



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

(For schools re-visited during the 2015-2016 school year)

School: Western Hills High School
 Prepared By: Kathy Johnston
 Date of Re-Visit: January 10, 2017
 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
 - Corrective Action 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
	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 submitted data, it appears that Western Hills High School is not currently meeting the standard of Test 1 for the provision of athletic opportunities.

- 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 submitted data, it appears that Western Hills High School is not currently meeting the standard of Test 2 for the provision of athletic opportunities.

- 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 submitted data, it appears that Western Hills High School is currently meeting the standard of Test 3 for the provision of athletic opportunities.

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

Comments: The most recent Student Interest Survey was conducted during the 2015-2016 school year. Students in grades 8-11 were surveyed with a return rate of 85.5%.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The most recent Student Interest Survey was conducted during the 2015-2016 school year. Students in grades 8-11 were surveyed with a return rate of 85.5%. Western Hills High School currently offers eleven (11) varsity sports for males and ten (10) for females. Archery has been the most recently added sport activity for both males and females. The Student Interest Survey indicated an interest in bowling (26 students). This interest should be followed up on for validity with the results to be reported on the T-3 form of the 2017 Annual Report.
Equipment and Supplies	X		There was written evidence showing a 5-year plan for uniform review and/or purchase. Teams that were not included on this plan were golf, tennis, swimming, and archery. Interviews with administration indicated that these uniforms were replaced yearly. Administrators were reminded that all school teams should be included on the uniform review/replacement plan. All viewed uniforms were of high quality and equitable in the quantity provided. An overall review of spending for this category showed that approximately \$112.00 was spent per male athlete and approximately \$121.00 spent per female athlete.
Scheduling of Games and Practice Time	X		There was viewed evidence of all team schedules in the Title IX file. Schedules showed equivalence and parity regarding the number of competitive events provided. There was written evidence of equitable scheduling for the shared facility of the gymnasium. There is an indoor hitting facility located adjacent to the baseball field. Interviews with administration were unsure about the usage or access to this facility by the softball and baseball teams. (see KHSAA recommendation 7.a.)
Travel and Per Diem Allowances	X		There was not a written guideline for travel and per diem that included the specifics for mode of

			<p>transport, the provision for meals and/or housing for overnight stay. There were travel guidelines that indicated mileage limits for weekday and weekend travel and also required Superintendent approval for all overnight trips. An overall review of spending for this category showed that approximately \$64.00 was spent per male athlete and approximately \$98.00 spent per female athlete.</p> <p>(see KHSAA recommendation 7.b.)</p>
Coaching	X		<p>There was viewed evidence of a school board approved salary schedule in the Title IX file. It showed equivalence in base stipend amounts as well as parity in the number of coaching positions provided. Increments for salary increases are based on levels and years of experience. According to submitted data, the athlete to coach ratio was 8:1 for males and 9:1 for females. Interviews with administration indicated that there is not a process in place for the evaluation of coaches.</p>
Locker Room, Practice and Competitive Facilities	X		<p>There was written evidence of locker room and storage assignment for all teams. The quality and amenities of all locker rooms were comparable. On campus facilities include those for all sports except soccer, golf, and swimming. Swim teams practice and compete at Kentucky State University, the soccer teams utilize the Sower Soccer Complex, and golf teams practice and compete at the Juniper Hills Golf Course. Soccer practice fields are located on the school campus.</p>
Medical and Training Facilities and Services	X		<p>There are two (2) weight rooms at Western Hills High School. One is designated for females and is located in the fieldhouse adjacent to the softball field. The second weight room is located in the fieldhouse by the football/track field and is designated for males. Both weight rooms are well equipped and with appropriate equipment. Interviews with administration</p>

			indicated a contract with the Frankfort Regional Medical Center that provides athletic training services on a daily basis and at all home events. There are two (2) training rooms, both providing equitable access to all athletes. Athletic physicals are the responsibility of each student.
Publicity	X		<p>There was written evidence of an awards guideline that included the provision for end-of-season recognitions (banquets), banners, plaques, and letters/bars. The support groups of cheerleading and band perform at all home games for football and girls and boys basketball games, as well as district opponents and post season play. Interviews with administration indicated that there is not a procedure in place to ensure support equivalence. An overall review of spending for this category showed that approximately \$61.00 was spent per male athlete and approximately \$59.00 spent per female athlete.</p> <p>(see KHSAA recommendation 7.c.)</p>
Support Services	X		<p>A two year review of spending showed that approximately \$550.00 was spent per male athlete and approximately \$537.00 spent per female athlete. Submitted data shows that Western Hills High School meets the acceptable spending parameters both on a percentage and per athlete basis. To maintain equivalence in spending, it is recommended that a process for oversight of expenditures include those from outside booster accounts.</p> <p>(see KHSAA recommendation 7.d.)</p>
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of	NA		

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

- Add a locker room at the football/track facility
- Explore interest in field hockey
- Explore interest in bass fishing

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies in the overall athletics program at Western Hills High School.

7. KHSAA Recommended Action in relation to new deficiencies

Although there were no observed deficiencies, the following recommendations should be addressed to **ensure overall equivalence**:

- a. Please submit to the KHSAA, no later than April 1, 2017, a schedule of usage and access of the indoor hitting facility, located adjacent to the baseball field. This schedule should include signatures of all coaches that utilize this facility.
- b. Please submit to the KHSAA, no later than April 1, 2017, a Travel and Per Diem guideline that should include, but not limited to, the specific modes of transportation used, the provision and parameters for meal allowance, and overnight stay (housing).
- c. Upon receipt of this report, a plan for administrative oversight should be put in place to ensure support equivalence provided by cheerleaders, band, and dance groups.
- d. Upon receipt of this report, the Gender Equity Committee should review a process for the approval of expenditures by outside booster groups.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Don Miller

District Level Title IX Coordinator: Kyle Sexton

Name	Title	Telephone
Garrett Brock	Student athlete	502-875-8400

Taylor Disponette	Student athlete	502-875-8400
Travis Trent	Girls Tennis Coach	502-875-8400
Kristi Buffenmyer	Volleyball Coach	502-875-8400
Kyle Sexton	District Title IX Coordinator	502-695-6700
Mike Sowers	Assistant Principal	502-875-8400
Don Miller	Athletic Director	502-875-8400
Stephanie Wooldridge	parent	502-875-8400
Geoff Cody	Boys Basketball Coach	502-875-8400

10. Comments

School administration and staff were well prepared for the visit. Interviews with athletes and coaches were informative and positive. The public forum, scheduled for 3:00 pm was held in the conference room of the high school. With no one in attendance, the audit team left Western Hills High School at approximately 3:15 pm.