



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

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

School: Western High School  
 Prepared By: Kathy Johnston  
 Date of Re-Visit: October 16, 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 for the years 2010-2012, it appears that Western High School does not meet 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 the data and reports submitted for the years 2010-2012, it appears that Western High School does meet 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 the data and reports submitted for the years 2010-2012, it appears that Western High School does meet 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: According to reports submitted, the most recent Student Interest Survey was conducted during the 2011-2012 school year. Results of the survey support the school's pursuance of interest in bowling and golf.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	x		<p>There are currently 6 varsity sport offerings for females and 7 varsity sport offerings for males. In order for Western High School to continue and meet this standard, documentation must be collected to determine 'real' interest in the indicated sports of golf and bowling. Interviews with administration expressed interest and support in ways to increase female participation and adding levels of play. Any follow up discussion and/or documentation regarding the areas of opportunities and benefits should be made part of the permanent Title IX file under the heading of the Gender Equity Review Committee minutes.</p> <p>(see recommendation a.)</p> <p>The viewed list of current Gender Equity Review Committee members included coaches, administrators, and a bookkeeper. To be a more effective group, an expansion of this committee must include a minimum of two (2) student-athletes (at least one must be a female).</p> <p>(see recommendation b.)</p>
Equipment and Supplies	x		<p>Uniforms viewed appeared to be equivalent in the quality and quantity provided for both genders. There was written evidence of a uniform review and/or replacement plan for all sports. It was difficult to determine parity as the plan did not give evidence of a conclusive rotation cycle.</p> <p>(see recommendation c.)</p> <p>All other viewed equipment appeared to be equivalent in quality and available for equitable access.</p>

Scheduling of Games and Practice Time	x		<p>Viewed athletic schedules appeared to be equitable and showed parity in the number of competitive opportunities for like sports.</p> <p>(see recommendation d.)</p> <p>Interviews with administration and coaches indicate the equitable use of shared facilities. However, there was no written evidence of a guideline to determine equivalence for use and access.</p> <p>(see recommendation e.)</p> <p>There was a posted schedule showing equitable access and use of the weight room as a shared facility for females and males. The same posted schedule should be included in the permanent Title IX file.</p>
Travel and Per Diem Allowances	x		<p>Interviews with student, coaches, and administrators indicated transportation to competitive events by school and/or activity bus. There was no written evidence of a travel and per diem guideline.</p> <p>(see recommendation f.)</p>
Coaching	x		<p>There was written evidence of a school board approved pay schedule that showed equivalence and parity in salary and number of coaching positions for like sports. The school is to be commended for its number of on-campus coaches. The current access ratio for coach to athlete is 8:1 for males and 9:1 for females.</p>

Locker Rooms, Practice and Competitive Facilities	x		<p>Viewed locker rooms in the high school appear to be equitable and with similar amenities. There was no written evidence of locker room assignment.</p> <p>(see recommendation g.)</p> <p>Since the 2005 audit, a permanent outfield fence and scoreboard have been added to the softball facility. <u>Two safety concerns that should be addressed in regard to the softball facility include the absence of a left field fence and no safety cap on any part of the fence area. The presence of a football goal post on the left field side, without the provision of a fence, could present a serious safety hazard for the female players during practice and/or competitive events. A disparity exists as these amenities exist as part of the baseball facility.</u></p> <p>(see recommendation h.)</p> <p>The gymnasium has recently been renovated to include a new floor, lights, and bleachers.</p>

Medical and Training Facilities and Services	x		<p>The weight room is located in a separate building adjacent to the high school and provides equitable access to all sports. The weight room is well organized and equipped with proper equipment for female use. There was written and posted evidence of a weight room use schedule which showed equal access. The school currently does not provide the services of an Athletic Trainer and athletic physicals are the responsibility of each student.</p>
Publicity		x	<p>There was viewed evidence of banners, and various player recognitions in trophy case displays and throughout the school. Interviews with coaches indicated end of season functions that included senior night and banquet recognition. However, there was no written evidence of an awards guideline to insure equity of recognition.</p> <p>(see item # 8.)</p>
Support Services	x		<p>Interviews with administrators indicate that there are no booster clubs and that all fundraising dollars are deposited in school accounts. Coaches interviewed were well aware of the school process for approval to purchase items with school funds.</p> <p>There was no written evidence of a guideline regarding fundraiser approval or for the process of approval to purchase items.</p> <p>There was viewed evidence of storage space available for all sports. However, there was no written evidence of assigned storage space.</p> <p>(see recommendation i.)</p> <p>There was viewed office space available for all sports. Washer and dryer availability for use is located off the main gym and in the weight</p>

			<p>room. All teams have access to this equipment. Interviews with administrators indicated that school support groups are assigned on an equitable basis and with administrative oversight.</p> <p>An overall two-year spending summary shows a slight advantage to the females and meets the acceptable expenditure parameter both on a percentage and per athlete basis.</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 Improvement Plan (Form T-60)

- girls and boys locker room improvements

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There was one observed deficiency during the visit at Western High School. This is a reoccurring deficiency that originated with the 2005 re-visit. The deficiency is in the benefit area of Publicity.

7. KHSAA Recommended Action in relation to new deficiencies

There were no new deficiencies as a result of the 2012 visit to Western High School, but the following recommendations should be addressed:

- a. Please submit to the KHSAA, no later than January 15, 2013, documentation regarding the pursuance of interest in girls golf and bowling. Documentation should include the item agenda, date of meeting(s), and sign in sheet verifying attendance.
- b. Upon receipt of this report, a minimum of two (2) student athletes (one must be female) are to be made part of the Gender Equity Review Committee. Also, for the current school year, all Gender Equity Review Committee meeting agendas, minutes, and attendance sign-in sheets are to be submitted to the KHSAA.
- c. Please submit to the KHSAA, no later than January 15, 2013, a uniform review and/or rotation plan that shows parity and will insure equity for all sports.
- d. Upon receipt of this report, the most current schedule for all sponsored teams should be placed in the permanent Title IX file.
- e. Please submit to the KHSAA, no later than January 15, 2013, a facility usage plan for all shared facilities that insures equitable access for teams involved. Those schedules should also be posted at the facility site.
- f. Please submit to the KHSAA, no later than January 15, 2013, a guideline for the provision of travel and per diem (housing, food) that will insure equity for all sports.
- g. Please submit to the KHSAA, no later than January 15, 2013, locker room assignment for all teams that insures equitable use, access, and with similar amenities.



- h. Please submit to the KHSAA, no later than January 15, 2013, an improvement plan to address the indicated safety concerns regarding the football goal post in the left field area and the absence of the fence safety cap.
- i. Please submit to the KHSAA, no later than January 15, 2013, a listing of assignment for storage space availability for all teams.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

Western High School is to submit to the KHSAA, no later than January 15, 2013, an awards guideline that outlines recognition to include, but not be limited to, criteria for school earned awards, banner display, picture display, and event record display (i.e. track). This guideline should also include the provision for any special recognition (i.e. senior night), end of season banquets, etc. This developed guideline(s) should insure equity for all athletes and sports teams.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Robert Johnson, Athletic Director

District Level Title IX Coordinator:

Name	Title	Telephone
Clint Lovely	Girls Coach – xc, bkb, tr	502-485-8344
Kim Creek	Bookkeeper	502-485-8344
Lorietta Hardin	Teacher/Coach – tr, cheer	502-485-8344
Robert Johnson	Athletic Director	502-485-8344
Kimberly Buechel	Teacher/Coach - vb	502-485-8344
Barbara Kok	KHSAA	859-361-2044
Kathy Johnston	KHSAA	859-494-2509

9. Comments

The main focus of the Gender Equity Review Committee needs to be the establishment of a permanent Title IX file for Western High School. This file should be kept in the Principal’s office and a copy in the Athletic Director’s office. The Gender Equity Review Committee is to have a minimum of three (3) meetings a year with the agenda, attendance sign-in sheet, and action taken as part of the record and included in the file.

Administrators and committee members appear to be very committed to the opportunities and benefits provided to their students. They were very receptive to the discussion and any recommendations made by the audit team.

During the interview process, only one student was interviewed as instructional time could not be interrupted. Coaches were asked specific questions during the committee presentation as they were not available until after the school day. With no one in attendance for the public forum, the audit team left after the committee meeting, approximately 3:30 pm.

(all requested documents for submission may be sent via email to kjohnston@khsaa.org)