services	X		<p>At the time of the March 28, 2002 audit report, a weight training room was not provided for student athletes. The recent visit showed that a weight room has been equipped at the school and is on schedule to be opened for student use in November, 2011. At the time of the opening of this weight room, <u>an equitable usage schedule will be placed at the facility and in the Title IX file.</u> The new room appears to be accessible to female athletes and contains equipment that is appropriate for use by them. The school currently does not provide the services of an athletic trainer to any of their students and also is not involved in the provision of physical examinations.</p>
Publicity	X		<p>The school does not have a cheerleading squad at this time. The middle school dance team does perform at selected home boys basketball games (girls are currently participating on the boys team). According to the 2009-10 and 2010-11 annual reports, the school was spending approximately \$16 per female athlete compared to approximately \$10 per male athlete for provision of athletic awards.</p>
Support Services	X		<p>Current school policy does not allow the existence of athletic booster clubs. An analysis of athletic spending over the past two years shows that in 2009-10 male athletes had a significant advantage on both a percentage and per athlete basis. (Approximately \$266 per male athlete compared to approximately \$153 per female athlete was spent.) In 2010-11 spending strongly favored female athletes on both a percentage and per athlete basis. (Approximately \$200 per male athlete was spent compared to approximately \$302 per female athlete.) When these two years are averaged together, the school appears to be well within acceptable parameters for a non-football playing school.</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)

The school's most recent Corrective Action Plan calls for the following:

- attempting to improve the level of athletic participation;
- pursuing the possibility of adding a varsity girls basketball team;
- pursuing the possibility of adding a girls and boys bowling team.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Although no major deficiencies were designated by the recent school visit, there are a couple of "areas of concern" which need to be addressed in order to properly insure there is equivalence in the opportunities and benefits provided to student athletes. (See *KHSAA Recommended Action in relation to new deficiencies.*)

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were assigned during the recent school visit. The following "areas of concern" need to be addressed to insure that equivalence is maintained.

~~(Accommodation of Interests and Abilities)~~ On or before December 16, 2011, school officials are to contact KHSAA and request a copy of the school's 2006-07 annual Title IX report. Upon receipt of this report, it should become a part of the school's permanent Title IX file.

On or before April 13, 2012, the school is to submit to KHSAA written minutes from at least three Gender Equity Review Committee meetings. These minutes should include, but not be limited to, a description of the agenda items addressed during the meeting and documentation of members in attendance at each meeting. The attendees are to include the two student representatives who are to be placed on the committee. These minutes are to be signed by the school's athletic director and principal.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the March 28, 2002 audit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: John Jackson, 1705 Meadow Gate, Louisville, KY 40223
(502) 744-2525

District Level Title IX Coordinator: John Jackson, 1705 Meadow Gate, Louisville, KY 40223
(502) 744-2525

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Judy Wagner	Track/Cross Country Coach	(502) 893-0433 x 235
Marcy Tucker	Teacher	(502) 893-0433
Jayne Erstberger	Teacher	(502) 893-0433
John Jackson	Athletic Director	(502) 893-0433

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 5:10 pm EDT.