

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

(For schools re-visited during the 2007-2008 school year)

School: **Whitley County High School**
Prepared By: **Martha Mullins**
Date of Re-Visit: **November 15, 2007**
Telephone Number of Reviewer: **(859) 299-5472**
Reviewed By: **Larry G. Boucher**

1. Completed Required Forms

- Verification of Forms (Form GE-50) Yes No
- Participation Opportunities Summary Chart (Form T-70) Yes No
- Benefits Summary Charts (Forms T-71 & T-72) Yes No
- Benefits Publicity (Form T-73) Yes No
- Corrective Action Plan Summary Charts (Form T-74) 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

Comment: The inclusion of eighth-grade-or- below students as participants was reviewed. Recalculation may permit the school to reach standards for meeting Test I requirements.

- 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:

The school system has begun construction of soccer fields to address responses expressed on the Student Interest Survey.

- 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:

The most current Student Interest Survey indicated significant interest in girls' cross-country and in girls' soccer.

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

Comments:

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities		X	The school did not meet standards for any of the three tests for compliance at the time of the re-visit. However, school personnel indicated the interest in soccer would be addressed following completion of the fields.
Equipment and Supplies	X		The school system provides uniforms and underwrites the cost of shoes for all teams. All necessary equipment for practice and competition is provided.
Scheduling of Games and Practice Time	X		The school meets the KHSAA requirement for scheduling girls' basketball games in 2007-2008 on prime-time dates and times. Scheduling for all sports reviewed appeared to fit the level of competition, in view of time and distance restraints. The school system is to be commended for the support of sports programs for all levels, K-12.
Travel and Per Diem Allowances	X		The school provides transportation, including late bus service for students participating in after-school activities. Meal service policies for AWAY trips have not been addressed.
Coaching	X		Data prior to the revisit did not list the number of coaches for each team. Upon review on-site, the ratio of coaches to student-athletes appears satisfactory. Since all coaches are faculty or staff members, they are accessible to student-athletes outside of practice and competition. It should be noted that the head coach of softball has become the head coach of volleyball as well. Although the coach has considerable coaching experience, this assignment should be strengthened. No boys' team shares a head coach.
Locker Rooms, Practice and Competitive Facilities	X		Facilities for all sports are excellent, including storage space and conditioning areas. Usage of facilities appears equitable.

Medical and Training Facilities and Services	X		The school has a training room and a weight room. The school employs a full-time athletic trainer.
Publicity	X		Cheerleader selection and assignments to teams appear equitable. Schedule cards are provided for all teams. An athletics handbook is provided to student-athletes and to the coaching staff. It was recommended that cheerleaders as school spirit leaders promote attendance at other girls' sporting events in addition to supporting basketball.
Support Services	X		Oversight of booster club expenditures needs improvement. Prior approval for purchases or services should be established policy as a means of monitoring spending and the balance of benefits provided athletes of both genders.
Athletic Scholarships	N/A		
Tutoring	N/A		
Housing and Dining Facilities and Services			
Recruitment of Student Athletes	N/A		

5. Brief Summary/Analysis of the Corrective Action Plan (Form T-74)

Prior corrective actions taken included equitable assignment of cheerleading, scheduling more girls' basketball games in prime time and prime dates, providing a certified trainer to serve all sports, and improving printed promotional materials for girls' sports.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The primary observation was a need for coherent, consistent oversight of booster club spending. In addition, some policies to guide program operations need to be expressed in writing.

7. KHSAA Recommended Action in relation to new deficiencies

- a. **Due March 1, 2008 to the KHSAA**, school personnel shall provide a copy of written agreements and policies governing the operation of booster club(s) that assure administrative oversight of all spending.
- b. **Due March 1, 2008**, school personnel will provide a copy of policies written to guide the following program operations:

- 1) awards and recognitions, to include individual and team awards; banquets; and banners
- 2) facility usage: fields, gyms; locker rooms, storage spaces, weight room, etc.
- 3) meal service
- 4) provision of printed materials for publicity and promotion
- 5) purchasing
- 6) provision of uniforms and equipment by the school, and a uniform purchase rotation schedule

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Alan Ysidro

District Level Title IX Coordinator: Debra Hodge

Name	Title	Telephone
Michael T. Campbell	Athletic Director	606-215-0551
Debra Hodge	District Title IV Coordinator	606-549-7000, ext. 2065
Scott Paul	Principal	606-549-7025
Kenneth Powell	Deputy Superintendent	606-549-7000
Dallas Sawyers	Member, School Board	606-304-1719
Stephanie Tracey	Student	
Tommy Walker	Board of Education	606-215-1316
Alan Ysidro	School Title IX Coordinator	606-549-7025
Gary Lawson	KHSAA Auditor	502-875-3817
Martha Mullins	KHSAA Auditor	859-299-5472; 859-269-3394

10. Comments

The school has extraordinary facilities, experienced coaches, and good support from the school board and the community. Activity buses run after school to permit broad participation by students in extracurricular activities. Booster clubs appeared active and enthusiastic. The permanent Title IX file was in evidence and was reported to be in the offices of the district coordinator, the principal, and the athletic director. Salary schedules for the athletic director, the assistant athletic director and the assistant to the athletic director were not discernable in the file.

The public meeting did not materialize.



Kentucky High School Athletic Association
 2280 Executive Drive ° Lexington, KY 40505 www.khsaa.org ° (859)299-5472 (859)293-5999 (fax)

March 26, 2008

Debra Hodge, District Title IX Coordinator
 Whitley County Board of Education
 300 Main Street
 Williamsburg, KY 40769

Dear Ms. Hodge:

Thank you for your submission of the actions taken to codify practices currently in place at Whitley County High School in the operation of its athletics program; and to generate additional policies covering benefits to student-athletes not addressed in handbooks. In addition, the inclusion of WCHS's Booster Club agreement was helpful in reviewing the manner in which oversight of booster activity is managed at the school.

The KHSAA has, we believe, the responsibility to advise schools when gaps appear in their procedures for approval of expenditures which can affect compliance with Title IX. By not requiring approval of expenditures BEFORE they are made is one of those gaps (See enclosure regarding KDE "Redbook" procedures). Prior approval is required for revenue production (fund raising) in your school's agreement, but not for expenditures from that revenue. Ensuring compliance with Title IX, which is the charge given schools by the Kentucky Department of Education, would be much easier if requests were approved beforehand by the Athletic Director and/or Principal. Our recommendation is that the agreement be amended to reflect a change in that procedure.

*Reviewed
 on T-60
 for
 5/14/08*

In reviewing the policies submitted on benefits to student-athletes, the following recommendations are made:

- ① In regards to additional awards given by the coach to athletes, approval by the Athletic Director is suggested. *OK*
- ② No policy on the placement of banners, team photographs, trophies, awards, etc. was listed. Please submit by May 15, 2008. *included on T-60, 2007-08*
- ③ Under PRINTED MATERIALS, the provision of additional material by booster clubs should be approved by the Athletic Director as well in order to assist the school in ensuring balance in the publicizing of teams and events. *Not addressed directly on T-60*

If I can be of further assistance, please contact me at 859/299-5472 or LBoucher@khsaa.org.

LB/fi

Enclosure

Sincerely,

Larry Boucher

Larry Boucher
 Assistant Commissioner



**KHSAA
Title IX Audit Visit
Sign In Sheet**

School: WHITLEY COUNTY

Date of Visit: 11-15-07

High School Title IX Coordinator: Alan Ysidro 46 Joan St. 606-549-4048
Name Address Phone

District Level Title IX Coordinator: Debra Hodge 763 New Lim Ch. Rd. (606) 549-3781
Name Address Phone
Williamsburg, Ky.
40769

Personnel in Attendance at Audit Hearing

PLEASE PRINT

Name Title Phone Number

- 9 GARY W. LAWSON K.H.S.A.A. (502) 875-3817
- 2 Debra Hodge DIST Title IX Coordinator (606) 549-7000 ext. 2065
- 8 Alan Ysidro School Coord. Title IX (606) 549-7025
- 3 SCOTT PAUL School Principal (606) 549-7025
- 7 Jimmy Walker W.C. B.O.E. (606) 215-1316
- 1 Michael T. Campbell AD (606) 215-0551
- 6 Stephanie Tracey Student
- 14 Dallas Sawyers School Board Mbr 606 304-1719
- 4 Kenneth Powell Deputy Superintendent 606-549-7000
- 10 Martha Hurlbin KHSAA Auditor (859) 299-5472



**KHSAA TITLE IX RE-VISIT
VERIFICATION OF FORMS
2007-2008 SCHOOL YEAR**

The

Whitley County High School
High School

Williamsburg
City

 Kentucky

certifies to the KHSAA that the following is an accurate and true representation of the facts surrounding compliance with 20 V.S.C. Sections 1681-1688, it. Seq. (also known as Title IX).

The following persons are to be identified:

School District Title IX Coordinator:

Name	Debra Hodge
Professional Title	Title IX Coordinator
Phone Number	(606)549-7000 Extension 2065
Address	300 Main Street, Williamsburg, KY 40769

School Title IX Coordinator:

Name	Alan Ysidro
Professional Title	Assistant Principal
Phone Number	(606)549-7025 Extension 3401
Address	350 Blvd. of Champions, Williamsburg, KY 40769



**KHSAA TITLE IX RE-VISIT
VERIFICATION OF FORMS
2007-2008 SCHOOL YEAR**

The following *signatures* verify the authenticity of the documents included:

	SIGNATURE	DATE
Principal	<i>Scott Paul</i>	9-28-07
School Title IX Coordinator	<i>Ala Yelms</i>	9-28-07
Superintendent	<i>Lennie R. Anderson</i>	9/28/07
District Title IX Coordinator	<i>Hebra Edge</i>	9-28-07
School Board Chairperson	<i>Delmar Mpha</i>	9/28/07



**KHSAA TITLE IX RE-VISIT
VERIFICATION OF FORMS
2007-2008 SCHOOL YEAR**

School Name: Whitley County High School

Gender Equity Review Committee Members:

MEMBER NAME	TITLE	SIGNATURE	DATE	(✓)*
Lonnie Anderson	Superintendent	<i>Lonnie R. Anderson</i>	9/29/07	✓
Delmar Mahan	School Board Chairman	<i>Delmar Mahan</i>	9/28/07	✓
Debra Hodge	Title IX District Coordinator	<i>Debra Hodge</i>	9-28-07	✓
Mike Campbell	Athletic Director	<i>Michael T. Campbell</i>	9-28-07	✓
Scott Paul	Principal	<i>Scott Paul</i>	9-28-07	✓
Alan Ysidro	Assistant Principal	<i>Alan Ysidro</i>	9-28-07	✓
Roy L. Peace	Girl's Golf Coach	<i>Roy L. Peace</i>	9-28-07	✓
John Smith	Baseball Coach	<i>John Smith</i>	9-28-07	✓
James Black	Football Coach	<i>James Black</i>	9/28/07	✓
Barbara Storms	Whitley County Booster Club President	<i>Barbara Storms</i>	9-28-07	✓
Barbara Bunch	Cheerleading Sponsor	<i>Barbara Bunch</i>	9-28-07	✓
Larry Anderson	Girls Basketball Coach	<i>Larry Anderson</i>	09/28/07	✓
Tanya Sharp	Counselor	<i>Tanya Sharp</i>	9/28/07	✓
Chris Baker	Boy's Basketball Coach	<i>Chris Baker</i>	9-28-07	✓

- - Please check (✓) if Committee member has reviewed this final submission.



**KHSAA TITLE IX RE-VISIT
VERIFICATION OF FORMS
2007-2008 SCHOOL YEAR**

KHSAA
Form T50
Rev. 08/07
Page 4 of 4

f:/Forms/T50.doc



**KHSAA TITLE IX RE-VISIT
PARTICIPATION OPPORTUNITIES – SUMMARY CHART
2007-2008 SCHOOL YEAR**

KHSAA
Form T70
Rev. 08/07
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		ATHLETIC PARTICIPATION OPPORTUNITIES			
		TEST I (Proportionality)		TEST II (History)	TEST III (Interest)
		<u>COLUMN 1</u>	<u>COLUMN 2</u>	<u>COLUMN 3</u>	<u>COLUMN 4</u>
		PERCENTAGE OF TOTAL ENROLLMENT BY GENDER	PERCENTAGE OF TOTAL PARTICIPATION BY GENDER	PERCENT OF TOTAL PARTICIPATION BY GENDER ADDED IN THE PAST 3 YEARS	BASED ON RESPONSES TO THE 2005-2006 INTERSCHOLASTIC SURVEY, WAS THERE SUFFICIENT INTEREST TO FORM A VIABLE INTERSCHOLASTIC TEAM NOT ALREADY PROVIDED? (Yes/No) IF YES, IDENTIFY THE SPORT(S)
SCHOOL					
Whitley County High School					
SCHOOL YEAR:					
GIRLS	2004-2005	49.5	39	25	No
	2005-2006	50.2	47	30	N/A
	2006-2007	50.1	43	2	No
SCHOOL YEAR:					
BOYS	2004-2005	50.5	61	0	No
	2005-2006	49.8	53	13	N/A
	2006-2007	49.9	57	12	No

Principal's Signature _____
Scott Paul

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGES 4 & 5



**KHSAA TITLE IX RE-VISIT
BENEFITS – SUMMARY CHART 1
2007-2008 SCHOOL YEAR**

KHSAA
Form T71
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Forms/T71.doc

School: Whitley County High School

		SCHEDULING			COACHING		SUPPORT SERVICES				
	<u>COLUMN 1</u> NUMBER OF SCHEDULED REGULAR SEASON VARSITY CONTESTS	<u>COLUMN 2</u> NUMBER OF HOME "PRIME DATE" CONTESTS (either Friday, Saturday or Sunday)	<u>COLUMN 3</u> EXPENDITURES FOR ALL COACHES' SALARIES*	<u>COLUMN 4</u> IS THE HEAD COACH EMPLOYED FULL-TIME ON-CAMPUS? (Y/N)	<u>COLUMN 5</u> EXPENDITURES FOR EQUIPMENT AND SUPPLIES*	<u>COLUMN 6</u> EXPENDITURES FOR ANNUAL DUES AND FEES, CLINICS, CAMPS, WORKSHOPS, SEMINARS, COACHES ASSOC., ETC.*	<u>COLUMN 7</u> EXPENDITURES FOR PROMOTIONS/ RECOGNITION* (PUBLICITY, AWARDS, BANQUETS, ETC.)	<u>COLUMN 8</u> EXPENDITURES FOR TRAVEL & PER DIEM*			
	2006-2007	2007-2008	2006-2007	2007-2008	2006-2007	2006-2007	2006-2007	2006-2007	2006-2007	2006-2007	
G basketball	19	23	10	8	19,841.00	Y	12,578.00	783.00	5894.00	11995.00	
B basketball	20	19	10	9	18,482.00	Y	15,065.00	2783.00	5894.00	7,836.00	
G softball	29	22			7750.00	Y	33899.00	2362.00	57106.00	3870.00	
B baseball	32	22			9256.00	Y	34267.00	7628.00	58684.00	27826.00	
G cross country	NA	NA			NA	NA	NA	NA	NA	NA	
B cross country	NA	NA			NA	NA	NA	NA	NA	NA	
G golf	10	15			5350.00	Y	17455.00	0	0	11782.00	
B golf	17	18			5350.00	Y	12593.00	600.00	0	3066.00	
G soccer	NA	NA			NA	NA	NA	NA	NA	NA	
B soccer	NA	NA			NA	NA	NA	NA	NA	NA	

* - Round off Expenditures to the nearest dollar

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGES 8 & 9



**KHSAA TITLE IX RE-VISIT
BENEFITS – SUMMARY CHART 2
2007-2008 SCHOOL YEAR**

KHSAA
Form T72
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f:\Forms\T72.doc

School: Whitley County High School

		SCHEDULING		COACHING			SUPPORT SERVICES			
	<u>COLUMN 1</u> NUMBER OF SCHEDULED REGULAR SEASON VARSITY CONTESTS	<u>COLUMN 2</u> NUMBER OF HOME "PRIME DATE" CONTESTS (either Friday, Saturday or Sunday)	<u>COLUMN 3</u> EXPENDITURES FOR ALL COACHES' SALARIES*	<u>COLUMN 4</u> IS THE HEAD COACH EMPLOYED FULL-TIME ON-CAMPUS? (Y/N)	<u>COLUMN 5</u> EXPENDITURES FOR EQUIPMENT AND SUPPLIES*	<u>COLUMN 6</u> EXPENDITURES FOR ANNUAL DUES AND FEES, CLINICS, CAMPS, WORKSHOPS, SEMINARS, COACHES ASSOC., ETC.*	<u>COLUMN 7</u> EXPENDITURES FOR PROMOTIONS/ RECOGNITION* (PUBLICITY, AWARDS, BANQUETS, ETC.)	<u>COLUMN 8</u> EXPENDITURES FOR TRAVEL & PER DIEM*		
	2006-2007	2007-2008	2005-2006	2006-2007	2007-2008	2006-2007	2006-2007	2006-2007		
G swimming	NA	NA		NA	NA	NA	NA	NA		
B swimming	NA	NA		NA	NA	NA	NA	NA		
G track	12	**		3350.00	Y	8042.00	0	830.00		
B track	12	*		3350.00	Y	8043.00	0	830.00		
G tennis	17	*		3250.00	Y	11134.00	0	991.00		
B tennis	17	*		3250.00	Y	11134.00	0	991.00		
G volleyball	24	17		6500.00	Y	14087.00	0	2479.00		
B wrestling	15	16		0	Y	3268.00	0	4891.00		
G (list sport)	NA	NA		NA	NA	NA	NA	NA		
B football	10	10		33077.00	Y	33496.00	0	7300.00		

* - Round off Expenditures to the nearest dollar ** See Attachment

September 21, 2007

To Whom It May Concern:

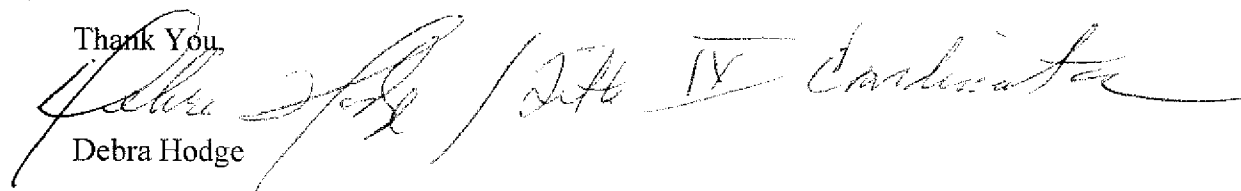
The following sports for Whitley County High School athletics have not made their sports schedule for the 2007-2008 school year.

~~Wrestling
Proposed Start Month _____~~

Tennis Paula Trickett
Proposed Start Month March '08

Track Charlton
Proposed Start Month March '08

Thank You,


Debra Hodge



**KHSAA TITLE IX RE-VISIT
BENEFITS – PUBLICITY
2007-2008 SCHOOL YEAR**

KHSAA
Form T73
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School: Whitley County

SUPPORT GROUPS

DIRECTIONS – Please respond to the following questions or statements regarding your cheerleading squad(s) and other support groups. Add pages if more space is needed to answer any of the questions/statements. Please type or write legibly in ink.

1. How many cheerleading squad(s) did your school have for the 2006-2007 school year?

15 Cheerleaders – 1 Squad

2. What is (are) the name(s) of each squad? For example, the following are typical names: generals, or black and gold, or boys' varsity and girls' varsity, or varsity and junior varsity.

1 squad – Whitley County High School Cheerleaders

3. Describe, in detail, the selection process for each named squad.

A scoring guide is used during try-outs. Each candidate performs specific skills which are given a score. There is a maximum score for each skill. A total of three judges rank each candidate's ability level and scores accordingly.

4. How is each cheerleading squad assigned to home and away athletic contests? Include football as well as boys' and girls' basketball (and any other sport) at the varsity and junior varsity levels. Include any rotation plans or alternating game assignments that your squads follow.

All cheerleaders cheer every game attended by the cheerleaders. They cheer all home football, boys' basketball and girls' basketball games. They also cheer all away football, boys' basketball, and girls' basketball district games, as well as any post-season tournament games.

5. Name any squad(s) that takes part in competitive cheerleading events.

All cheerleaders on the squad compete in Varsity, 2 ½ minutes.

6. Do you have any other school support groups such as pep band, dance teams or mascots that perform at athletic contests (Y/N)? If yes, name them and describe how they are assigned.

No



**KHSAA TITLE IX RE-VISIT
CORRECTIVE ACTION – SUMMARY CHART
2007-2008 SCHOOL YEAR**

KHSAA
Form T74
Rev. 08/07
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School: Whitley County High School

SCHOOL YEAR	COLUMN 1 ITEMS FOR CORRECTION IDENTIFIED BY THE SCHOOL ON ANNUAL APRIL 15 TH ANNUAL REPORT	COLUMN 2 STEPS TAKEN TO IMPLEMENT IDENTIFIED CORRECTIVE ACTION	COLUMN 3 DATE CORRECTIVE ACTION WAS COMPLETED
2001-2002	1. Certified Trainer (Status Report for 2001-2002 corrective action plan) 1. Varsity sports cheerleaders 2. Girls/Boys basketball squad	1. All home varsity competitions (boys and girls) will have access to a certified trainer. The 2 cheerleading squads were blended to one large squad that performed for both girls and boys competitions. The boys and girls basketball teams games were scheduled to ensure equitable prime time playing for both teams	1. May 2004 Completed, 02-03 school year Completed, 02-03 school year.
2002-2003	1. Medical and Training Facility Services 2. Publicity	1. Access to certified trainer for all boys and girls teams. 2. Equalization between boys and girls teams regarding media guides, programs and schedule cards for all sporting events.	1. May 2005 2. May 2005

Scott Paul

Principal's Signature _____
DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGE 14



**KHSAA TITLE IX RE-VISIT
CORRECTIVE ACTION – SUMMARY CHART
2007-2008 SCHOOL YEAR**

KHSAA
Form T74
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School: Whitley County High School

SCHOOL YEAR	COLUMN 1 ITEMS FOR CORRECTION IDENTIFIED BY THE SCHOOL ON ANNUAL APRIL 15 TH ANNUAL REPORT	COLUMN 2 STEPS TAKEN TO IMPLEMENT IDENTIFIED CORRECTIVE ACTION	COLUMN 3 DATE CORRECTIVE ACTION WAS COMPLETED
2003-2004	None noted	None noted	None noted
2004-2005	None noted	None noted	None noted

Principal's Signature _____

Scott Paul

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGE 14



**KHSAA TITLE IX RE-VISIT
CORRECTIVE ACTION – SUMMARY CHART
2007-2008 SCHOOL YEAR**

KHSAA
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School: Whitley County High School_

SCHOOL YEAR	COLUMN 1 ITEMS FOR CORRECTION IDENTIFIED BY THE SCHOOL ON ANNUAL APRIL 15 TH ANNUAL REPORT	COLUMN 2 STEPS TAKEN TO IMPLEMENT IDENTIFIED CORRECTIVE ACTION	COLUMN 3 DATE CORRECTIVE ACTION WAS COMPLETED
2005-2006	None noted	None noted	None noted
2006-2007	None noted	None noted	None noted

Scott Paul

Principal's Signature _____
DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGE 14