



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

(For schools re-visited during the 2012-2013 school year)

School: Webster County High School
 Prepared By: Gordon Bocoek
 Date of Re-Visit: Tuesday, October 23, 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
- Improvement 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
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 the data and reports submitted Webster County High School is not currently in compliance in the area of Substantial Proportionality Test (T-1).

- 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, it does not appear that Webster County High School is currently meeting the standards for Test 2.

- 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: With the data that appears in the Webster County High School Title IX File and in their Annual Reports it does appear that the school has been in compliance for the requirements of Test 3.

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

Comments: The Student Interest Survey supports the documentation as reported on the T-3 form. In the 2011-2012 Survey the students in 8th, 9th, 10th and 11th grades were surveyed. Six hundred and sixty one were given out and 89% of the surveys were returned.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	Satisfactory		At the present time the Accommodation of Interests and Abilities is rated as satisfactory. With all the new KHSAA offerings the Gender Equity Review Committee is encouraged to keep up with the Student Interest and to document in the committee minutes in regards to the direction that Webster County High School will go with the sports of Bowling, Archery and Fishing. The Gender Equity Review Committee needs to put together a plan to determine if the interest shown on the latest survey is real and genuine. A copy of the 2012-2013 Gender Equity Committee Minutes are to be sent to the KHSAA with the April 30, Annual Report.
Equipment and Supplies	Satisfactory		This is the third Title IX Audit for Webster County and the first two audits showed this area as Satisfactory. At the Audit in 2005 the school was asked to develop a Uniform Rotation Plan. A uniform rotation plan is now in place. The Gender Equity Review Committee needs to review the current policy at the end of the year to see if is still meeting the needs of the student athletes at Webster County The athletic tour and the coach/student interviews gave all indications that the sports related equipment are of a high quality. Spending in the area of equipment and supplies appears to be equal.
Scheduling of Games and Practice Time	Satisfactory		Schedules for sharing of facilities of like sports are printed and posted and it appears that there is equality. It is recommended that all the practice schedules for shared facilities be posted on the school's web page.
Travel and Per Diem Allowances	Satisfactory		After the 2005 Audit the school was asked to develop a Travel and Per-Diem Policy. That policy is now in place and the Gender Equity Review Committee needs to evaluate and possibly update this policy at the end of each year... The Gender Equity Committee needs to look at any zero's listed on the budget report and assure that a correct report is being sent to the KHSAA.
Coaching		Deficient	This has been an area where the school has

			<p>been satisfactory during first two audits. After the interviews with the coaches and students and looking at the various reports a potential issue came up that needs improvement. The Girls Volleyball coach is coaching 26 varsity girls, 20 junior varsity girls and 12 freshmen girls. He has no assistants and only one stipend for the three different levels of competition. An Improvement Plan needs to be put in place to address this issue.</p>
Locker Rooms, Practice and Competitive Facilities	Satisfactory		<p>There have been some issues with dressing rooms in the past. Upgrades have been made to the soccer field, the baseball field, and the softball field. The track and field complex has received a new asphalt surface and has been restriped. A new field house has been added to the track and football area. A large area has been cleared and leveled to prepare for practice areas for track and football.</p> <p>Locker rooms are assigned to all the various athletic teams and there are some slight differences. It is recommended that the Gender Equity Review Committee take the same tour as the Audit Team so that a plan can be put in place to assure that all things are equal with the offerings of locker rooms and playing facilities are equal for all the athletes at Webster County High School. If it is determined that improvements need to be made it should appear on the 2012-2013 Improvement Plan.</p>
Medical and Training Facilities and Services	Satisfactory		<p>The weight training area at Webster County has improved with the weight room in the new field house. At the present time this weight room has some very good equipment for men, but it needs to become more female friendly. The lighting in this facility is unsafe and should not be used for weight training until it is upgraded. Weight room schedules need to be posted on the weight room doors.</p> <p>A trainer is on staff, but there needs to be a schedule posted in regards to accessibility.</p>
Publicity		Deficient	<p>In 2005 it was suggested by the Audit Team that the school develop an awards and banner policy. This Awards and Banner Policy is now in place and the Gender Equity Review Committee needs to evaluate and see if</p>

			changes need to take place to keep up with the growing athletic program at Webster County. This area is deficient at this time as the school has reported that three different sports have not purchased awards for three years. The biggest issue in this area is that for two years the football awards have totaled more than the total awards expenses for all the girls athletic teams combined. The Gender Equity Review Committee needs to put forth immediate improvements to bring this area back into compliance.
Support Services	Satisfactory		Booster Club agreements need to be signed and in the Title IX file. It is recommended that all booster accounts be in house to assure administrative supervision. Cheerleading appears to be on an equal basis and should continue to be monitored.
Athletic Scholarships			Does not Apply at Webster County High School.
Tutoring			Does not Apply at Webster County High School.
Housing and Dining Facilities and Services			Does not Apply at Webster County High School.
Recruitment of Student Athletes			Does not Apply at Webster County High School.

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

- ❖ Webster County High School has had some tremendous improvements with the upgrade to various athletic fields the new Athletic Field House.
- ❖ All improvements to the various athletic facilities need to be documented in a step by step plan with a time schedule and a confirmation when a plan is reached.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

- o In the area of Coaching the school needs to address the Girls Volleyball program. There is one coach for the Volleyball program and he coaches three different levels with no assistant while receiving only one stipend for the Varsity Program. .
- o In the Area of Publicity the school has some issues with various sports receiving no awards as well as the Football Team spending more on awards in then the entire amount spent on all the girls teams combined over the course of two years.

7. KHSAA Recommended Action in relation to new deficiencies.

- o The Gender Equity Review Committee needs to look at the volleyball coaching issues and make the necessary recommendation in regard to the number of coaches needed to put this program on an equal basis with the other sports. The recommendation should also include suggested salaries that would be equal with others and these recommendations need to be presented to the Site Base Council and the Webster County School Board of Education. Minutes of the Gender Equity Review Committee should reflect this action and be sent to the KHSAA with the 2012-2013 Annual Report.
- o The Gender Equity Review Committee needs to take a serious look at the awards program and make sure that coaches are reporting things correctly. The committee minutes need to reflect the action that Webster County will be taking to bring this area back into compliance.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

- o No deficiencies during the two previous audits.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Matt Bell
 1922 US Highway 41 A South
 Dixon, Kentucky 42009
 270-639-5092

District Level Title IX Coordinator: Alan Lossner
 1922 US Highway 41 A South
 Dixon, Kentucky 42009
 270-639-5092

Personnel in Attendance at the October 23, 2012 Webster County High School KHSAA Title IX Audit		
Name	Title	Telephone
Matt Bell	Athletic Director/Asst. Principal	270-639-5092
Bradley Brown	Coach and Teacher	931-801-8486
Ben Brumfield	Student Athlete	270-360-0763
Ron Heady	Parent	270-635-2653
Parker McCalister	Girls Basketball Coach	270-639-0150
Jon Newton	Boys Basketball Coach	270-635-1744
Tim Roy	Principal	270-639-5092
Ronny Stubblefield	Parent	270-635-5360
Kathy Sutton	Bookkeeper	270-639-0150
Bailey Townsend	Coach and Teacher	270-635-2343

Todd Whitsell	Cross Country and Track Coach	270-836-2900
Gordon Bocock	KHSAA Audit Team	606-271-0714
Sharon Tippett	KHSAA Audit Team	859-873-3038

10. Comments

- ❖ The Audit team would like to thank the Athletic Director and the Principal for their assistance during the Title IX Visit to Webster County High School. The interviews were very informative and we appreciate the time the coaches and student athletes were allowed to visit with us. The Audit Team feels that Mr. Bell and Mr. Roy will work with the Gender Equity Review Committee to upgrade policies and deal with the deficiencies in the coaching and publicity areas, and make sure that the student athletes and coaches at Webster County High School are all being treated equally. It is recommended by the Audit team that the Gender Equity Review Committee be taken on a tour of the athletic facilities so they can see firsthand some of the issues they need to address.

No one showed up for the Public Forum and the Audit Team left at 3:15.