



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

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

School: Caldwell County High School  
 Prepared By: Barbara Kok  
 Date of Re-Visit: October 29, 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)

X	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 submitted by the school for the years 2010-2012, it appears that Caldwell County High School has met the standard for the test T-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:

Based on the information submitted by the school, it appears that Caldwell has not met the standard for the test T-2 for the 2010-2012 school years.

- 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 information submitted by the school, it appears that Caldwell County High School has met the standard for the test T-3 for the 2010-2012 school years.

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 data submitted by the school, the Student Interest Survey was conducted March 23, 2012 to grades 8-11. Caldwell County High School had a return rate of 87%, which exceeds the KHSAA request of an 80% return rate.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		Caldwell County High School is currently meeting the standard for test T-3. The school fields 14 teams for female athletes and 15 teams for male athletes. To continue to meet standards for Test T1, Caldwell County needs to address the interest indicated by 2012 Student Surveys in the area of female sports teams (i.e., archery, bowling, swimming). See KHSAA recommendations (a)
Equipment and Supplies	X		The quality and quantity of uniforms for practice and games is comparable for both male and female teams. A written policy is followed for purchase of new uniforms which shows equitable rotation.
Scheduling of Games and Practice Time	X		Practice times appeared to be equitable at all facilities for soccer, basketball and volleyball. Written early/late rotation is present but not posted at all facilities  See KHSAA recommendations (b)
Travel and Per Diem Allowances	X		Written policies on lodging and per diem need further clarification. See KHSAA recommendations (c)
Coaching	X		Board approved salary schedule was present in the Title IX file. It is comparable for both male and female teams. Written evidence shows a ratio of 13-1 athlete to coach for both male and females. Volunteer coaches were an issue in the previous audit. This is no longer a concern as both male and female athletes have the same number of volunteer coaches.

Locker Rooms, Practice and Competitive Facilities	X		<p>Locker rooms, storage and office space appear to be equitable for all athletes and coaches.</p> <p>Softball and Baseball facilities for practice and competition are approximately five miles off campus. They are owned and maintained by the VFW. The amenities appear to be equitable for both.</p> <p>The wrestling team uses the Middle School for practice and meets.</p> <p>Basketball teams (both male and female) and volleyball have access to an additional gym off campus located at the Butler Complex.</p> <p>All teams were assigned their own locker rooms.</p> <p>Male and female soccer teams hold practice and games off campus at Butler Field. Quality of the soccer locker rooms appear to be inferior as compared to other locker rooms viewed. Poor lighting and an exposed water heater appear to be safety hazards.</p> <p>See KHSAA recommendations (d)</p>
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<p>Medical and Training Facilities and Services</p>	<p>X</p>		<p>Caldwell County High School has a trainer provided by Trover Clinic. The trainer is on campus every afternoon and available to all athletes. Training facilities are located in the field house during the fall and in the gymnasium during other seasons.</p> <p>A newly renovated weight room appeared to be well equipped and gender friendly. It was easily accessible to all athletes. There was no written evidence of a schedule for all athletic teams to use the weight room.</p> <p>Ice machines were located in each training room and available to all teams.</p> <p>Physicals are provided to all athletes free of charge during the spring.</p> <p>See KHSAA recommendations. (e)</p>
<p>Publicity</p>	<p>X</p>		<p>Programs were published for fall, winter and spring sports. Pocket calendars were donated by a local bank and include all fall and winter sports.</p> <p>Caldwell County High School has one cheerleading squad that will cheer for both male and female basketball games.</p>
<p>Support Services</p>	<p>X</p>		<p>Caldwell County has a single booster club (Tiger Club) that is organized and works well to support all athletic teams equitably. Each team is awarded the same dollar amount per athlete. Guidelines for spending by booster clubs was addressed in the Title IX file but signed agreements were not present.</p> <p>Caldwell County High School should be commended for their efforts to bring overall spending per athlete within acceptable parameters for the provision of parity for the 2011-2012 year.</p> <p>See KHSAA recommendations. (f)</p>

Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

5. Brief Summary/Analysis of the Improvement Plan (Form T-60)

The Corrective Action Plan has included the building of a new athletic complex for male and female athletes three consecutive years. This plan has been rejected and delayed indefinitely by the Caldwell County school board.

Recommendation was made to include the investigation and promotion of additional sports for females in their 2012-2013 Improvement Plan. The Student Athletic Survey indicated an interest in Archery, Bowling and Swimming.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

None

Although there were no deficiencies observed, the following recommendations should be addressed by the athletic director, school administrators, and Gender Equity Review Committee to ensure equitable benefits:

A. Upon receipt of this report, the Gender Equity Review Committee (GERC) should pursue the interest indicated in Bowling, Archery, and Swimming and Diving for female athletes. Documentation of actions should be part of the 2012-2013 Annual Title IX report submitted to KHSAA.

B. Upon receipt of this report, schedules should be posted showing times and rotation of practices at all shared facilities (soccer, basketball, weight room and in door hitting cage). A copy of this schedule should be sent to the KHSAA by **December 15, 2012**.

C. Upon receipt of this report, the Gender Equity Review Committee (GERC) should examine current travel and per diem policies. They should discuss and set parameters that ensure fair and equitable spending for all athletic teams. A written copy of this policy should be sent to the KHSAA by **December 15, 2012**.

D. Upon receipt of this report, the Gender Equity Review Committee (GERC) needs to review the safety of amenities in the soccer locker rooms.

E. Upon receipt of this report, post a schedule for the trainer and an emergency contact phone number. Post a schedule for all teams to use the weight room facilities. A copy of both of these schedules should be sent to the KHSAA by **December 15, 2012**.

F. Although it is not a requirement, it is recommended that an agreement be written and signed by the Tiger booster club to ensure expenditures are done with administrative oversight ensuring parity in spending.

G After all scheduled Gender Equity Review Committee meeting, forward the following items to the KHSAA by **December 15, 2012**.

1. Agenda of items to be presented at the meeting
2. Signed attendance sheet of all present at the meeting
3. Minutes of actions taken at the meeting

7. KHSAA Recommended Action in relation to new deficiencies

None

8. KHSAA Recommended Action in relation to reoccurring deficiencies

None

PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: David M. Barnes

District Level Title IX Coordinator: Bruce McCalister

Name	Title	Telephone
Malissa Thomas	Coach GBB	270-365-8010
Bradley Stallings	Coach BB asst FB	270-364-8020
Josh Ray	Coach GSOC	270-365-8030
Christy W. Phelps	Principal	270-365-8010
Kaitlyn Gilkey	Student athlete	270-625-5762
Cole Webster	Student athlete	270-601-0516
David M. Barnes	Athletic Director/FB Coach	270-365-8010
Barbara Kok	KHSAA	859-361-2044
Gordon Bocock	KHSAA	

9. Comments

Caldwell County High School staff and administrators were very receptive to all information presented by the audit team. The community and local businesses provide tremendous support equally to all athletic teams. Students and athletes interviewed appeared to be very positive about the support given to their programs. Caldwell County should be commended for working to equalize their spending on female teams.

No one attended the public forum scheduled for 3:00pm. Audit team left campus at 3:15 pm.