



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

**(For schools re-visited during the 2010-2011 school year)**

School: Wayne County High School  
 Prepared By: Martha Mullins  
 Date of Re-visit: November 8, 2011  
 Telephone Number of Reviewer: **(859) 299-5472**  
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

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: **NONE**  
 (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). Was the Substantial Proportionality Test (T-1) an area in which the school met Title IX Opportunities Compliance?  
Yes  No

Comments: The school met the criteria for compliance in Test I in 2008-2009.

- 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: The school met the criteria for compliance in Test II in 2005-2006.

- 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:

Girls' participation increased 127% in the nine-year interval between on-site visits; boys', 52%. Previous surveys had indicated interest in girls' tennis and volleyball, both of which were added to the athletics program.

However, interest expressed in the last two surveys for swimming and track has not been pursued appropriately.

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

Comments:

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities		X	The school did not meet the standards for compliance with any of the three tests. Documentation of attempts to comply with the criteria required for Test 3 was not available.
Equipment and Supplies	X		All uniforms were of the same quality for both genders. A rotating purchasing plan for new uniforms was in place. Equipment needs appeared to be covered for all teams. No differences in quality were observed
Scheduling of Games and Practice Time	X		The school has met the KHSAA requirement for scheduling HOME games in girls' basketball for 2010-2011. Games and practice times for boys' and girls' teams utilizing overlapping facilities are rotated. It is recommended that the Gender Equity Review Committee review schedules of all teams before final approval
Travel and Per Diem Allowances	X		Policies guiding overnight trips and lodging need to be clarified.
Coaching	X		The ratio of coaches to athletes was 1/8 for boys and 1/11 for girls. Head coaches were employed on campus. The difference in the average of reported salaries between coaches of male and female teams was \$461 in favor of coaches of boys' sports. Extended days of employment are provided boys' basketball and football head coaches; only the girls' basketball head coach receives this stipend. Rationale for providing these additional compensations was not found in the salary schedule provided.

Locker Rooms, Practice and Competitive Facilities		X	<p>Locker rooms/dressing areas are provided all sports except cross-country Accessibility to playing areas was deemed equitable.</p> <p>Use of overlapping facilities by sports teams is scheduled on a rotating basis.</p> <p>A major move since the original visit was the construction of two softball fields on campus. The teams had been using city park fields. The baseball field has been reconstructed since the original visit, replacing the one already on campus. Lights have been added to that field in recent years.</p> <p>Lights have not been added to the softball fields. Without lighting, the junior varsity softball team has had difficulty completing scheduled games due to darkness. Also, without lighted fields the capacity for the softball program to host tournaments, traditionally a major source of income for softball, is handicapped.</p> <p>Storage areas are provided all teams except cross-country.</p>
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Medical and Training Facilities and Services	X		<p>A volunteer certified athletic trainer is available for all teams during the practice week. The two training rooms are accessible to all teams; however it did not appear they were utilized extensively. As in the original visit, the rooms were not equipped for most athletic training services.</p> <p>The weight room is available for use by all teams. A partial schedule of use was found in the school's permanent Title IX file. It was recommended that school personnel supply the facility with enough lighter bars and weights for greater use by female athletes. Some teams by choice use other methods than weight training for physical training.</p>
Publicity	X		<p>The only printed publicity material displayed was a composite boys' and girls' basketball wallet schedule card.</p> <p>There is one cheerleading squad. Selection is made through tryouts. In 2010-2011, all candidates were selected. The squad cheers at all home varsity games in football, boys', and</p>

			<p>girls' basketball. Some emphasis should be placed on the squad, as spirit leaders, to promote attendance at other girls' sport competitions.</p> <p>There is a need to monitor the performances of the pep band at basketball games in order to balance its appearances at boys' and girls' basketball games.</p> <p>There is a need to develop a more uniform awards policy to ensure an equitable approach to recognizing athletic achievement is in place.</p>
Support Services		X	<p>Office space is provided for some coaches on campus. None was listed for cross-country, soccer, or volleyball. Opportunity for communication and private conferences between athletes and coaches outside of practice and playing times should be provided. More female teams than male teams are adversely affected by this benefit.</p> <p>There is a persistent pattern of spending skewed toward male athletes at the school. There was no evidence found of an examination of this circumstance, although auditors had sought it earlier. A review of purchasing policies and procedure available in the permanent Title IX file did not contain set policies to provide for supervision of spending in such a way that school officials for gender equity could monitor benefits.</p> <p>No booster club agreements were located in the file.</p>
Athletic Scholarships	N/A		
Tutoring	X		Available to all students at the school.
Housing and Dining Facilities and Services	X		It is recommended that policies covering meal service for home competitions be generated.
Recruitment of Student Athletes	N/A		

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

Plans over the past five years have focused primarily on constructing or improving facilities and on promoting participation of girls in the athletics program. Some attention has been paid to gaining more insight into expenditures, perhaps to identify where additional guidelines are needed.

6) Observed Deficiencies in Overall Girls and Boys Athletics Programs. There is a need for more extensive policies to guide athletics program operation in order to ensure better institutional control and transparency.

The data shows a lack of balance between benefits offered male and female athletes in support services, i.e. opportunity to raise funds (softball field lighting and skewed expenditures); publicity (cheerleading assigned to two boys' sports and only one girls' sport; no assurance of pep band appearances); coaching (extended days opportunity for two boys' sports and only one girls' sport).

There is a need to examine the amount of participation provided junior varsity and freshmen athletes, both practice time and competition, to assure equitable opportunity for skill development. Since girls are the underrepresented sex, this is particularly significant for those athletes.

7. KHSAA Recommended Action in relation to new deficiencies

A). By **May 30, 2011**, provide a copy of athletic policies related to program operations that ensure institutional control over:

EXPENDITURES, including booster activity;

PROMOTION of attendance at girls' sports competitions;

OVERNIGHT TRIPS, including per diem and lodging;

AWARDS, including recognition ceremonies, placement of banners, trophies, and team photographs, and retirement of jerseys and Hall of Fame requirements and procedures (if applicable);

MEAL SERVICE for athletes at home competitions;

PROVISION OF EQUIPMENT AND SUPPLIES, including athletic apparel and inventory control; TRAVEL AND PER DIEM, including transportation mode and provision of meals; SCHEDULING of team practice and competition;

FACILITIES, including use assignments and maintenance;

MEDICAL SERVICES, including athletic training and weight room use; and

OTHER TOPICS appropriate for inclusion.

B). By **May 30, 2011**, provide a plan to add lights to at least one softball field by February 1, 2013. Include solid projections of costs and of reliable means to complete the

project, i.e. budget earmarks, fundraisers planned, potential donors.

C). By **May 30, 2011**, provide the rationale for granting extended days compensation to head coaches of two male teams and only one female team. Review the number of days coaching is done prior to the opening of school and during vacation periods. Review the administrative requirements for planning practices and competitions. Review the days spent in providing clinics and camps with players. Provide signatures of the school Principal, District Title IX Coordinator, District Superintendent, and Board Chairperson.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

A). By **May 30, 2011**, provide the documentation that school personnel have addressed the interest expressed by female students in swimming and track. Provide an explanation of the decisions made as a result.

**NOTE:** Include this project on the 2010-2011 Title IX report, Corrective Action Plan (Form T-60).

B). By **May 30, 2011**, provide the results of an examination of the spending differential any inequitable practices discovered in the pr between male and female sports over the past five years. Include specific plans for rectifying process.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Rodney Woods

District Level Title IX Coordinator: Allen Clark

Name	Title	Telephone
Sandra Baker	Volleyball Coach	606-348-5575
Karen Campbell	Parent	606-348-5575
Allen Clark	District Title IX Coordinator	606-348-8484
Brian Dishman	Principal	606-340-3141
Jesse Lowe	Male Student- Athlete	606-348-5575
Tony McCracken	Soccer Coach	606-348-6691
Tandra Prince	Female Student-Athlete	606-348-0141
Shanyn Staples	Parent	606-348-6736
Brianna Upchurch	Female Student-Athlete	606-348-7786
Danny Upchurch	Softball/Wrestling Coach	606-348-5575
Melissa Upchurch	Parent/Board Member	606-348-7786
Brian Vinzant	Parent/Teacher	606-340-3141
Rodney Woods	Boys' Basketball Coach/ Athletic Director	606-278-0676
Gary Lawson	KHSAA Auditor	502-545-3393
Martha Mullins	KHSAA Auditor	859-299-5472

10. Comments

Athletic facilities have improved significantly since the original visit. School personnel

were helpful in assisting the review and in providing information requested.

The permanent Title IX file was available for review. Some items were missing, however all annual reports, the status report from the original visit, and minutes of Gender Equity Review Committee meetings were filed. It is recommended that one comprehensible, collated file be assembled and placed in the principal's office to be available for review as a public document. Copies of material pertinent to other offices should be provided also, i.e. to that of the athletic director and district Title IX coordinator.

School personnel have begun assembling a handbook for coaches containing policies and procedures drafted by the Board of Education and by the athletic director. When completed, more visible institutional control and transparency should be accomplished.

The public meeting did not materialize.



**To: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>**  
**Subject: Copy: Wayne County High School Re-Visit Report**  
**From: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>**  
**Date: Mon, 21 Mar 2011 15:41:59 -0400 (EDT)**

**Attachment: Wayne County Revisit 2011.doc**

Please find attached a copy of the KHSAA Title IX Re-Visit Final Audit Report for Wayne County High School that was conducted on November 8, 2010 by auditors Dr. Martha Mullins and Gary Lawson. If you have questions or need additional information, please contact our office at your convenience. Thank you.

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