



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

KHSAA Form T76  
Rev. 11/16

School:	Allen County Scottsville
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 14, 2018
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-19

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

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

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The December 1, 2005 Title IX school visit report rated this area *Satisfactory* based on evidence that the standards established in both Tests 2 and 3 for the provision of athletic opportunities were being met. The January 23, 2013 Title IX visit report rated this area *Deficient* noting that the school did not appear at that time to be meeting the standards established in any of the three opportunities tests. The submittal of incorrect team rosters contributed to this deficiency. The 2013 report stated that there was no evidence that the indicated interest in bowling and soccer were pursued for validity. A review of the annual Title IX reports for the past two years shows that it is likely that the standard established by Test 3 is now being met. The 2017-18 annual report documents that the school is starting a soccer program, and the T-3 form details the steps taken by the Gender Equity Review Committee to evaluate the indicated interest in bowling. The T-63 form in the 2017-18 annual Title IX report shows that an 84.6% completion rate was received on the most recent student athletic interest survey. During the most recent visit, the school's Title IX file was reviewed. 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 list of the current members of the Gender Equity Review Committee, current game schedules for all varsity teams, a school-generated athletic handbook for athletes, facility usage schedules for all shared athletic venues, some written guidelines addressing equitable recognition of student athletes (see *Publicity* and *KHSAA Recommended Action*), written designation of locker room and athletic equipment storage space assigned each team, minutes, agendas, and sign-in sheets for GERC meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and written regulations related to the equitable provision of travel and per diem. (See *Travel and Per Diem Allowances*.) School officials were commended for the development and updating of comprehensive regulations addressing equitable opportunities and benefits for student athletes.

### 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 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report documented the school did not have an equitable uniform review/replacement plan in the Title IX file and that spending in this category significantly favored male participants. All uniforms and equipment inspected during the most recent visit appeared to be of high quality and supplied in equitable quantities. The Title IX file contained a uniform review, rotation, and/or replacement plan showing a full four-year cycle of equitable replacement for all school teams except boys and girls tennis and boys and girls swimming which are replaced annually. Interviews with student athletes and coaches confirmed knowledge of this plan. The 2016-17 and 2017-18 annual Title IX reports show that approximately \$241 per female athlete and \$202 per male athlete was spent for equipment and supplies.

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 2013 Title IX school visit reports rated this benefit category *Satisfactory*. Information gathered during 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 main gym, the athletic center complex, and the weight training room. Student athletes and coaches confirmed knowledge of and adherence to these schedules. The scheduling of athletic events during optimal playing times for both genders was discussed with school officials who seem to be making equitable scheduling a priority.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>TRAVEL AND PER DIEM</b>		
<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 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report noted that the Title IX file contained no regulations addressing the provision of parity in regard to per diem (food and lodging). Regulations addressing equitable provision in regard to mode of transportation and meals and lodging for student athletes were available during the most recent school visit. The guidelines for lodging seemed to have unrealistic parameters for the provision of parity. **IT IS RECOMMENDED THAT THE GERC REVIEW THE REGULATION FOR LODGING AND UPDATE IT TO STIPULATE REALISTIC PARAMETERS FOR THE PROVISION OF PARITY.** The 2016-17 and 2017-18 Title IX annual reports show that approximately \$98 per female athlete and \$108 per male athlete was spent 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 2013 Title IX school visit reports rated this benefit category *Satisfactory*. It was learned during the most recent visit that the school's athletic director is currently responsible for the evaluation of all head coaches. A written instrument is used for documentation of this process. A review of the district's extra service pay schedule for coaches indicated parity. The T-35 form in the 2017-18 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. Information gathered during this visit revealed that the coaching ratio for females is 8.8 participants per coach and 14 participants per coach for male participants. This area of accessibility appears seems to strongly favor female athletes. Data provided by the athletic director indicated that 89% (8/9) of the head coaches of girls teams and 89% (8/9) of the head coaches of boys teams are 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:** This benefit category was rated *Satisfactory* by both the 2005 and 2013 Title IX school visit reports. The 2013 report noted that the school did not have written documentation of the locker room and athletic equipment storage space assigned each team. The most recent review revealed that the Title IX file now contains a listing of the locker room and athletic equipment storage space assigned to all school teams. During the tour of facilities the locker rooms were inspected. They offer similar amenities for male and female athletes and were assigned equitably. The school has a large amount of equipment storage space that seems to be assigned with consideration of the size of the teams and proximity to the teams' competitive venues as priorities. The completion of the new state-of-the-art athletic complex housing indoor practice areas for almost all teams is understandably a source of pride for student athletes. Equitable usage schedules for all teams that use the complex are in the Title IX file and posted at the facility. The outdoor athletic venues are all excellent and offer almost identical amenities for both genders. The maintenance of the school's gym, the athletic complex, and the outdoor facilities is commendable.

<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	X	
Physical Exams	X	

**BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES:** The 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report stated that the usage schedule for the weight training room was not posted at the facility. The tour of facilities during the most recent school visit revealed that there is a large, very well-equipped and well-maintained weight training room with numerous training options that are well suited for use by female athletes. There was an equitable usage schedule for the facility in the Title IX file and also posted at the venue. Information, observations, and interviews offer evidence that equitable access is provided. A part-time athletic trainer employed through a contract with Medical Center Health Care is accessible on an equitable basis to all athletes. On two designated days each year, free physical examinations are offered at the school by physicians from Medical Center Health Care.

<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:** The 2005 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report requested that the regulations for this category be expanded to include the equitable provision of awards and post season banquets. The school currently has one varsity cheerleading squad that is assigned to cheer at all football games—home and away. The squad also cheers at all home games and at away games versus district opponents and versus all Warren County schools for both the boys and girls basketball teams. A local radio station broadcasts all football and boys and girls basketball games. They also broadcast a “game of the week” for both the baseball and softball teams. The full band performs at all home football games. The pep band plays at all home boys and girls basketball games. The school has equitable guidelines regarding the posting of banners for athletic recognition. There were also some written statements about awards and post season banquets. These statements were not sufficiently specific when addressing equity for student athletes. (See *KHSAA Recommended Action*.) It was also learned during the visit that the school has an athletic hall of fame which has male and female members. (See *KHSAA Recommended Action*.) The 2016-17 and 2017-18 annual Title IX reports show that the school was spending approximately \$35 per female athlete and \$39 per male athlete for awards and recognition.

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

**BENEFITS REVIEW- SUPPORT SERVICES:** The 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The tour of facilities during the most recent school visit revealed that the available office space for coaches at the school is assigned equitably. The school currently has booster clubs offering support for all school-sponsored teams except boys and girls cross country and boys and girls track. Booster clubs for football, volleyball, boys’ basketball, girls’ basketball, baseball, softball, and boys and girls swimming all have external bank accounts. The remaining booster clubs all house their funds within school accounts where the purchase order process is strictly followed. A part of the interview session with school administrators allowed an opportunity to discuss administrative oversight of spending by booster clubs with external accounts. A review of athletic spending for the past two years shows that the percentage and per athlete expenditures slightly favored female athletes in 2016-17. The annual report summary for 2017-18 showed that the per athlete and percentage expenditures again favored the female athletes. Over the two years of this evaluation, total athletic spending appears to be within generally accepted parameters for the provision of parity at a football-playing school in which females are designated as the underrepresented gender in regards to athletics.:

**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 14, 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 designated in the January 23, 2013 Title IX school visit report in the area of <i>Accommodation of Interests and Abilities</i> appears to have been addressed by the school. Annual Title IX reports for the past two years show evidence that the standard established by Test 3 for the provision of athletic opportunities is being met.		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

Action	Due Date
<p><b>(PUBLICITY)</b> The school is to submit to KHSAA the following documents as guides for equitable provision of benefit within this category:</p> <ul style="list-style-type: none"> <li>• written regulations addressing equitable provision of awards for recognition of student athletes;</li> <li>• written regulations addressing the equitable provision of post season banquets for student athletes;</li> <li>• a listing of the criteria for entry into the school's Athletic Hall of Fame.</li> </ul> <p>After these documents are approved, they are to become a part of the school's Title IX file.</p>	<p>On or before <u>January 17, 2019</u></p>

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Gary W. Lawson	KHSAA
Owen Stamper	Student Athlete
Taylor Carter	Student Athlete
Robert Bunton	Softball Coach
Greg Dunn	Girls Basketball
Joseph M. Cosby	Principal
Kerry Harwood	Athletic Director
Chad Cooper	District Contact
Randy Cook	Volleyball Coach
Brad Bonds	Boys Basketball
Brad Hood	Football
Scott Stamper	Head Coach--Baseball/Boys Golf

**OTHER GENERAL OBSERVATIONS**

Although not part of the current Title IX evaluation, as per request, the school presented a copy of its Emergency Medical Plan (KRS 160.445) which was very comprehensive and venue-specific as requested by the statute.

The school's athletic director identified the locations of all Automated External Defibrillators used by the athletic programs. A portable AED was in the athletic complex. A permanent AED is in the lobby of the main gym. A second permanent AED is inside the football/baseball concession stand.

No one from the community attended the Public Comments session. The Gender Equity Committee, school administrators, and the athletic director were commended for their dedication to provide equitable opportunities and benefits for student athletes. The athletic director's thorough preparation for the school visit was recognized and appreciated. The meeting was adjourned at 4:10 pm EST.