



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

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

School: Whitley County High School
 Prepared By: Kathy Johnston
 Date of Re-Visit: February 7, 2013
 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 Whitley County High School has not met 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 Whitley County High School has met 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 Whitley County High School has met 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 submitted reports, the most recent Student Interest Survey was conducted during the 2011-2012 school year. Students in grades 9 thru 11 were surveyed with a return rate of 81%.



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 submitted on the 2012 Student Interest Survey, students in grades 9 thru 11 were surveyed with a return rate of 81%. Reports indicated 14 sport level opportunities for females and 15 sport level opportunities for males. The most recent sports added, for both females and males, and still in its five year statute of limitation, are soccer and cross country. Interviews with administration indicate that interest shown for bowling and archery will be explored to determine validity and feasibility. Results of those findings should be included on the T-3 form of the 2013 Annual Report.</p>
Equipment and Supplies	x		<p>Uniforms viewed appeared to be of high quality and equitable with regard to the quantity provided. Interviews with administration indicated a procedure for uniform review and/or purchase; however, there was no written evidence of a uniform review plan in place.</p> <p>(see recommendation 7.a.)</p> <p>All other viewed equipment appeared to be of excellent quality and all shared equipment, available for equitable access.</p>
Scheduling of Games and Practice Time	x		<p>There was written evidence of all current sport schedules which appeared equitable and comparable in the number of competitive opportunities for all teams. There was viewed evidence of equitable scheduling for the shared facilities of the gymnasium, weight room, and indoor batting cage. All schedules posted at facility sites showed equitable use and access.</p>

Travel and Per Diem Allowances	x		<p>There was written evidence of a partial travel and per diem guideline which provided for school transport and meal allowance for overnight stays. Interviews with coaches and students indicated the use of school vans, and charter buses as a possible mode of transportation. There was no provision for expenditure parameters in regard to overnight stay (hotel).</p> <p>(see recommendation 7.b.)</p>
Coaching	x		<p>There was written evidence of a school board approved pay schedule of coaching positions which showed overall equivalence in salary and parity in the number of positions provided for the like sports. The current athlete to coach ratio is 10:1 for females and 9:1 for males. It appears that approximately 50% of head coaches for female teams are on-campus and approximately 75% of head coaches for male teams are on-campus. Interviews with students indicated the opportunity for access and contact to all coaches', even those located off-campus.</p>
Locker Rooms, Practice and Competitive Facilities	x		<p>There was written evidence of locker room assignment for all sponsored teams. Viewed locker rooms appeared to be equitable and with similar amenities. There was also written evidence of storage assignment for all teams and all available office space areas appeared to be assigned equitably. All practice and competitive facilities are located on campus with the exception of golf. The golf team has a practice area on campus but also has access to the Crooked Creek golf course for additional practice and for competition. Since the 2007 audit, the following additions have occurred;</p>

			<p>soccer complex that includes two (2) fields), locker room and storage areas, golf storage and practice golf area, track storage building, wrestling facility with locker rooms, softball / baseball indoor hitting facility, cross country trails, addition of two (2) tennis courts, picnic areas adjacent to fields, and renovation to the gymnasium for basketball and volleyball. All competitive facilities are excellent and very well maintained.</p>
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Medical and Training Facilities and Services	x		<p>There is one weight room and it is located in a large room area next to the gymnasium. It is a very spacious, well maintained room with appropriate equipment for female use. It provides for equitable access and a schedule showing equitable use and access is posted at the site. There is an Athletic Trainer that also serves as a full-time teacher at the high school. There was viewed evidence of a well-equipped training room which provided for equitable access to all athletes. Athletic physicals are provided twice a year through the volunteer services of a local Physician(s) and nurse(s).</p>
Publicity	x		<p>There was written evidence of an awards guideline that provided for senior night recognition, letters, bars, certificates, and trophy display. There was also written criteria for banner award and display. Interviews with coaches and students indicated end-of season banquet recognition; however, there was no written evidence of support.</p> <p>(see recommendation 7.c.)</p> <p>Interviews with administration indicated that there is one cheerleading squad that provides equitable support to football, girls' and boys' basketball home and away events. Other support groups, pep band and pep club, also appear to provide equitable support and activity. To insure equity, all support groups are monitored with administrative oversight.</p>
Support Services	x		<p>There was written evidence of signed booster agreements for those teams that have outside booster accounts. There was also written evidence of procedure requiring prior school administrative approval for all fundraisers. Interviews with administration indicated that there is currently not a procedure in place for</p>

			<p>the administrative oversight of booster club expenditures. An overall review of the two-year spending pattern shows that Whitley County High School meets the acceptable parameters on a percentage basis, but is slightly outside the acceptable range on per athlete spending.</p> <p>(see recommendation 7.d.)</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)

- Addition of soccer and cross country
- Pursuance of archery for valid interest
- Continue to monitor spending

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies in the overall girls and boys athletic programs at Whitley County High School.

7. KHSAA Recommended Action in relation to new deficiencies

Although there are no new deficiencies, the following recommendations should be addressed to insure overall equity and final guidelines made part of the Title IX file:

- a. Please submit to the KHSAA, no later than May 15, 2013, a uniform review plan for all sports that shows equity and parity in the cycle of review for the like sports.
- b. Upon receipt of this report, the Gender Equity Review Committee should review the current Travel and Per Diem guideline and include all provided modes of transportation and expenditure parameters with regard to overnight stay(s) (hotel). Written verification of this should be submitted to the KHSAA by May 15, 2013.
- c. Upon receipt of this report, the Gender Equity Review Committee should review the current Awards guideline and include the provision for end-of-season banquets in regard to team recognition. Written verification of this should be submitted to the KHSAA by May 15, 2013.
- d. Upon receipt of this report, the Gender Equity Review Committee should develop a procedure for school administrative oversight with specific reference to prior approval of booster club expenditures. Written verification of this should be submitted to the KHSAA by May 15, 2013.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

There was one deficiency reported in the 2007 Audit Report. This was in the area of Accommodation of Interests and Abilities. It was specific to the pursuance of interest in girls' soccer and cross country as indicated on the Student Interest Survey. Both sports have since been added to the girls' athletic program which puts the number of varsity sport offerings at eight for females and nine for males.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Alan Ysidro, 606-215-1318

District Level Title IX Coordinator: Debra Hodge, 606-549-3781

Name	Title	Telephone
Alan Ysidro	Assistant Principal	606-215-1318
Brent Logan	Student Athlete	606-261-4507
Sabrina Sizemore	Student Athlete	606-304-1357
Stephen Davis	Golf Coach	606-549-7025
David Halcomb	Volleyball Coach	606-549-7025
Brenda Hill	School Board Member	606-539-9488
Alan Sweet	Principal	606-215-1301
Mike Campbell	Athletic Director	606-215-0551
Tammy Walker	Board of Education	606-344-5963
Gary Lawson	KHSAA	502-545-3393
Kathy Johnston	KHSAA	859-494-2509

10. Comments

Administration and staff were very well prepared for the visit. The file was complete and very well organized.

The public forum, scheduled for 3:00 pm, was held in the school library. With no one in attendance, the audit team left Whitley County High School at 3:20 pm.