



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

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

School: Whitefield Academy
 Prepared By: Kathy Johnston
 Date of Re-Visit: March 26, 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

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
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 Whitefield Academy High School does not meet the standard of Test 1 in regard to the provision for 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

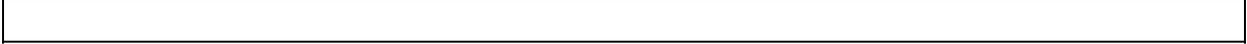
Comments: According to the data and reports submitted for the years 2009-2011, it appears that Whitefield Academy High School does not meet the standard of Test 2 in regard to the provision for athletic opportunities.

- 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 Whitefield Academy High School does not meet the standard of Test 3 in regard to the provision for 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 in the 2008-2009 school year. This falls outside the acceptable 2-year window of time in order to establish accurate assessment and validation of student interests.



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 data and reports submitted, the most recent Student Interest Survey was conducted during the 2008-2009 school year. This is outside the two (2) year window for receipt of acceptable data in order to substantiate and validate information submitted on the yearly T-3 form. There was also no documentation or record of Gender Equity Committee meeting minutes held over the last two out of three years that would support the information referenced to the T-3 form and that relates specifically to student interests. As a result, Whitefield Academy appears to be deficient in this category until future findings can be explored and proper documentation submitted.</p> <p>(see KHSAA recommendation 1.)</p>
Equipment and Supplies	x		<p>Uniforms reviewed appeared to be of high quality and equitable. There was written evidence of a 4-year cycle for uniform review and/or purchase. However, discussion with administration indicated that baseball uniforms have recently been purchased by individual team members and therefore may not follow the indicated cycle. The audit team recommends that the Gender Equity Committee should monitor this so that future purchasing plans remain equitable for all sports.</p> <p>(see KHSAA recommendation a.)</p>
Scheduling of Games and Practice Time	x		<p>Equitable, written plans were presented for the use of all shared facilities. The school also meets the requirement for Prime Date play for girl's basketball. Like sports schedules were viewed and all were within acceptable</p>

			<p>parameters except for baseball and softball. A review of the last four (4) years shows that the Whitefield Academy softball team has played an average of 10-12 less softball games than baseball. This is a disparity that needs to be reviewed by school administration and the Gender Equity Committee.</p> <p>(see KHSAA recommendation b.)</p>
Travel and Per Diem Allowances	x		<p>There was written evidence of a travel guideline that included the use of school bus/van transport to athletic contests. There was no written evidence of a guideline that included the provision for per diem (housing/food).</p> <p>(see KHSAA recommendation c.)</p>
Coaching	x		<p>There was written evidence of an extra service pay schedule of coaching positions that showed equivalence and parity for all sports. The number of coaches for like sports appears to also be equitable. The school is to be commended for its number of on-campus coaches which allows for more convenient accessibility to the student athletes.</p>
Locker Rooms, Practice and Competitive Facilities		x	<p>There are two (2) available locker rooms and written evidence of locker room assignment for all teams. The boys locker room is located on the gym level which includes direct access to restrooms and showers. The girls locker room is located upstairs from the gym with access only to public restrooms. This appears to show an advantage for the males in reference to the available direct access to provided amenities as compared to only access for the females.</p> <p>(see KHSAA recommendation d.)</p>

			<p>In the original audit of 2003, the baseball and softball facilities were located off-campus and school personnel, at that time, indicated that an on-campus softball facility was in the process of development. A review of the current facilities shows that the baseball facility is now located on campus and includes dugouts, press box, concession area, restrooms, and exclusive storage area. The softball team utilizes the off-campus facilities of Fern Creek Park for practice and the Fern Creek High School softball field for competitive games. Both are approximately one mile from the school. Administration indicated priority use in scheduling the practice facility but not in the use of the competitive facility, as they work around the home games of the local high school. As a result, it appears that Whitefield Academy is deficient in the area of competitive facilities as it relates to baseball and softball.</p> <p>(see KHSAA recommendation 2.)</p> <p>All other practice and competitive facilities appear to show equitable use and are with similar amenities.</p>
--	--	--	---

<p>Medical and Training Facilities and Services</p>	<p>x</p>		<p>There are two (2) weight rooms located on the gym level off the Café. Both rooms were well organized and are equally accessible for all athletes. Both rooms are equipped with appropriate equipment for use by both genders. There was written evidence of a weight room use schedule, but not one that showed equitable access for usage.</p> <p>(see KHSAA recommendation e.)</p> <p>The school does not have the services of an Athletic Trainer. Athletic physicals are made available to all athletes on a designated day in May at a reduced cost per athlete and conducted by local physicians.</p>
<p>Publicity</p>	<p>x</p>		<p>All athletes are recognized with an awards night/banquet type program. Interviews with athletes and coaches indicate a fair and equitable plan for awards and recognition. There was written evidence of an awards guideline that included the issuance of award letters and individual trophies. This guideline did not include any criteria for banner and/or picture display recognition.</p> <p>(see KHSAA recommendation f.)</p> <p>The scheduling of cheerleader support appears to be fair and equitable to both genders.</p>
<p>Support Services</p>	<p>x</p>		<p>There was written evidence of storage space for all teams and of designated space (conference room) for office use by any coach. There are no outside booster groups and it appears that Whitefield Academy provides</p>

			total monetary athletic support.
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)

- Uniform review and purchase plan
- Improvements of playing area and auxiliary services for basketball / volleyball
- Restructuring of Title IX Committee
- Identify locations for potential building of softball field
- Correct surface of infield for better drainage at baseball field
- Renovation of locker rooms
- Continue improvement of equipment for weight room

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

In the area of Opportunities, a deficiency to Whitefield Academy is evident as the minimum standard of meeting one of three tests cannot be established. Substantiation over a 2-year period cannot be determined as discrepancies in reporting have occurred. A deficiency in this area is very serious as it has been determined that opportunities are the foundation of evaluation for equivalency. Details in regard to each test are below:

Test 1 – Test for Substantial Proportionately

Based on the data reported, validation in the actual number of participants is not evident as discrepancies are seen between reported participant numbers and reported sponsored teams.

Test 2 - Test of History and Continuing Practice of Expansion

Even though reported data may show this standard as being met, the intent of the standard is not. Evidence shows a drop in total offerings for the under-represented sex which has led to a drop in overall participation.

Test 3 - Test of Full and Effective Accommodation of Student Interests

The most recent Student Interest Survey was given during the 2008-2009 school year. This falls well outside the acceptable time limit for acceptable substantiation and validation for information submitted on the T-3 form.

In the area of Benefits, a deficiency is evident in the area of Competitive Facilities as it relates specifically to baseball and softball. In the original audit of 2003, recommendation was made by the audit team for the development of an on-campus softball field. Since that time, an on-campus baseball facility has been built and no evidence of progress or development has occurred in relation to an on-campus softball facility. The softball team currently practices at a public park and plays games on a local high school field.

7. KHSAA Recommended Action in relation to new deficiencies

1. Conduct an accurate review of the criteria and current data to be included in the reporting on the 2012, T-1 and T-2 forms. Conduct the issuance of the Student Interest Survey during the 2011-2012 school year and report any findings on the T-3 form. Submit, to the KHSAA, all Gender Equity Committee Meeting Agendas along with sign-in attendance sheets, and recorded minutes for the 2012-2013 school year. It would appear that the data and reports of the submitted April 15, 2012 Annual Report and the submission of Committee meeting information may bring Whitefield Academy into compliance by April 15, 2013. These may be sent by email to kjohnston@khsaa.org.
2. Please submit to the KHSAA, no later than September 1, 2012, a plan of action relating to the development of an on-campus softball facility. This documentation should also be reflected in the minutes of Gender Equity Committee meetings and included in the Corrective Action Plan of the Annual Report. Follow-up reports, including pictures, shall be submitted by October 1, 2012, January 1, 2013, and April 1, 2013. These may be sent by email to kjohnston@khsaa.org.

Although these are not deficiencies, the following recommendations should be addressed by the school in order to insure consistent, equitable benefits.

- a. A review of the current purchase plan in regard to uniform rotation should be conducted by the Gender Equity Committee. This plan, particularly to like sports, should be developed to insure and maintain equity for all teams.
- b. An evaluation of the process in scheduling contests, particularly for like sports, should be reviewed by the Gender Equity Committee. The process of scheduling should show parity in the number of contests and opportunities provided. The plan for improvement should be reflected in the minutes of the Gender Equity Committee and submitted to the KHSAA, no later than October 1, 2012. A completed softball schedule, signed by administration, should be submitted to the KHSAA, no later than February 1, 2013.
- c. Please submit to the KHSAA, no later than October 1, 2012, a travel guideline that will include the provision for per diem (food/housing) that will insure equity for all sports.
- d. Please submit to the KHSAA, no later than October 1, 2012, a plan of improvement that will ensure equity in regard to the direct access use of amenities as it relates to the assignment of locker rooms.
- e. Please submit to the KHSAA, no later than October 1, 2012, a weight room usage schedule which shows equitable access for all teams.
- f. Please submit to the KHSAA, no later than October 1, 2012, an expanded awards guideline that would include the provision for team banquets and criteria for banner and/or picture display recognition.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jacob Saltsman

District Level Title IX Coordinator: Jacob Saltsman

Name	Title	Telephone
Jacob Saltsman	Principal	502-239-2509
Nathan Robertson	Student	502-239-2509
Chelsey Blackwell	Student	502-239-2509
Beth Blackwell	Parent	502-239-2509
David Tolle	Coach – boys soccer	502-239-2509
Marsha Boggs	Community/Alumni parent	502-239-1402

9. Comments

School administration and staff were very helpful and prepared for the re-visit. They were very receptive to the observations and recommendations made by the audit team. We feel very positive about their efforts in addressing the concerns within the area of Opportunities and provided Benefits.

Students and coaches interviewed were well informed and very positive about their involvement and experiences at Whitefield Academy.

The public forum, scheduled for 5:00 p.m., was held in the conference room at the high school. With no one in attendance, the audit team left Whitefield Academy at 5:20 p.m.