



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

KHSAA Form T76
Rev..11/16

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|--------------------|-------------------------------------|
| School: | Ashland Blazer |
| Prepared By: | Gary W. Lawson |
| Date of Re-Visit: | November 29, 2023 |
| Staff Reviewed By: | Darren Bilberry, Asst. Commissioner |
| School Year: | 2023-24 |

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

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

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The September 30, 2015 Title IX school visit report designated the accommodation of student interest and abilities *Satisfactory* based on information showing that the standard established by Test 3 for provision of athletic opportunities was being met. A review of the annual Title IX reports for the past two years supplemented by Exhibit #1 of the 2022-23 annual report gives strong evidence that Test 3 is still being met. Supplemental Exhibit #1 explains that although there appears to be a significant interest in bowling (34), this sport is not geographically feasible for Ashland at this time. All other current student interests appear to be accommodated. The school now offers 17 total teams for female participation and 18 total teams for male participation. A 69% 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 contained copies of all previous Title IX school visit reports, a board-approved salary schedule for coaches, a listing of the current members of the Gender Equity Review Committee, recent game schedules for all varsity teams, a school-sponsored fall sports program, a school-generated athletic handbook, facility usage schedules for all athletic venues shared per gender, and regulations regarding equitable provision of awards and recognition of athletic accomplishments. (See **KHSAA Recommended Action.**) The file also included a designated locker room and athletic equipment storage space assigned to each team, minutes for all GERC meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and guidelines related to equitable provision of travel and per diem. (See **KHSAA Recommended Action.**) **THE SCHOOL'S ATHLETIC DIRECTOR AND G. E. R. C. WERE COMMENDED FOR THE DEVELOPMENT AND MAINTENANCE OF A COMPREHENSIVE AND WELL-ORGANIZED 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 2015 Title IX school visit report designated this benefit category *Satisfactory*. The report stated that the uniform review/rotation plan did not show a full cycle of replacement for all teams. All uniforms viewed during the most recent school visit were of high quality and seemed to be supplied in equitable quantities. A uniform review, rotation, and/or replacement plan was in place which showed all teams are on a three-year cycle of replacement, except, boys and girls golf, archery, boys and girls swimming and boys' and girls' tennis which are replaced annually. Interviews with student athletes and coaches seemed to affirm adherence to this plan. The 2021-22 and 2022-23 annual Title IX reports show that the school spent \$217 per female athlete and \$244 per male athlete 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 2015 Title IX school visit report designated this benefit category *Satisfactory*. Information gathered during the most recent visit indicated that the number of competitive events scheduled for teams of "like" sports was comparable. The school has three venues that are shared per gender for practices. They are the Anderson gym, soccer field, and Anderson gym weight training room. A usage schedule for each of these venues displaying equitable female access was found in the Title IX file. Interviews with coaches and student athletes confirmed implementation of these usage schedules. School officials were encouraged to continue to emphasize equity in scheduling competitive events during the most opportune playing times.

| BENEFIT | Satisfactory | Deficient |
|---------------------------------|---------------------|--------------------------|
| TRAVEL AND PER DIEM | X | |
| INDIVIDUAL COMPONENTS | Acceptable | Needs Improvement |
| 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 noted that the regulations addressing the individual components of this category did not include equitable provision of the mode of transportation or lodging. Regulations found in the Title IX file during the most recent visit showed that the school had addressed the provision of parity in regard to the mode of transportation and lodging. There were no regulations regarding meals for student athletes. (See **KHSAA Recommended Action**.) Interviews with students and coaches indicated that there is equivalence of provision in all three components of this benefit category. The 2021-22 and 2022-23 annual Title IX reports show that the school spent \$67 per female athlete and \$56 per male athlete for travel and per diem.

| BENEFIT | | Deficient |
|------------------------------|-------------------|--------------------------|
| COACHING | X | |
| INDIVIDUAL COMPONENTS | Acceptable | Needs Improvement |
| Compensation | X | |
| Accessibility | X | |
| Competence | X | |

BENEFITS REVIEW- COACHING: The 2015 Title IX school visit report designated this benefit category *Satisfactory*. Information gathered during the most recent visit revealed that the athletic director is responsible for evaluating all head coaches. A written instrument is used for documentation of this process. A review of the district's extra-service pay schedule showed parity. The T-35 form in the 2022-23 annual Title IX report showed that the total amounts spent for coaching salaries for teams of "like" sports was comparable. Evidence reviewed during the most recent visit revealed that the coaching ratio is 8.5 participants per coach for females and 8.0 participants per coach for males. Other data showed that 30% (3/10) of the head coaches of girls' teams and 30% (3/10) of the head coaches of boys' teams are on-campus employees.

| BENEFIT | Satisfactory | Deficient |
|--|---------------------|--------------------------|
| LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES | X | |
| INDIVIDUAL COMPONENTS | Acceptable | Needs Improvement |
| 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 report designated this benefit category *Satisfactory*. As was the case during earlier visits, the practice and competitive facilities are excellent. All competitive facilities serving “like” sports seem to have equivalent amenities. The school has access to two gyms (Anderson and Alumni), 13 tennis courts, and two weight training rooms. The assignment of dressing room space seems equitable. Girls’ basketball, boys’ basketball, softball, baseball, and football all have exclusive dressing areas. The equipment storage space assigned to teams seems appropriate to the teams’ size and proximity to practice and competitive facilities.

| BENEFIT | Satisfactory | Deficient |
|---|---------------------|--------------------------|
| MEDICAL AND TRAINING FACILITIES AND SERVICES | X | |
| INDIVIDUAL COMPONENTS | Acceptable | Needs Improvement |
| 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 2015 Title IX school visit report designated this benefit category *Satisfactory*. The school currently has two weight training rooms—one in the field house that is used only by male teams and has fewer training options suitable for females. The second weight training room is in the Anderson gym and is smaller but has several training options for females and is shared by a number of female teams and a few male teams. There was an equitable usage schedule for the Anderson weight room in the Title IX file and posted at the facility. Interviews during the most recent visit indicated equitable access to weight training. A certified trainer is available daily on an equitable basis through a contract with Kings Daughter’s Medical, Inc. Physical examinations for student athletes are offered free of charge on a designated day each spring and on two designated days each summer by Kings Daughters Medical Center.

| BENEFIT | Satisfactory | Deficient |
|------------------------------------|---------------------|--------------------------|
| PUBLICITY | X | |
| INDIVIDUAL COMPONENTS | Acceptable | Needs Improvement |
| 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 that the regulations addressing the individual components of this category did not include equitable provision of awards, letters, bars, and post-season banquets. The school, currently, has one varsity cheerleading squad that is assigned to cheer at all home football games and at *selected* away games as approved by the athletic director who monitors parity. Cheerleaders are also assigned to support all home boys' and girls' basketball games and at away games in Boyd and Greenup counties. The full band performs at all home football games. The pep band plays at all home boys and girls basketball games and at *senior* night for both the boys and girls soccer teams. The Title IX file contained regulations addressing the provision of parity in regard to post-season banquets, letters and bars, and athletic awards. There is also an interactive digital display board in the gym lobby that recognizes numerous athletic accomplishments by both male and female participants. The Title IX file did not have equitable guidelines for the posting of banners in the gyms. (See ***KHSAA Recommended Action.***) As was the case in 2015, the expenditures submitted on the T-35 form in the 2022-23 annual Title IX report appeared to be budgeted amounts rather than actual expenditures. (See ***KHSAA Recommended Action.***)

| 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 2015 Title IX school visit report designated this benefit category *Satisfactory*. During the most recent tour of facilities, all the office space available for coaches at the school appeared to be assigned equitably. According to school administrators, there are individual booster clubs supporting all teams except boys and girls golf, boys and girls track, volleyball, boys' and girls' tennis, boys and girls swimming, archery, and wrestling. Several of these clubs house their funds in school accounts while a number of these clubs have funds outside the school accounts. There is currently no process in place for school approval of expenditures from external booster accounts. School officials were encouraged to explore implementation of a system that reviews these booster expenditures to monitor equivalence of benefits. An analysis of athletic spending for the past two years shows that 42.43% of the spending in 2021-22 was for female athletes who made up 39.47% of the participants while 57.57% of the spending was for male athletes who made up 60.53% of the participants. In 2022-23, the internal analysis summary shows that the school spent approximately \$584 per female athlete and approximately \$617 per male athlete for total support. Over the two-year period of this analysis, total athletic spending appears to be within generally accepted parameters for the provision of parity for a football-playing school.

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 11/29/23 Title IX 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 |
|---|--|--|
| No deficiencies were designated as a result of the 9/30/15 Title IX school visit. | | |
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| | | |

OTHER ACTIONS NECESSITATED BY THIS VISIT

| Action | Due Date |
|---|--|
| (Travel and Per Diem Allowances) The school is to submit to KHSAA regulations addressing the equitable provision of meals for student athletes. Upon approval of these regulations, they are to become part of the Title IX file. | On or before <u>February 27, 2024</u> |
| (Publicity) (1) The school is to submit to KHSAA regulations addressing equitable posting of banners for athletic recognition. Upon approval of these regulations, they should become part of the Title IX file. (2) The school is to submit to KHSAA a T-35 form showing accurate actual expenditures in the Awards column for the 2022-23 annual Title IX report. (These expenditures will have been made during the 2021-22 school year.) | On or before <u>February 27, 2024</u> On or before <u>February 27, 2024</u> |

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

| Name | Title |
|---------------------|-------------------------------------|
| Nate Freize | Student Athlete |
| Ella Sellars | Student Athlete |
| John Cook | Head Coach- Girls Soccer |
| Jason Clark | Head Coach- Girls Volleyball |
| Sawyer Edens | Student Athlete |
| Cole Christian | Student Athlete |
| Luke Stahler | Student Athlete |
| Alden Johnson | Student Athlete |
| Laney Sorrell | Student Athlete |
| Stacy Davis | Head Coach- Girls Basketball |
| Harlee Estep | Head Coach- Track/Field- Boys/Girls |
| Emma Wiley | Student Athlete |
| Sadie Jane Chabbins | Student Athlete |
| Grace DeLaney | Student Athlete |
| Gary W. Lawson | KHSAA |

OTHER GENERAL OBSERVATIONS

Although not a 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 was comprehensive and venue-specific as required by statute.

As per request, the school was asked for a listing of the locations of its Automated External Defibrillators. It was confirmed that AEDs were in the following locations:

- (1) front office of Building #1; (2) middle hallway of Building #2; (3) middle hallway of Building #3; (4) on wall between restrooms in Building #4; (5) beside restroom doors in Building #5; (6) middle hallway of Building #6; (7) athletic training room in Building #7; (8) Anderson gym weight training room; (9) wall of Alumni gym; (10) softball field press box; (11) Putnam Stadium press box; (12) soccer field concession stand; and (13) baseball field concession stand.

No one from the community attended the Public Comments session which was advertised in the local newspaper and on the school's Facebook page. The athletic director was highly commended for the preparation for this school visit. The meeting was adjourned at 3:20 pm EST.