



KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

(For schools re-visited during the 2011-2012 school year)

School: Western Hills High School
Prepared By: Kathy Johnston
Date of Re-Visit: November 30, 2011
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 the data and reports submitted for the years 2009-2011, it appears that Western Hills High School does not meet the standard of Test 1 in regard to 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 for the years 2009-2011, it appears that Western Hills High School does not meet the standard of Test 2 in regard to 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 2009-2011, it appears that Western Hills 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 the reports submitted, the most recent Student Interest Survey was conducted during the 2009-2010 school year. Students in grades 8-11 were surveyed with a return rate of 83%.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	x		According to the data submitted on the 2010 Student Interest Survey, students in grades 8-11 were surveyed with an 83% return rate. According to the 2010-2011 Annual Report, there are 17 sport opportunities for females and 19 sport opportunities for males.
Equipment and Supplies	x		Uniforms viewed appeared to be of high quality with equivalence and parity in the quantity provided. There was written evidence for a uniform review, replacement, and/or purchase plan in place for all sports except golf and tennis. Interviews with administration indicated a purchase provision for golf and tennis and will include them on the uniform plan.
Scheduling of Games and Practice Time	x		<p>Equitable, written plans were presented regarding the scheduling of games and practice times of the shared facilities for the current season. Interviews with administrators indicated priority of use to those teams, in season, that may overlap with other teams ie. volleyball and basketball.</p> <p>(see KHSAA recommendation)</p> <p>Schedules were viewed that showed parity and equivalence in number of competitive event opportunities for like sports. The school meets the requirement of girls basketball prime date play.</p>

Travel and Per Diem Allowances	x		There was written evidence of a travel guideline for the provision of athletic transportation by school bus and provided driver. This guideline also included provision for per diem (housing / food) allowance.
Coaching	x		There was written evidence of an extra service pay schedule for coaches and positions that showed equivalence and parity for all sports. There are currently 2 on-campus coaches for male sports and 2 on-campus coaches for female sports. Interviews with students indicate little difficulty in being able to access their coach, including those that are off campus. The current ratio of coach to student access is 10:1 for females and 10:1 for males. Coaches interviewed were well aware of the administrative process for request and approval of purchases.
Locker Rooms, Practice and Competitive Facilities	x		There was written evidence of locker room assignment for all teams. All available locker rooms appear to be equitable and with similar amenities. Even though swim and golf teams have locker room availability at the off-campus facility site, auditors recommend that they also be given locker room access at the high school. Since the original audit in 2002, a softball complex has been built on campus that is comparable to all the amenities similar to baseball. Soccer has a practice facility on campus and plays all competitive events at the Capital View Park, a city owned facility that hosts soccer events for all area high schools. There was written evidence of storage space for some, but not all, sports. (see KHSAA recommendation)

<p>Medical and Training Facilities and Services</p>	<p>x</p>		<p>There is currently one weight room that provides equitable access for all sports. There was evidence of smaller, more appropriate weights for female use. A weight room schedule was posted but showed limited team use.</p> <p>(see KHSAA recommendation)</p> <p>The school is currently in the process of reorganizing another room to be a weight room for female use. Auditors recommend that this project be included in future Corrective Action Plans for progress and completion. The school does have an Athletic Trainer which is provided under contract with the Frankfort Regional Medical Center. They are available every day after school for practices and all competitive events. There are two (2) designated training rooms that provide equitable access for all students. There was no evidence of a posted schedule to indicated Trainer availability or contact.</p> <p>(see KHSAA recommendation)</p> <p>Athletic physicals are made available to all students, free of charge, in the spring of the year and are done by area local physicians.</p>
<p>Publicity</p>	<p>x</p>		<p>There was written evidence of an awards guideline that includes criteria and provision for end-of-season banquets, picture display, and banner display. Auditors recommend expansion of this guideline for possible future development of a Hall of Fame. The scheduling of cheerleading and other support groups appears to be fair and equitable and is monitored for equivalence by school administration.</p>

Support Services	x		There was written evidence of administrative oversight and process in regard to fundraising and expenditure approval. The expenditures reported in the Annual Reports of 2009-2010 and 2010-2011 showed total athletic spending to be outside the acceptable parameters both on a percentage and per athlete basis. (see KHSAA recommendation)
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)

- Additional locker room space for males and females at the football / track facility
- Monitor expenditures by school administration to insure equitable balance
- Fill open coaching positions with qualified teacher personnel

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies in the overall girls and boys athletic programs,

7. KHSAA Recommended Action in relation to new deficiencies

Although there are no new deficiencies, the following recommendations should be addressed by the school to insure consistent, equitable benefits:

- Please submit to the KHSAA, no later than April 15, 2012, an expanded guideline of shared facility use that may designate priority for those teams still in season ie. volleyball and basketball.
- Please submit to the KHSAA, no later than April 15, 2012, written evidence of designated storage space for all sports.
- Please submit to the KHSAA, no later than April 15, 2012, written evidence of a weight room schedule that shows equitable scheduling and access for female and male sports.
- Upon receipt of this report, please post the Athletic Trainer's schedule and contact information at sites available for student access.
- Upon receipt of this report, the Gender Equity Committee and administration should closely review the expenditures in the Benefits area for the past two (2) years and develop a plan that would bring this to within the acceptable spending parameters on a per athlete and percentage basis. A plan for improvement should be made part of the Corrective Action Plan of the 2012 submitted Annual Report.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

There was one (1) reported deficiency in the original Title IX audit completed in May, 2003. This was in the benefit area of locker rooms, practice, and competitive facilities. It appears that this area has been addressed and is currently rendered as satisfactory. There are no reoccurring deficiencies.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Craig Fry, Western Hills High School, 502-875-8400

District Level Title IX Coordinator:

Name	Title	Telephone
Ruth Booth	Parent	502-875-8400
Seth Roush	Student	502-875-8400
Christian Adair	Coach	502-875-8400
Craig Fry	Athletic Director	502-875-8400
Amber Booth	Student	502-875-8400
Greg Lawson	Assistant Principal	502-875-8400
Reba Woodall	KHSAA Auditor	859-299-5472
Kathy Johnston	KHSAA Auditor	859-494-2509

9. Comments

It is recommended, along with Gender Equity Review Committee meeting agendas and sign-in sheets for attendance, that minutes of all meetings be included and kept in the Title IX permanent file. The viewed Coaches Handbook is a great resource of information.

The administration and staff were welcoming and readily prepared for the visit. They were receptive to the recommendations made by the audit team. The presentation of the Title IX file was well organized and efficient.

The public forum, scheduled for 5:00 pm, was held in the high school auditorium. One individual attended the forum. After a brief introduction by the audit team, parent concern included weight room use and a closer locker room area for the track team. The audit team left Western Hills High School at approximately 5:30 pm.