



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

(For schools re-visited during the 2007-2008 school year)

School: **West Jessamine High School**
 Prepared By: **Reba Woodall**
 Date of Re-Visit: **December 14, 2007**
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By: **Larry G. Boucher**

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:
(Check One or More)

X	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: According to the data submitted by West Jessamine High School, it appears the school has met the standard for Test T-1 for the 2006-2007 school year.

- 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 submitted by West Jessamine High School, it appears the school has not met the standard for Test T-2 for the 2006-2007 school year.

- 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: According to the data submitted by West Jessamine High School, it appears the school has not met the standard for Test T-3 for the 2006-2007 school year.

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 conducted in 2005-2006 reflected interest in a number of sports not sanctioned by the KHSAA. The one KHSAA sanctioned sport with interest shown was wrestling. The response rate for the 2005-2006 was 75%. The KHSAA, given that this Student Survey is now done only every other year, believes a response rate should not be less than 80%. This percentage, or a larger one, may more truly reflect the significant and realistic desires of the student population.

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 the information supplied by the school, West Jessamine High School has met the standard established in test T-1. However the return rate of 75% on the 2005-2006 Student Interest Survey is lower than the KHSAA requested 80%. The survey is documentation for Test T-3 and every effort to increase the return rate for the 2007-2008 survey should be made. If the students show interest in wrestling then the school should investigate the possibility and appropriateness of adding the sport. The school should document all attempted procedures used for adding a sport. If interest is shown for non-sanctioned sports, follow up should occur and documentation kept. The Corrective Action Plan should reflect these attempts. At this time, West Jessamine High School offers 9 varsity, 6 j-v, and 3 freshmen teams for females, and 9 varsity, 6 j-v, and 2 freshmen teams for males.</p> <p>The school's Permanent Title IX File was in good shape. Annual reports as well as meeting minutes were available. The school should get copies of all district policies pertaining to Title IX and keep them in the Permanent Title IX File. This includes booster club agreements. These policies should be reviewed by the Administration and Gender Equity Committee. The first on site visit occurred in May, 2000. Since that time, the KHSAA has requested schools to produce a number of policies for Title IX equity and school documentation. West Jessamine High School has attempted to produce a number of these policies. The need for reworking some of the current policies as well as the need for new policies was discussed with the Title IX Coordinator and the Gender Equity Committee. When adding new policies the possible need for approval from the Administration, Site Based Council, and Board of Education should be addressed.</p>

Equipment and Supplies	X		Review of the uniforms during the Revisit showed equivalence for the male and female team uniforms. The school has a uniform rotation schedule. This schedule should be followed and periodically reviewed. On Form T41 (Checklist-Overall Interscholastic Athletics Program) for 06-07, 05-06, and 04-05, the school shows an advantage in this benefit area. Budget Forms T-35 and T-36 show spending greater for male programs than female programs. This is a pattern that must be changed. A monitoring system should be put into place and followed to decrease this spending difference. An inventory of all equipment would be an appropriate starting place if one is not already available. Monitoring spending during complete seasons should occur rather than only post season. Procedures for monitoring spending were discussed with the Administration, Title IX Coordinator, and the Gender Equity Committee.
Scheduling of Games and Practice Time	X		Prime Dates and Prime Time for both 2006-2007 and 2007-2008 were compliant. The school has written practice schedules for all venues which show equity.
Travel and Per Diem Allowances	X		The information supplied by the school on the Annual Reports shows \$86 spent per female athlete and \$110 spent per male athlete on Travel and Per Diem over the last two years. A written Travel and Per Diem policy is needed. A copy of this policy should be given to each head coach, a copy kept in the school's Permanent Title IX File, and a copy sent to the KHSAA.
Coaching	X		The coaching salaries are equivalent. More coaches of male teams are on campus. More coaches are male. When coaching vacancies for female sports occur, the school should make every effort in hiring knowledgeable, experienced female coaches. Documentation of efforts should be kept in the Permanent Title IX file. Information on the 2006-2007 Annual Report shows there are more total coaches for baseball than softball, and more total coaches for boys basketball than girls basketball. The number of coaches of softball and girls

Coaching Cont'd			basketball should be increased and constant monitoring of this difference should be done.
Locker Rooms, Practice and Competitive Facilities	X		<p>The athletic facilities at West Jessamine High School are excellent. There is one gymnasium with seating for 1600. The locker rooms for the boys basketball team, the girls basketball team, and the volleyball team are equivalent. The boys basketball team must go across the hall for restrooms. There are offices for both girls and boys basketball coaches and one for the volleyball coach. The outdoor facilities for football, track, soccer, softball, and baseball were excellent. The cross country and swim teams practices at Asbury College, and the golf teams use the same golf course. The baseball and softball teams have an excellent building for hitting, and there is another indoor practice facility shared with all county schools located at the Providence School. The Board of Education assigns a day for each school to use the building and can request more days when other schools are not using it. There is bus service provided to this facility. The school also has a centrally located fitness building. There is a locker room for football and baseball, and softball in this building. Students using the weight room also use these locker rooms. There are offices for the football, baseball, and softball coaches in the fitness building. Excellent storage is available for every team. The school has a written locker room assignment sheet. This could be expanded to include assigned storage areas, and all coaching offices. Each coach should have an area they can use for phone calls, conferences with students, completing paperwork, etc.</p>

Medical and Training Facilities and Services	X	<p>The school trainer is accessible for all athletes. The training room is large, with computer capability, telephone jack, and good storage capacity. The weight room is excellent with a posted usage schedule. There are 35 stations. All of the bars are Olympic weight bars, few light weight dumbbells, few light weight plates, and there was only one small weight belt observed. To make the weight room better for female athletes, the school should purchase some light weight bars, plates and dumbbells. It is important for the school to increase the number of small weight belts for safety reasons.</p>
Publicity	X	<p>School announcements include sports information. School schedules are posted in the school. The school has pep rallies, usually one fall and one winter with others for special reasons. The spring sports should have a pep rally also. Newspapers cover area sports teams. The school should complete an awards and recognition policy. A copy should be given to all head coaches, a copy kept in the Permanent Title IX File, and a copy sent to the KHSAA.</p>
Support Services		<p>The school has one cheerleading squad. There is a written selection/performance guide for cheerleaders. The Gender Equity Committee, Administration, and coaches should rewrite the existing cheerleading guidelines to reflect equity in events they attend. A copy of the new guidelines should be sent to the KHSAA and a copy kept in the Permanent Title IX File.</p> <p>The school has a Diamond Club where the members donate a sum of money once each year. For this donation the school erects a sign at various fields advertising the donors business. School administrators explained that 80% of the donation goes to athletics, mainly for uniform purchase. The gate receipts go into the general athletic fund as well as a percentage of the Student Activity Fee. Some of the sports have booster clubs and some don't. The booster clubs and athletic teams turn in fundraising plans at the beginning of the year. The booster clubs submit an end of the</p>

Support Services Cont'd			<p>year account summary to the school. Each year the booster clubs' signed agreements should be kept in the school's Permanent Title IX File. The booster club and athletic spending for all sports must be closely monitored. Spending for boys sports exceeded girls sports \$139 per athlete in 2005-2006. Again in 2006-2007 spending for boys sports exceeded girls sports by \$170 per athlete. This information is found on Budget Forms T-35 and T-36 of each Annual Report sent to the KHSAA. When a school has football, the guideline used allows a \$100 difference per male athlete and female athlete. The past two years this amount has exceeded this guideline. On the status report sent to schools, in 2006 and 2007, this difference was mentioned and the Gender Equity Committee was asked to address this inequity. Instead of decreasing the second year the difference increased. Corrective Action for this benefit is necessary. The district policy on procedures for booster club spending should be reviewed and strictly adhered to. Other monitoring processes would also be appropriate for the entire athletic program.</p> <p>The Administration, Title IX Coordinators, and the Gender Equity Committee must create a spending procedure that will show equity and maintain equity for male and female sports. There should be specific monitoring processes included in this procedure. This may need approval from the Site Based Council and the School Board. This should be included on the school's 2007-2008 Annual Report Corrective Action Plan. A copy of this procedure must be sent to the KHSAA as soon as completed. If not completed by April 15, 2008, a copy of up to date plans should accompany the 2007-2008 Annual Report.</p>
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 (Form T-60)

At the time of the first On Site Visit in 2000, two deficiencies were found. The first deficiency was in Accommodation of Interests and Abilities, and the second one in Equipment and Supplies. Both deficiencies were addressed on the Corrective Action Plans. At the time of the Revisit, opportunities for females had increased to 9 varsity, 6 j-v, and 3 freshmen teams. It appears the school has satisfied the opportunities wanted by female students.

The second deficiency has not been as successful. The first visit listed uniform differences as the main reason for the deficiency. The uniforms viewed during the Revisit were of equal value, quality, and quantity. The existing problem stems from the spending differences between male and female sports. This is not only equipment and supplies difference but also one of over spending differences between male and female sports. On the Revisit form a deficiency in Equipment and Supplies was not given because of the improvements in uniforms. Spending differences have been addressed on Corrective Action Plans but diminishing or eliminating the differences has not taken place.

According to the Corrective Action Plans submitted by the school, the majority of the facility additions and improvements have occurred. Observation at the Revisit confirmed this. The items in future Corrective Action Plans can include but not be limited to new documentation, new facilities, renovation of facilities, monitoring implementation of policies, review of Title IX procedures and updates when warranted, etc.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

None

7. KHSAA Recommended Action in relation to new deficiencies

The following are not considered deficiencies at this time, but they need to be addressed.

1. Please submit to the KHSAA, no later than **March 30, 2008**, a copy of an established policy with regard to determining who and when an athlete or team will be honored with banners, awards or recognition and what the school's adopted standard accomplishments must be in order to receive such recognition. A copy of this policy should be provided to all head coaches and a copy must be kept in the school's Master Title IX File.

2. Please submit to the KHSAA, no later than **March 30, 2008** a revised copy of the cheerleading selection policy which should include an event attendance schedule. A copy of this should be provided to all pertinent head coaches and a copy must be kept in the school's Master Title IX File.

3. Please submit to the KHSAA, no later than **March 30, 2008**, a copy of a policy that includes a purchasing plan and a monitoring system for all booster club spending and athletic spending. A copy of this policy should be provided to all head coaches and booster club presidents and a copy must be kept in the school's Master Title IX File.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

None

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Dean Geary

District Level Title IX Coordinator: Charles Temple

Name	Title	Telephone
Dean Geary	Co-Athletic Director – School Title IX Coordinator	859-221-9116
Drema Howard	Parent	859-887-4442
Marci Smith	Co-Athletic Director	859-858-9194
Andy McConnell	Assistant Principal	859-887-2421 ext. 161
Ed Jones	Principal	859-887-2421 ext. 150
Charles Temple	District Athletic Director and District Title IX Coordinator	859-885-4179 ext. 164
Stephen Greene	Assistant Girls Basketball Coach	859-887-2421 ext. 112
Karl Smith	Board of Education Chairman	859-881-5010

Heath Crist	Student Athlete	859-858-0115
NC Cates	Student Athlete	859-858-2530
Andrew Fadley	Student Athlete	859-858-2786
Deanne Geary	Student Athlete	859-887-9244
Jody Hamilton	Teacher and Coach	859-230-6159
Gary Lawson	KHSAA Auditor	502-875-3817
Reba Woodall	KHSAA Auditor	859-299-5472

10. Comments

West Jessamine High School has very good athletic facilities. They are in good condition and appear well maintained. The school has produced some needed documentation for equity and has three more documents to complete. A plan for purchasing that is equitable and can be easily followed and monitored is needed. A return rate of 80% on the 2007-2008 Student Interest Survey as well as documented investigative processes will validate Test T-3.

It is apparent that school personnel, students, and community support West Jessamine High School's athletic endeavors. They seem willing and eager to help the school maintain and improve the athletic opportunities and benefits for all athletes. The school was well prepared with documentation, access to all facilities, and help from school personnel for the KHSAA Revisit. For long range success, documentation and implementation of policies is needed for equity insurance.

A quorum was present for the Gender Equity Committee Meeting.

No one from the community attended the Public Forum at 5 p.m.
The KHSAA Audit Team left the school at 5:15 p.m.

Spending must be controlled. If spending is not changed deficiency will occur. Test 3 standard can be met with good response rate from student survey and non sanctioned sports addressed on corrective action plan.