



## TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2001-2002 school year)

School: **Washington County High School**  
Reviewed By: **Brigid DeVries / Julian Tackett**  
Date Of Visit: **December 18, 2001**  
Telephone Number of Reviewer: **(859) 299-5472**

### 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
B	History and Continuing Practice Of Programs Expansion
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:

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:
On the April 15, 2001, forms submission on Form T-2, calculations were corrected by the KHSAA Audit Staff. There was additional discussion during the audit meeting with the Gender Equity Review Committee regarding the proper way to complete required forms.

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

Yes  No

Comment:
School personnel were reminded to include students from grades 9-11 in future surveys. Eighth graders in feeder schools under the same board of education can also be included if the school so desires.

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

Benefit to Students	Satisfactory	Deficient	Comments
<b>Accommodation of Interests and Abilities</b>		<b>X</b>	<p>The 2000-2001 Corrective Action Plan lists that more female participation in sports is an item for correction.</p> <p>Attention should be given to increasing opportunities for girls as reflected by the results of the student surveys. It appears that the survey results have not been utilized in planning for the future athletic program.</p>
<b>Equipment and Supplies</b>	<b>X</b>		<p>It's suggested that there be additional weight equipment purchased that is more suitable for girls for the new athletic field house.</p>
<b>Scheduling of Games and Practice Time</b>	<b>X</b>		<p>School personnel need to continue to schedule girls' basketball games in prime time so as to reflect an equivalent schedule for boys and girls. This includes scheduling all varsity games in the high school gymnasium.</p> <p>The school should clarify its efforts to conduct double-header basketball games in prime time to focus on weekend play as defined in scheduling recommendations. There is no mandate to play week-night doubleheader games and such may in fact be to the detriment of both programs due to travel considerations, however, prime-time doubleheaders (games played on nights for which there is no school on the following day), should be continued.</p>
<b>Travel and Per Diem Allowances</b>	<b>X</b>		
<b>Coaching</b>	<b>X</b>		<p>The school's 2000-2001 Corrective Action Plan has hiring more female coaches for the 2002-2003 school year as an item for correction. School personnel need to be more specific on how they plan to address this issue on the 2001-2002 Corrective Action Plan due <b>April 15, 2002</b>.</p>
<b>Locker Rooms, Practice and Competitive Facilities</b>		<b>X</b>	<p>The baseball team and softball team utilize fields at the local park (Idlehour). While there has been an outstanding cooperative effort between the Park Board and the school, the school must be aware that by playing its games at the facility, it</p>

		<p>is therefore obligated to ensure equal treatment of males and females. In this regard, careful attention should be paid to the hitting areas, dugout layout and design, and general upkeep of the playing surface.</p> <p>The girls' basketball team should play all of its varsity games in the high school gymnasium.</p> <p>Several sports teams share locker room space for boys and girls. The girls' basketball team uses the PE locker room at the middle school where the girls' junior varsity and varsity teams practice and play single games. The lockers are ½ size lockers. There is some storage for PE and basketball. The girls' basketball coach has an office in this facility. Girls' basketball uses an additional locker room at the high school only when they play double headers.</p> <p>The boys' locker room at the high school is more convenient as they practice and play all of their games in this facility. This locker room is carpeted with adequate full size lockers and nice graphics. There is some storage there for basketball and girls' softball in an area under the bleachers. Furthermore, there is an adjacent office for boys' basketball coaches.</p> <p>There is also a locker room available for the visiting boys' basketball teams and is also used by the schools PE classes.</p> <p>The elementary school gymnasium is an inferior facility and should not be used for girls' varsity basketball.</p> <p>The newly constructed athletic field house contains a large football locker room. This facility includes about 40 custom made long lockers, restrooms, showers, a large classroom, football coaches office which has a VCR/TV, desks, computer equipment, and small refrigerator.</p> <p>The basement of the new field house has a large room with mats and is currently used by the cheerleaders for practice although there is some concern for security and safety surrounding the ingress and egress to the lower portion of the facility.</p>
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		<p>The facility has a large weight room used primarily by football but is available to all athletes.</p> <p>Access to the field house weight room is a potential problem. Though available to the general student body, there is not a posted time for female athletes to train outside the presence of male athletes, and past usage indicates a dominant usage by male athletes. In addition, the football weight room offers the privacy and a devoted area necessary for such training, but does not appear to be equipped with weight equipment consistent with the needs of females, and certainly that area does not allow for co-training by males and females.</p>
<b>Medical and Training Facilities and Services</b>	<b>X</b>	Both boys' and girls' sports should be given equivalent consideration for coverage by athletic training staff and other medical personnel.
<b>Publicity</b>	<b>X</b>	<p>The school appears to be providing equivalent coverage to boys' and girls' teams by cheerleaders, pep bands, etc. There is some coverage of girls' basketball games by the local media. There was some concern at the public comment session regarding the school's inability to regulate coverage by media, however, school representatives are reminded that while they cannot force an outlet to cover a team, they do control the issuance of media credentials and may need to use that leverage to ensure equal treatment. Absent consent from local media to cover boys and girls, the school must be receptive to other public relations and publicity efforts to support its female athletes to counter the support given the boys' teams by outside entities.</p> <p>There is a trophy case in the lobby of the gymnasium. The case displays trophies and awards for both boys' and girls' sports and activities. The gymnasium houses a nice display of recognition banners honoring the accomplishments of boys and girls in all sports. Policies should be developed by the Athletic Department to ensure equal treatment regarding</p>

			program production, schedule card production, and media guide production to ensure that other entities such as booster organizations do not affect compliance. In addition, these policies should include specifications for recognition of the success of teams including trophy cases and banner display.
<b>Support Services</b>	<b>X</b>		Appear to be consistent treatment for all male and female participants. The school should be aware of the pitfalls and problems than can exist with separate and independent booster organizations for each sport. At minimum, the school should enter into contractual relationships with these groups to ensure compliance with school, state and federal law. The school should require through policies approved at the school, site based, and board of education level, that the booster organizations regularly submit complete and audited financial reports to the school so as to include these amounts received and spent by these organizations in any required reporting.
<b>Athletic Scholarships**</b>			NA
<b>Tutoring**</b>			NA
<b>Housing and Dining Facilities and Services **</b>			NA
<b>Recruitment of Student Athletes**</b>			NA

**5. Brief Summary/Analysis of The Corrective Action Plan (T-60)**

The 2000-2001 Corrective Action Plan is not specific enough on plans for more female participation, more female coaches, and more programs for 9<sup>th</sup> graders. The 2001-2002 plan should include a written description on how these items are to be corrected. In addition, there should be more detail on the plan for upgrading the locker rooms and softball facilities, prime time scheduling, and weight room scheduling.

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

The primary deficiency noted is the appearance that the school may not be in compliance with either of the parts of the compliance test. Though a final determination is not the jurisdiction of this office, it would appear that the school could better comply by honoring the results of its surveys and adding new competitive opportunities for females. The interest appears to be documented by the surveys, and must be addressed in the near future.

The overall deficiencies include disparities in the quality of the baseball and softball facilities, the quality of the girls' locker rooms, and the lack of athletic opportunities for girls.

The tennis, baseball, and softball facilities are located at Idle Hour Park. Both baseball and softball fields have lights and working scoreboards. The softball dugouts are inferior and need to be upgraded. The outfield fence is temporary with no fence guard on the top which is a drawback. The baseball field has a batting cage, pitching machine, and larger press box than the softball field. Other athletic facilities include the football field used by all levels of football, as well as an adjacent practice football field.

The school is in need of a written athletic policies manual. The current coaches and athletic staff have amicably and satisfactorily resolved many of these issues, encountered upon examination of the facilities and operations. However, documentation of these policies will ensure equal and consistent treatment in the future.

School representatives must aggressively and immediately address the issue of oversight of the booster organizations as mentioned in Item 4. While many athletic programs could not be operated without the involvement of booster organizations, overzealous and unreported actions could place the school contrary to federal, state or local law if not monitored.

7. **Facility Recommendations or Concerns**

The school shall immediately and aggressively pursue resolution of its locker room issues as defined in this report. Included in this action shall be the upgrade of the girls' locker room facilities for girls' sports, specifically basketball, with more functional lockers, graphics, and carpet, etc. comparable to the boys' locker room. In addition, the girls' varsity basketball team should play all of their games in the high school main school gym, and a scheduling system be developed for proper rotation of practice time and location by all teams. **Such resolution shall be reported back to the KHSAA by May 15, 2002.**

Audit staff recommends that school personnel assist with the upgrade of the softball facility. Immediate attention needs to be given to the dugouts, outfield fence, and overall maintenance of the facility. **Such plans and progress shall be reported back to the KHSAA by May 15, 2002.**

**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:

**(Prime Time Contest/Girls' Basketball)** On or before **April 15, 2002**, the school is requested to provide information to the KHSAA concerning the plans for increasing the number of "prime time" games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team for the 2002-2003 season.

**(Deficiencies and Facility Recommendations)** On or before **April 15, 2002**, the school is requested to provide information to the KHSAA regarding its plans to address those issues identified in items 6 and 7 of this report.

**9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING**

**High School Title IX Coordinator:** Kathy O'Fields

**District Level Title IX Coordinator:**

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
Brigid L. DeVries	KHSAA Audit Team Member	859-252-3097
Julian Tackett	KHSAA Audit Team Member	859-252-3097
Paul Terrell	Athletic Director	859-336-5485
Kathy O. Fields	Title IX Coordinator	
Lucinda Collins	Asst. Girl's Softball Coach	859-336-5475
Paula Edelen	Parent Representative	
Tom Monroe	Assistant Principal	859-336-5475
William Smith	Girl's Track Coach	859-336-5475



**10. Comments**

School personnel should incorporate many of its developed policies as described in this report, plus additional ones related to travel, per-diem, and cheerleader selection. In addition all other forms submitted to the KHSAA should be kept in the permanent Title IX file at the school and be available for review. Current staff should undertake all necessary steps to organize the school's Title IX folder into a logical and concise order to better address the needs of its student body.

Current school personnel appear to genuinely be interested and enthusiastic in providing an excellent girls' and boys' athletics program at the school.

# WASHINGTON COUNTY HIGH SCHOOL

601 Lincoln Park Rd.  
Springfield, KY 40069

School  
859-336-5485

Fax 859-336-5983

Home  
859-284-5475

Paul Terrell  
Athletic Director

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April 5, 2002

APR 11 2002

Dear KHSAA Staff,

This letter is in regard to the Title IX Audit that was conducted at Washington County High School on December 18, 2001. The audit team made suggestions to our school that would assist us in being equitable pertaining to our boys and girls program. We appreciate your help and thoughts as it pertains to our student athletes.

Recommendation number one concerned our girl's locker room that was found to not be equitable to our boys. Work began last week during Spring break to remedy this situation. The locker room was painted and full size lockers to match the boys were moved in. Once school is out for the summer, carpeting or tile will be installed on the floor. Members of the girl's team have been asked to design or choose graphics that will be painted on the walls. The benches that are secured to the floor will be removed and chairs will be used for the young ladies. A large dry eraser board will be attached to one wall for instruction purposes.

Another concern was our girls' team playing some Varsity games at the smaller elementary gym across the parking lot. I have spoken to both our boys and girls coaching staff and informed them that all games will be played at the high school gym. In addition, they were also notified that practices would be rotated on a weekly basis between the teams. All agreed to these proposals without exception.

Recommendation number two concerned the upgrade of our softball facility that is located at city owned, Idle Hour Park. I spoke with Superintendent of Washington County Schools, William Hardin, concerning this need. He is in full support of doing what is necessary to bring the facility into

compliance. (See attached memo) Work should begin this summer on the dugouts with full completion of all proposals by the summer of 2003.

As athletic director, I intend to work this summer on the development of an athletic policy manual for our school. I have spoken with other athletic directors in our area for suggestions and ideas. Also, Jim Watkins, who works with Jefferson County Schools, mailed me a requested manual from a school of similar size in his district to assist me in writing our manual.

Lastly, I am speaking to the booster clubs about the need for them making sure we work together to comply with Title IX standards. I have used the suggested Booster Club Agreement that your staff recommended to assist in this endeavor. I hope to have all the groups' signature on this document before the end of school.

I believe I have addressed all of the considerations that you wished for in your audit document. It is with strong intent that all administrators, coaches and staff of Washington County Schools will pursue complete and total compliance with Title IX directives. If I can be of further assistance in any manner, please let me know.

Yours in sport,

A handwritten signature in cursive script, appearing to read "Paul Terrell".

Paul Terrell, Athletic Director  
Washington County High School

**Terrell, Paul**

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**From:** Hardin, Bill  
**Sent:** Tuesday, March 05, 2002 2:20 PM  
**To:** Terrell, Paul  
**Subject:** Update on the local parks and Title IX compliance

I have talked with the mayor and park board and explained the importance of making sure that we are in compliance with Title IX for our athletics. I have been told by the mayor to work with Paul Borders, city council member and park board member, to get a cost factor and get back with the mayor. He has said that he would try to help me on cost, etc.

I personally think that it may be a two year process to get in compliance but I hope to get half of the requirements met by the end of this fiscal year. The main things that I would like to get addressed would be location of pitching machine, size of press box, and the size of the dugouts. I think it would be within our guidelines to have all of these things brought into compliance by the summer of 2003. This would give us two fiscal years to help budget the cost and two summers to do the actual labor.

You know that I am totally committed to this process because if I had a daughter I would want her to have the same things that any male student would have.

Keep me posted on any concerns on this. Thanks,