



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2000-2001 school year)

School: Warren East

Reviewed By: Fran Edwards

Date Of Visit: January 24, 2001

Telephone Number of Reviewer: (859) 277-0746

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No

Summary Forms T-1 Thru T-41 Yes No

Corrective Action Plan (Form T-60) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One Or More)

	A	Substantial Proportionality
X	B	History and Continuing Practice Of Programs Expansion
X	C	Full and Effective Accommodation of Interest and Abilities

A.) If Substantial Proportionality is chosen; does it appear that the school has performed the calculation correctly?

Yes No

(If No, include in comments section and analysis of what is incorrect in the calculation.)

Comment:

B.) If History and Continuing Practice Of Program Expansion are chosen; does it appear that the school has performed the calculation correctly?

Yes No

Comment:
It appears that the school performed the calculation correctly and the result suggests that the History and Continuing Practice of Program Expansion is an area of compliance. The total number of female participants added the past five years is 49. This number represents approximately 25% of the total number of female participants. However, it should be noted that the total number of female Interscholastic Participants (185) reported on Form T-1 is not the same as the total number of female participants (196) that is included on Form T-4. This discrepancy should be corrected so that the totals are in agreement.

C.) If Full and Effective Accommodation of Interest and Abilities is chosen, does it appear that the school provides opportunities in areas of students' interest?

Yes No

Comment:
It appears that opportunities in areas of students' interests are being provided for students at Warren East High School. For the 1999-2000 school year, there were a total of 15 sports teams being offered for female participants and a total of 17 offered for male participants. In the five-year period prior to this time, two teams were added to accommodate the interest of female students. Also an item in the corrective action plan called for the addition of two varsity teams for females (volleyball and golf) to be added for the 2000-2001 school year. This expansion not only increases offerings in the athletic program, it brings the total number of sports teams to 17 for both males and females.

3. Has the school properly surveyed its student body to accurately assess the interests and abilities of its students?

Yes No

Comment:

Students at Warren East High School were surveyed to ascertain their interest in athletic activities. It seems that consideration is being given to survey results as evidenced by items in the Corrective Action Plan.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The accommodation of interests and abilities is currently satisfactory.
Equipment and Supplies	X		Uniform quality and quantity for games and practices is comparable for both female and male participants. It is suggested that a written policy for the rotation of uniform purchases be developed.
Scheduling of Games and Practice Time	X		It appears that the scheduling of practice times is equitable and that the girls' basketball schedule includes prime time games. However, concern was expressed regarding whether girls' games precede or follow boys' games during double headers. Possibly this issue could receive attention by the Gender Equity Committee and their decisions, and the reasons for their decisions, communicated to the community.
Travel and Per Diem Allowances	X		
Coaching	X		An explanation of pay scales for the various coaching positions should be included in the Title IX documents.
Locker Rooms, Practice and Competitive Facilities	X		The former football locker room that now serves all girls' sports, except girls' basketball, should be upgraded. It is imperative that the urinals be removed. Also, it is possible that additional lockers are needed for the female athletes using this locker room. The girls' basketball locker room exudes pride and it would certainly be

			appropriate that the other athletic locker rooms evidence this sense of ownership. Improving this locker room is an item for correction in the Corrective Action Plan and work on it is to be completed during the 2000-2001 school year. The weight room should be more inviting for female participants. For example, a written schedule of training times should be posted. Also, the restroom adjoining the weight room must be refitted to accommodate privacy. The softball facility has been renovated from the slow pitch to fast pitch game by relocating the outfield fence. The foul poles need to be installed as well as protective padding for the fence. As funds permit, thought should be given to purchasing a flagpole. Honors and trophies for male and female teams are exhibited. However, a written policy for displaying awards in the trophy cases and the gymnasium should be developed.
Medical and Training Facilities and Services	X		Currently, a trainer is assigned by Western Orthopedics for games and practices. The training room, which is adjacent to the female teams' locker room may possibly be improved to serve female athletes.
Publicity	X		At this time, a game program and a schedule card is provided for the girls' and boys' basketball teams. Other sports, such as volleyball, softball and girls' golf, should also receive publicity.
Support Services	X		
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 (T-60)**

The Corrective Action Plan for Warren East High School included three items: (1) increase the number of female athletic teams, (2) increase the number of female athletes, and (3) increase dressing room/locker facilities for all athletes. Volleyball and girls' golf were initiated for the 2000-2001 school year. Opportunities for female participation have increased and it is suggested that the members of the Gender Equity Committee continue their endeavors to strengthen benefits for female athletes. Work to convert the former football locker room for female participants has not been finished but is scheduled to be completed during the 2000-2001 school year.

6. **Observed Deficiencies in Overall Girls and Boys Athletics Programs**

In the coming months it is extremely important that the Gender Equity Committee address the issue of booster groups' expenditures for athletics. At this time, it appears that the administration receives a report of expenditures made by booster groups once a year. This is not adequate oversight. Comments made during the audit team's visit suggest that there are disparate views regarding the role of booster groups in supporting the athletic program. Consequently, thoughtful discussion of the involved parties should take place in an effort to achieve consensus that results in greater oversight and comparable opportunities and benefits for students.

7. **Facility Recommendations or Concerns**

It is the recommendation of the audit team that the gender equity committee consider two suggestions. First, lights should be installed at the soccer field. Currently, play is limited for the girls junior varsity team due to the onset of darkness. Second, the committee should review the possibility of converting the former weight/training room to a locker room/conditioning area for the female track/cross country/ soccer teams. Other than female basketball players, all other female athletes must share the locker room adjacent to the gymnasium. Increasing the number of locker rooms would allow more space, and are likely to encourage a greater sense of pride.

8. **KHSAA Recommended Action**

- Notify Office Of Civil Rights and Request Federal Investigation of Possible Violations
- Notify Equity Division and KBE of Potential Title IX Violations
- Suspension From the Association
- Prohibition From Post Season Play
- Probation For
- Fine In The Amount of _____

None At This Time

School shall submit the following additional information:

(Selection of Cheerleaders) On or before **April 15, 2001**, the school is requested to provide information to the KHSAA concerning the manner in which cheerleaders are selected for boys' and girls' teams. If cheerleaders are selected in such a way as to result in arguably better (i.e. "A" team vs. "B" team) cheerleaders performing at boys' events, the school shall also submit a plan under which cheerleaders of equal ability shall perform at an equal number of boys' and girls' games in comparable sport (i.e., boys' varsity and girls' varsity basketball game).

(Prime Time Contest/Girls' Basketball) On or before **April 15, 2001**, the school is requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2000/2001 season. To the extent that a fewer percentage of girls' games are played during prime times (when compared with the percentage of boys' games scheduled for prime times), the school shall advise the KHSAA of action it intends to take to immediately correct the difference.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Phil Burkeen

District Level Title IX Coordinator: Aaron C. Milliken

NAME	TITLE	PHONE NUMBER
Mike Stuckey	Girls' Soccer Coach	(270) 622-7440
Sharon M. Sullivan	Parent Rep./Title IX	(270) 782-8595
Mark Spader	Head Football Coach	(270) 842-9155
Alan Sumner	Football Treasurer	(270) 563-4089
Brian Diller	Boys'/Girls' Golf Coach	(270) 843-3850
Phil Burkeen	Athletic Director/Softball Coach	(270) 781-9176
John W. Smith	Co-Treasurer, Track	(270) 563-4133
Linda Primel	Treasurer, Track	(270) 563-4040
Fran Edwards	Audit Team Member	(859) 277-0746
Gina Smith	Volleyball	(270) 746-9426
Lori Dawson	Volleyball Coach	(270) 843-4495
Bailey Norris	Principal	(270) 781-1277
Faye Lady	Parent	(270) 842-6242
Aaron C. Milliken	District Title IX	(270) 781-5150

Jane Rone	Treasurer, Girls' Basketball Boosters	(270) 777-9965
Larry Rone	Parent	(270) 777-9965
Ken Taylor	Parent	(270) 781-6637
Jill Bryce	Treasurer, Cheerleaders and Softball Boosters	(270) 563-4931
Marylan Lee	Secretary/Treasurer, Baseball Boosters	(270) 843-9593
Martha Mullins	Audit Team Member	(270) 269-3394

10. Comments

It was the opinion of the audit team members that the Gender Equity Committee at Warren East High School has endeavored to promote and enhance the athletic program in a positive manner and that improvements have been implemented for student athletes. It is clear that an effort has been made to expand the number of opportunities for female participants. However, there are still some benefits that must be addressed in order to truly achieve equity for girls' teams.

Kentucky High School Athletic Association

MEMORANDUM

To: Principal, Superintendent, Athletic Director

From: Louis Stout, Commissioner
Brigid L. DeVries, Executive Assistant Commissioner

Date: February 5, 2001

Subject: KHSAA Title IX Final Audit Report
2000-2001 School Year

Enclosed please find a copy of your school's Title IX KHSAA Audit Report for the 2000-2001 school year. Please pay particular attention, as you review the report, to the fact that the reviewer may have requested, by a certain date, additional information to properly assess your athletics program. In addition, fines and/or penalties may also be imposed.

At this time you are probably aware of the required Title IX Forms to be submitted by April 15, 2001. They include the following: GE19, T1, T2, T3, T4, T41, T60, T63. Most importantly the 2001 Corrective Action Plan (T-60) needs to be updated on an annual basis.

Should you have specific questions regarding the content of your 2000-2001 final report, please contact the person who reviewed your Audit Document.

Thank you for your work in this very important project.