



**KHSAA TITLE IX RE-VISIT  
FIELD VISIT REPORT**

KHSAA Form T76  
Rev. 11/16

School:	Adair County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 1, 2018
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	School Year 2018-19

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

<b>OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)</b>	<b>Completed</b>
Test One – Substantial Proportionality	
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities	<b>Satisfactory</b>
Analysis Form Review	X

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The January 25, 2005 Title IX school visit report rated this area *Satisfactory*. This rating was based on evidence that the minimum standard established by Test 3 for provision of athletic opportunities was being met. The October 2, 2012 school visit report rated this area *Deficient* stating there was no evidence that the school was meeting the standards of any of the three opportunities tests. At that time, the annual reports showed that the indicated interests in cross country, soccer, and bowling had not been pursued for validity. A review of the annual reports for the past two years shows that the school appears to currently be meeting the standard for Test 3. The 2017-18 annual report documents the addition of a swimming team as well as specific steps taken to address the validity of indicated interest in cross country, soccer, and bowling. School officials were encouraged to complete the validation process and take appropriate action as needed. The T-63 form in the 2017-18 annual Title IX report shows that an 81.8% completion rate was received on the most recent student athletic interest survey. During the most recent school visit, the school's Title IX file was examined. It was found to contain the three previous Title IX school visit reports, annual Title IX reports for the past five years, the district's extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all school-sponsored varsity teams, a booster club agreement, a game program for boys and girls basketball, a school-generated athletic handbook for coaches, facility usage schedules for the gym and weight training room, regulations addressing equitable recognition of student athletes (see *Publicity and KHSAA Recommended Action*), a listing of the locker room and athletic equipment storage space assigned each team, minutes for all Gender Equity Review Committee meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and a regulation addressing equitable provision of the mode of transportation for student athletes. (See *Travel and Per Diem and KHSAA Recommended Action*.) The school's athletic director was commended for the development and maintenance of comprehensive Title IX file.

### BENEFITS REVIEW

BENEFIT	Satisfactory	Deficient
EQUIPMENT AND SUPPLIES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Uniform review / replacement plan	X	
Status of uniforms and equipment	X	
Equity of spending		X

**BENEFITS REVIEW- EQUIPMENT AND SUPPLIES:** The 2005 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. All uniforms and equipment seen during the most recent visit appeared to be of high quality and supplied in equitable quantities. A difference in the uniforms provided for boys' basketball compared to girls basketball was noted. The girls team seemed to have a slight advantage in both quality and quantity of uniforms. The Title IX file contained a uniform rotation/replacement plan that had various cycles of replacement for all teams, but "like" sports had identical cycles of review and replacement. Interviews with student athletes and coaches confirmed knowledge of and adherence to this plan. The 2016-17 and 2017-18 annual Title IX reports show the school was spending approximately \$142 per female athlete and \$286 per male athlete for equipment and supplies. This spending significantly favors the male athletes and needs to be closely monitored.

BENEFIT	Satisfactory	Deficient
SCHEDULING OF GAMES AND PRACTICE TIMES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Like sports scheduling	X	
Scheduling of shared practice facilities	X	
Optimal playing times	X	

**BENEFITS REVIEW- SCHEDULING OF GAMES AND PRACTICE TIMES:** The 2005 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report noted a significant disparity in the number of varsity contests scheduled for the softball team compared to baseball. The most recent visit revealed that the number of competitive events scheduled for teams of "like" sports was comparable. Facility usage schedules showing equitable access for both genders were available for the two shared venues—the gym and the weight training room. The scheduling of competitive events during the most optimal playing times on an equitable basis was discussed with school officials who were encouraged to monitor this endeavor closely.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>TRAVEL AND PER DIEM</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Mode of transportation	X	
Provision for meals and housing		X
Equity of spending	X	

**BENEFITS REVIEW- TRAVEL AND PER DIEM:** The 2005 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The Title IX file contained a regulation addressing the equitable provision of the mode of transportation. There were no guidelines addressing equitable provision of meals or lodging for student athletes. Interviews did not reveal how these benefits are provided or monitored in terms of equity. (See *KHSAA Recommended Action*.) The 2016-17 and 2017-18 annual Title IX reports show that the school was spending approximately \$155 per female athlete and \$131 per male athlete for travel and per diem.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>COACHING</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Compensation	X	
Accessibility	X	
Competence	X	

**BENEFITS REVIEW- COACHING:** The 2005 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. During the most recent visit it was learned that the athletic director and principal jointly evaluate all head coaches. A written instrument is not currently used as part of this process. A review of the district's extra service pay schedule for coaches showed parity. According to the T-35 form in the 2017-18 annual Title IX report, the total amounts spent for coaching salaries for teams of "like" sports indicate relative parity. Information gathered during the most recent visit indicated that the coaching ratio for females is 9.8 participants per coach and 12.4 participants per coach for males. This ratio appears to favor female athletes. The athletic director revealed that 57% (4/7) of the head coaches of female teams and 57% (4/7) of the head coaches of male teams were on-campus employees.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Competition and practice venues	X	
Dressing areas	X	
Equipment storage areas	X	

**BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES:** The 2005 Title IX school visit report rated this benefit category *Deficient* primarily due to the school's failure to have lights at the softball field. Four consecutive school improvement plans had stipulated that lights would be installed. The 2012 report rated this benefit category *Satisfactory* stating that the softball field had lights at that time making the amenities at the softball field comparable to those at the baseball field. The tour of facilities during the most recent visit revealed that the softball and baseball fields continue to have an equivalence of amenities. The softball field now has a tarp and seems to be maintained better now than in 2012. The scoreboard at the baseball field offers more information. All the other competitive facilities appear to offer equitable amenities. The school has four well-maintained dressing rooms in the gym that are shared by all teams except football and swimming. The football team has a dressing area in their field house, and the swim team dresses at the Holloway Aquatic Center located about three miles from the school. While it is obvious that there is a need for public restrooms and dressing areas for the outdoor sports, (excluding football) the available dressing rooms seem to be assigned equitably. The school has ample equipment storage space for its teams, and this space appears to be assigned with consideration of the size of teams, proximity to competitive venues, and provision of equity as priorities.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>MEDICAL AND TRAINING FACILITIES AND SERVICES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Weight room location and access	X	
Weight room usage schedule	X	
Appropriate equipment for female use	X	
Athletic Training services	NA	
Physical Exams	X	

**BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES:** The 2005 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The school has a large weight training room adjacent to the gym that has numerous training options suitable for female athletes. There was a usage schedule showing equitable female access in the Title IX file and posted at the facility. Interviews with coaches and a student athlete confirmed that equitable access is provided. The school does not offer regular access to an athletic trainer. Free physical exams by a local chiropractor are available to any prospective student athletes, or they can get free exams at the Healthy Kids Clinic held on a designated day each June at the high school.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>PUBLICITY</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Support group assignments	X	
Written regulation for recognition		X
Equity of spending	X	

**BENEFITS REVIEW- PUBLICITY:** Both the 2005 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report noted that the regulations for this benefit category did not address the retirement of jerseys or the equitable provision of awards and post season banquets. The school currently has one varsity cheerleading squad that is assigned to cheer at all home games and at away games versus district opponents for the football and boys and girls basketball teams. The full band performs at all home football games. The pep band plays at all home boy/girl doubleheader basketball games. A local radio station broadcasts all home and away games for the football and boys and girls basketball teams. The Title IX file contained regulations regarding the posting of banners and the provision of athletic awards and post season banquets. The tour of facilities revealed that the banners currently displayed in the gym are not equitable and do not meet the parameters established in the written regulations. The banners for boys regional basketball champions list the players' names while the girls regional banners do not. There are also some men's basketball numbers and names posted in the gym for which school officials offered no explanation. These seem to be areas of inequity that should be addressed by the school. (See *KHSAA Recommended Action*.) The 2016-17 and 2017-18 Title IX annual reports show that the school was spending approximately \$20 per female athlete and \$11 per male athlete for awards and recognition.

BENEFIT	Satisfactory	Deficient
SUPPORT SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Office access	X	
Booster Support	X	
Overall spending for athletic support	X	

**BENEFITS REVIEW- SUPPORT SERVICES:** The 2005 Title IX school visit report rated this benefit category *Deficient* because the submitted expenditures appeared to be inaccurate and incomplete, and there was insufficient administrative oversight of booster spending. The 2012 report rated this category *Satisfactory* stating that mechanisms had been put into place to monitor booster spending—written/signed agreements—and monthly spending checks by the athletic director. At that time, the submitted data appeared to be accurate and complete. Total athletic spending for 2011-12 was within generally accepted parameters for the provision of parity for a football-playing school. The tour of facilities during the most recent school visit revealed that there is office space for four teams—girls' basketball, girls' volleyball, boys' basketball, and football. The school currently has active booster clubs for all teams except boys and girls' tennis and boys and girls track. All booster clubs have their funds in school accounts except football, boys' basketball, and baseball. School administrators monitor booster spending by clubs with internal accounts by enforcing strict adherence to the purchase order process. The only method of oversight of booster clubs with external accounts is the monthly checks of expenditures by the athletic director. Administrators are currently considering the implementation of another method of monitoring booster spending from external accounts. A review of athletic spending for the past two years revealed that 41% of the spending for 2016-17 was for female athletes who made up 44% of the participants. Fifty-nine percent (59%) of the spending that year was for male athletes who made up 56% of the participants or approximately \$576 per female athlete and \$667 per male athlete. In 2017-18, approximately \$707 was spent per female athlete and \$559 per male athlete for total support. Over the two-year period of this evaluation, athletic expenditures indicate the provision of equivalent benefits.

#### CURRENT DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to current deficiencies	Date for Verification of Action to address deficiency
No deficiencies were designated as a result of the November 1, 2018 Title IX school visit.		

#### RECURRING DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to recurring deficiencies	Date for Verification of Action to address deficiency
The deficiency in the area of Accommodation of Interests and Abilities designated by the October 2, 2012 Title IX school visit appears to have been addressed by the school. The annual reports for the past two years show that the standard established by Test 3 for the provision of athletic opportunities is currently being met.		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

Action	Due Date
<b>(Travel and Per Diem Allowances)</b> The school is to submit to KHSAA an expansion of the current regulations for travel and per diem that address the equitable provision of <u>meals and lodging</u> for student athletes. This expanded document should also become a part of the permanent Title IX file.	On or before <u>January 24, 2019</u>
<b>(Publicity)</b> The school is to submit to KHSAA a description of the steps being taken to address the inequities in the recognition banners displayed in the gym. This written description should give a tentative completion date for this project.	On or before <u>January 24, 2019</u>
<b>(Publicity)</b> The school is to submit to KHSAA an explanation of the method for selection of individual jerseys/numbers to be displayed as a form of recognition of athletic accomplishments.	On or before <u>January 24, 2019</u>

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

Name	Title
Gary W. Lawson	KHSAA
Maggie Young	Student Athlete
Travis Gay	Golf Coach
Will Rich	Softball Coach
Brent Campbell	Athletic Director
Susan Peck	Teacher/Parent
Tina Corbin	Bookkeeper
Andrew Reliford	Teacher

**OTHER GENERAL OBSERVATIONS**

Although not part of the current Title IX evaluation, as per request, the school as asked to provide a copy of its Athletic Facility Emergency Medical Plan (160.445). At the time of this visit, the plan presented was very comprehensive and venue-specific as requested by the statute.

School officials were requested to specify the locations of all Automated External Defibrillators used by athletic programs. The athletic director identified a permanent AED on the inside wall of the gym and another one in the Holloway Aquatic Center. There was a portable unit in the football field house used by football, softball, and tennis. There was a second portable unit in the middle school fieldhouse that is used by baseball and boys and girls track.

No one from the community attended the Public Comments session. School officials were commended for the improvements that have been made in the provision of equitable opportunities and benefits for student athletes. The athletic director was recognized for his thorough preparation for the school visit.

The meeting was adjourned at 4:20 pm EDT.