



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

KHSAA Form T76  
Rev. 11/16

School:	Anderson County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	October 29, 2024
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2024-25

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality <span style="float: right;"><b>SATISFACTORY</b></span>	
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities <span style="float: right;"><b>SATISFACTORY</b></span>	
Analysis Form Review	<b>X</b>

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The September 14, 2015 Title IX school visit report designated the accommodation of student interest and abilities **Satisfactory**. The data submitted at that time indicated that the school was meeting the standard established by Test 3.

An analysis of the annual Title IX reports for the past two years gives strong indication that the school is currently meeting the standards established by both Tests 1 and 3 for provision of athletic opportunities. The 2023-24 report shows that females were 43.9% of the athletic participants, and they made up 44.0% of the school's enrollment (Test 1). The internal analysis forms for the 2022-23 and 2023-24 annual reports confirms that the T-3 and T-63 forms support the finding that the standard of Test 3 is being met. The most recent annual report shows that the school sponsors 22 total teams for female participation and the same number for male participants. The T-63 form in that report indicates that a completion rate of 67.6% was received on the latest athletic interest survey.

During the most recent school visit, the school's Title IX file was examined and found to contain a board-approved salary schedule for coaches, a listing of the current members of the Gender Equity Review Committee, sample game schedules for all varsity teams, a comprehensive schedule of facility usage, (See **Scheduling of Games and Practice Times** and **KHSAA Recommended Action**.) Also in the file were regulations addressing awards and recognition of athletic participation and accomplishments (see **Publicity** and **KHSAA Recommended Action**), a file designating the locker room and athletic equipment storage space assigned to **on-campus teams** (see **Locker Rooms, Practice and Competitive Facilities**), minutes for one GERC meeting held during the current school year (see **KHSAA Recommended Action**), a uniform review/rotation/ replacement plan (see **Equipment and Supplies**), and a regulation addressing the equitable provision of mode of transportation for student athletes (see **Travel and Per Diem Allowances** and **KHSAA Recommended Action**). School officials were strongly encouraged to develop and implement regulations that bring about the equity of provisions for opportunities and benefits for all student athletes.

**BENEFITS REVIEW**

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

**BENEFITS REVIEW- EQUIPMENT AND SUPPLIES:** The 2015 Title IX school visit report designated this benefit category **SATISFACTORY**. The report noted that the uniform review/rotation/replacement plan needed to be expanded to include all teams.

During the most recent school visit, the uniforms were reviewed and revealed that girls' basketball (provided shoes) had an advantage over boys basketball (no shoes). Baseball has a slight advantage over softball regarding the quantity of jerseys supplied, however, there appeared to be overall parity when all uniforms were considered. There was a uniform replacement plan in the Title IX file showing a four-year cycle of replacement for all teams except archery, fishing, and bowling which are replaced annually. These teams were not included on the uniform plan in 2015 or at the current time. UPON RECEIPT OF THIS REPORT, THE SCHOOL IS TO ADD THESE TEAMS WHOSE UNIFORMS ARE REPLACED ANNUALLY TO THE UNIFORM REPLACEMENT PLAN.

The 2022-23 and 2023-24 annual Title IX reports show the school spent \$285 per female athlete and \$309 per male athlete for equipment and supplies.

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

**BENEFITS REVIEW- SCHEDULING OF GAMES AND PRACTICE TIMES:** The 2015 Title IX school visit report designated this benefit category **SATISFACTORY**.

Information gathered during the most recent school visit revealed that the number of events scheduled for teams of "like" sports was comparable. The school currently has five venues that are shared per gender for practice. They are gym A, gym B, gym C, the weight training room, and the soccer field. There were no separate usage schedules showing equitable access to these venues. (See **KHSAA Recommended Action**.) Interviews with student athletes seemed to confirm that equitable access was provided for these facilities.

The importance of scheduling competitive events during the most opportune times on an equitable basis was emphasized to school officials.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
TRAVEL AND PER DIEM	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 2015 Title IX school visit report designated this benefit category **SATISFACTORY**. The report did request that the regulations for this benefit be expanded to include equity in the mode of transportation for athletes.

During the most recent school visit, the regulation addressing parity in regard to mode of transportation was found in the Title IX file, but there were no guidelines in the file for equitable provision of per diem [meals and lodging]. (See *KHSAA Recommended Action*.)

The 2022-23 and 2023-24 annual Title IX reports show that the school spent \$72 per female athlete and \$63 per male athlete for travel and per diem.

	<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 2015 Title IX school visit report designated this benefit category **SATISFACTORY**.

During the most recent school visit, it was learned that the athletic director is responsible for the evaluation of all head coaches. A written instrument is currently used for this process.

A review of the district's extra-service pay schedule showed that coaches of "like" sports were paid equitably, and the number of compensated positions for "like" sports showed equivalence.

The T-35 form in the 2023-24 annual Title IX report showed that total amounts spent for coaching salaries for teams of "like" sports were comparable.

Evidence gathered during this visit indicated that the coaching ratio for females was 15 participants per coach, and it was 14.5 participants per coach for males. Additional data showed that 20% (2/10) of the head coaches of girls' teams and 27% (3/11) of the head coaches of boys' teams were on-campus employees.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES	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 2015 Title IX school visit designated this benefit category **SATISFACTORY**.

During the most recent school visit, the tour of facilities revealed that both the indoor and outdoor venues are excellent in quality and maintenance. All competitive venues, except, swimming, golf, and bowling are on-campus. The softball and baseball facilities offer similar amenities with a slight advantage to softball. The school has three on-campus gyms. The amenities at the dressing rooms for "like" sports show equivalence. The number of exclusive dressing areas is equitable. The listing of dressing rooms and equipment storage spaces for student athletes did not include the off-campus venues for swimming, golf, and bowling. The athletic director indicated that these venues have dressing areas and storage space. UPON RECEIPT OF THIS REPORT, THE LISTING OF DRESSING ROOMS AND EQUIPMENT STORAGE SPACES ARE TO BE EXPANDED TO INCLUDE OFF-CAMPUS VENUES. In totality, this benefit category offers a slight advantage to female participants.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
MEDICAL AND TRAINING FACILITIES AND SERVICES	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	NA	

**BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES:** The 2015 Title IX school visit report designated this benefit category **SATISFACTORY**.

The tour of facilities during the most recent school visit showed that the school currently has two weight training rooms. One facility is used exclusively by the girls' basketball team. The other weight room is shared by all other teams. Both venues have numerous training options that are suitable for use by female athletes. There was no usage schedule showing equitable access for the shared weight room. (See **KHSAA Recommended Action**.) Interviews with student athletes and coaches indicated there was wide-spread used of the shared training facility. An athletic trainer is available equitably on a daily basis through a contract with KORT. Student athletes are responsible for obtaining their own physical examinations.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
PUBLICITY	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 2015 Title IX school visit report designated this benefit category **SATISFACTORY**. The report noted two concerns in this benefit category including a lack of regulations regarding equity of awards and banquets and that information on the T-35 form in the annual report appeared to be *budgeted* amounts rather than actual expenditures.

During the most recent school visit, it was learned that there is currently one varsity cheerleading squad that is assigned to cheer at all home and away football games. They also cheer at all home boys and girls basketball games. The full band performs at all home football games when they are not participating in band competitions. The pep band plays at home boys and girls basketball games when competing with district opponents. The Title IX file had regulations addressing parity in regard to posting of athletic banners, retirement of jerseys, and athletic banquets. These regulations did not include information about equity in provision of awards. (See *KHSAA Recommended Action.*)

The T-35 forms in the annual Title IX reports for the past two years seem to be actual expenditures. Those reports show that the school spent \$12 per female athlete and \$12 per male athlete for awards and recognition.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
SUPPORT SERVICES	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:** This benefit category was designated **SATISFACTORY** by the 2015 Title IX school visit report.

Currently, the office space available for coaches appeared to be assigned on an equitable basis. Exclusive office space is provided for girls' basketball, boys basketball, softball, baseball, and football. According to school officials, there are two booster clubs—one supports football and the other supports all school teams. Both booster clubs house their funds outside of school accounts. There is a system of oversight for all booster spending. A school purchase order must be used for all booster purchases. The issue of concern for booster spending is that it has not been properly reported on the school's T-35 forms for the past two years. According to a document signed by the school's principal, all spending for athletic benefits has been reported. However, the totals were not reported separately to identify "school"- "booster" spending as required on the T-35 forms. Beginning with the 2024-25 annual Title IX report, athletic spending is to identify/separate school and booster expenditures on the T-35 form.

An analysis of athletic spending for the past two years shows that in 2022-23, expenditures for females was 42.02% of the total while they were 44.29% of the participants. The internal analysis shows that during that year, \$483 was spent per female athlete and \$530 was spent per male athlete.

During 2023-24, expenditures for females was 41.87% of the total while they made up 43.85% of the participants. The internal analysis summary for 2023-24 shows that \$511 was spent per female athlete and \$554 per male athlete. Total athletic spending for the past two years appears to be well-within generally accepted parameters for parity for a football-playing school.

**CURRENT DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to current deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>
No deficiencies were assessed by the October 29, 2024 Title IX school visit report.		

**RECURRING DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to recurring deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>
No deficiencies were assessed by the September 14, 2015 Title IX school visit report.		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

<b>Action</b>	<b>Due Date</b>
<p><b>(SCHEDULING OF GAMES and PRACTICE TIMES)</b> The school is to submit to KHSAA usage schedules showing equitable access for the following shared practice venues: <b>Gym "A"</b>, <b>Gym "B"</b>, <b>Gym "C"</b>, <b>Weight Training Room</b>, and the <b>Soccer Practice Field</b>.</p>	<p>On or before <u>January 9, 2025</u></p>
<p><b>(TRAVEL and PER DIEM ALLOWANCES)</b>                      The school is to submit to KHSAA written regulations addressing:  <input type="checkbox"/> the <u>equitable provision of meals</u> for student athletes;  <input type="checkbox"/> the <u>equitable provision of lodging</u> for student athletes.</p>	<p>On or before <u>January 9, 2025</u></p>
<p><b>(MEDICAL AND TRAINING FACILITIES AND SERVICES)</b> The school is to submit to KHSAA a photograph of an equitable usage schedule posted at the shared weight training room.</p>	<p>On or before <u>January 9, 2025</u></p>
<p><b>(ACCOMMODATION OF INTEREST AND ABILITIES)</b> The school is to submit to KHSAA minutes for at least three Gender Equity Review Committee meetings held during the 2024-25 school year.</p>	<p>On or before <u>April 28, 2025</u></p>
<p><b>(PUBLICITY)</b> The school is to submit to KHSAA regulations addressing <i>equivalence</i> in regard to the provision of <u>awards</u> recognizing athletic achievement and participation.</p>	<p>On or before <u>January 9, 2025</u></p>
<p><b>(KRS 160.445)</b> The school is to submit to KHSAA an <b>Athletic Emergency Medical Plan</b> that is <i>venue-specific</i> as required by the statute.</p>	<p>On or before <u>January 9, 2025</u></p>
<p>*****Once the required regulations and policies in this section are submitted to and approved by KHSAA, each should become a part of the school's Title IX file.</p>	



**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

Name	Title
Gary W. Lawson	KHSAA
Madison Wash	Student Athlete
Hugh Murphy	Student Athlete
Clay Birdwhistell	Girls Basketball Coach
Jason Earnest	Girls Soccer Coach
Chris Glass	Principal
James Corey Sayre	Athletic Director
Cassandra Traughtt	Bookkeeper

**OTHER GENERAL OBSERVATIONS**

Although not part of the current Title IX evaluation, as per request, the school was asked to provide a copy of its Athletic Facility Emergency Medical Plan (KRS 160.445). The plan presented did not appear to be venue-specific as required by the statute. **(See KHSAA Recommended Action.)** The athletic director stated that emergency practice drills are held at some venues.

As per request, the school was asked for a listing of the locations of its Automated External Defibrillators. AEDs were confirmed to be found (1) outside of gym "A", (2) outside of gym "C", (3) a portable AED is moved from the football fieldhouse to the softball fieldhouse, (4) inside the baseball concession stand, (5) a portable unit travels with the athletic trainer at all times, (6) in the pool area at Falling Springs Swim Center.

No one from the community attended the Public Comments session which was advertised on the Bright Arrow email system that contacts every parent and also on social media. The athletic director was commended for his assistance during the visit. The meeting was adjourned at 3:20 p.m. EDT.