



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

KHSAA Form T76  
Rev. 11/16

School:	Barbourville
Prepared By:	Gary W. Lawson
Date of Re-Visit:	October 30, 2018
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-2019

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

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

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The January 20, 2005 Title IX school visit report rated this area *Satisfactory*. At that time, it appeared the school was meeting the standards established by both Tests 1 and 2 for provision of athletic opportunities. The January 8, 2013 report rated this area *Deficient* stating that there was no evidence showing that the school was meeting the minimum standards established by any of the three opportunities tests. The report documented an issue with the submittal of team rosters which affected both Tests 1 and 2. In the case of Test 3, there was an indicated interest in volleyball and track that the school had not pursued for validity. A review of the annual Title IX reports for 2016-17 and 2017-18 gives strong indication that the school is currently meeting the standards established by all three opportunities tests in regards to female athletes. It should be noted that the annual report summaries for the past two years shows that in 2016-17 girls were the underrepresented gender in athletics. In 2017-18, boys were the underrepresented gender. In relation to Test 1, the 2017-18 audit summary shows that females were 49.79% of the school's enrollment and 52.27% of the athletic participants. In regard to Test 2, the school has increased female participation by 43.2% by adding varsity and junior varsity archery, varsity and junior varsity cross country, varsity dance, varsity track, and varsity and junior varsity volleyball during the past five years. In relation to Test 3, the addition of the sports mentioned above seems to have addressed all the currently indicated student athletic interests. The T-63 form in the 2017-18 annual report shows that an 87.5% 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, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, recent game schedules for some school teams, facility usage schedules for the gym and weight training room (see *Scheduling of Games and Practice Times* and *KHSAA Recommended Action*), regulations addressing the posting of athletic banners, designation of the assigned locker room and athletic equipment storage space for each teams, minutes from GERC meetings held during the past three years, a copy of a plan for the replacement of uniforms (see *Equipment and Supplies* and *KHSAA Recommended Action*), and guidelines addressing the equitable provision of travel and per diem. (See *Travel and Per Diem Allowances*.) School officials were encouraged to continue to strive for the development and implementation of equitable regulations for all benefit areas.

### 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:** Both the 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. All the uniforms and equipment seen during the most recent visit were of mid-to-high quality and appeared to be supplied in equitable quantities except in the case of softball compared to baseball. Baseball seemed to have a slight advantage in both quality and quantity of uniforms. A partial plan for uniform review, rotation, and/or replacement was shown during the visit. Interviews during this visit gave strong evidence that some teams were not required to follow the plan. It was emphasized to school officials that a uniform rotation plan should be developed showing a full cycle of replacement for all school-sponsored teams and that the plan should be adhered to by the teams listed. Information in the 2016-17 and 2017-18 annual Title IX reports show that the school was spending approximately \$89 per female athlete and \$169 per male athlete for equipment and supplies. This spending significantly favors the male participants. The fact that a uniform review/replacement plan is not being implemented by all school-sponsored teams and spending within this benefit category that significantly favors the male athletes results in this benefit category currently being **deficient**. (See *KHSAA Recommended Action*.)

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*. At the time of the 2013 visit, there was no usage schedule available for the indoor hitting facility which is shared by baseball and softball. Information gathered during the most recent visit indicated that the number of competitive events scheduled for teams of "like" sports was comparable. Shared competitive venues at the school are the gym, weight training room, and the indoor hitting facility. Equitable schedules were available for the gym and the weight room, but as was the case in 2013, **NO USAGE SCHEDULE WAS PROVIDED FOR THE INDOOR HITTING FACILITY LOCATED IN THE AUXILLARY GYM.** (See *KHSAA Recommended Action*.) The scheduling of competitive events during the most optimal playing times on an equitable basis was discussed with school officials who seem to be placing a high priority on this endeavor.

<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 2013 Title IX school visit reports rated this benefit category *Satisfactory*. Information gathered during the most recent visit revealed that the school has regulations addressing parity in regards to the mode of transportation and meals and lodging for student athletes. Interviews with student athletes and school personnel did not confirm that these regulations were being followed. IT WAS STRONGLY EMPHASIZED TO SCHOOL OFFICIALS THAT THE GERC AND ALL HEAD COACHES SHOULD BE KNOWLEDGEABLE OF THESE REGULATIONS AND SCHOOL ADMINISTRATORS SHOULD MONITOR THEIR IMPLEMENTATION. According to the 2016-17 and 2017-18 annual Title IX reports, the school was spending approximately \$15 per female athlete and \$8 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 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The principal and athletic director are responsible for the evaluation of all head coaches. A written instrument is not currently used as a part of this endeavor. 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 amount spent for coaching salaries for teams of "like" sports was comparable except for baseball (\$4,000) and softball (\$0). The principal explained that this difference was because the current softball coaches donated their salaries back to the school. Data gathered during the most recent visit revealed that the coaching ratio is 10.3 participants per coach for female athletes and 7.7 participants per coach for male athletes. These ratios appear to favor the male athletes. The athletic director confirmed that 63% (5/8) of the head coaches of girls teams and 75% (6/8) 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 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The 2013 report documented that school officials were working with city officials in order to get lights installed at the softball field. The tour of facilities during the most recent visit showed that some improvements have been made at the softball field. The dugouts have been renovated. They are now concrete block structures with safety fence in the front. A tarp to cover the field has been added, but there are still no lights—as was the case in 2013. Interviews with student athletes confirmed that the baseball team can play junior varsity games after the varsity contest is completed. Softball either cannot play junior varsity games or they must be shortened because of darkness. (See *KHSAA Recommended Action*.) All the other competitive venues at the school seem to offer similar amenities. The school has four well-appointed dressing rooms in the gym. One of these locker rooms is used exclusively by boys' basketball, and one is used exclusively by girls' basketball. These dressing areas have comparable amenities. The other two dressing rooms (with similar amenities) are assigned to all other school teams. Storage space at the school is very limited. There are two small rooms upstairs in the gym—one is used for storage by all the girls' teams except basketball, and the other is shared by all boys teams except basketball. Both the boys and girls' basketball teams have a storage room in the back of their coaches' offices.

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 2005 and 2013 school visit reports rated this benefit category *Satisfactory*. The most recent visit revealed that the school has a small, but well-maintained, weight training room on the second floor of the high school. This facility contains numerous training options that are suitable for female athletes. An equitable usage schedule was in the Title IX file and also posted at the facility. Interviews with student athletes and coaches confirmed the availability of equitable access. From one o'clock in the afternoon until the end of the last sporting event, students have access to an athletic trainer through a contract with APEX physical therapy. Local physicians offer physical examinations at the high school at a reduced rate on a designated day each year to any prospective student athletes.

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 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report stated that the regulations within this category were incomplete regarding the posting of individual recognition banners in the gym. The school currently sponsors one varsity cheerleading squad that is assigned to cheer at all home boys and girls basketball games and at away games versus district opponents for each team. The school does not have a band. There is no media coverage for any school teams at this time. The Title IX file contained equitable regulations for the posting of banners for athletic recognition. The only awards that are presently being given to athletes are *senior plaques* and no post season banquets are held. The 2016-17 and 2017-18 annual Title IX reports show that \$2.75 per female athlete and \$2.35 per male athlete was spent for awards.

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 and 2013 Title IX school visit report rated this benefit category *Satisfactory*. The school currently has two coaching offices—one is assigned to girls basketball and the other is assigned to boys basketball. According to school administrators, there are no athletic booster clubs supporting any school teams. An analysis of athletic expenditures over the past two years shows that in 2016-17, the school spent \$207.67 per female athlete and \$246.94 per male athlete for total support. This spending slightly favors the male participants at a non-football playing school. In 2017-18, the annual report summary shows that \$166.81 per female athlete and \$311.49 per male athlete was spent. This spending significantly favors male participants. It should be noted that, according to rosters submitted for that school year, males were the underrepresented gender in athletics at the school. Regardless of the underrepresented gender designation, the school should strive to maintain a spending pattern that provides equitable benefits for all of its student athletes.

**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
<p><b>(Equipment and Supplies)</b> The school failed to implement an equitable uniform review, rotation, and/or replacement plan for all school-sponsored teams. In addition, spending in this benefit category significantly favored the male athletes.</p>	<p>The school is to submit to KHSAA a written uniform review, rotation, and/or replacement plan that shows a full cycle of replacement for all school-sponsored teams. This plan should be signed by all members of the Gender Equity Review Committee, all head coaches, and the principal and athletic director. These signatures signify knowledge of and adherence to this plan.</p>	<p>On or before <u>January 25, 2019</u></p>

**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
<p>The deficiency in the category of <i>Accommodation of Interests and Abilities</i> designated by the 2013 Title IX school visit report appears to have been addressed by the school. There is evidence that the school is currently meeting the standards established by all three opportunities tests.</p>		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

Action	Due Date
<p><b>(Scheduling of Games and Practice Times)</b> The school is to submit to KHSAA a written usage schedule showing equitable access to the indoor hitting facility that is shared by baseball and softball.</p>	<p>On or before <u>January 25, 2019</u></p>
<p><b>(Locker Rooms, Practice, and Competitive Facilities)</b> The school is to submit to KHSAA a listing of the <u>steps taken during the past five years</u> to install lights at the softball field at Barbourville City Park. This listing should be specific in terms of the parties/persons contacted and negotiated with, etc. Also included in this submittal should be a <u>plan for future steps</u> to be taken to get lights at this facility along with a realistic <u>projected completion date for this project</u>.</p>	<p>On or before <u>January 25, 2019</u></p>
<p><b>(KRS 160.445)</b> The school is to submit to KHSAA an Athletic Facility Emergency Medical Plan that meets the requirements set forth by this statute. This plan must be venue-specific.</p>	<p>On or before <u>January 25, 2019</u></p>

### PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Dakota W. Tye	Student Athlete
Mary Gray	Student Athlete
Andi Hillard	Varsity Girls Basketball
Kyle Yeager	Varsity Boys/Girls Swim Coach
Cody Messer	Head Boys Basketball Coach
Paul Middleton	Principal

### OTHER GENERAL OBSERVATIONS

Although not part of the current Title IX evaluation, as per request, the school was asked for a copy of its *Athletic Facility Emergency Medical Plan* (KRS 160.445). At the time of this visit, the school did not have a venue-specific plan. (See *KHSAA Recommended Action*.)

School officials were also asked to identify the locations of all Automated External Defibrillators available for use by athletic teams. According to the school's principal, one permanent unit is on the wall in the hallway adjacent to the main gym. A second permanent unit is located inside the auxiliary gym that is used as an indoor hitting facility. Two portable AED's are in the main school office and are available for check out by any head coach.

Three people from the community attended the Public Comments session. The major areas evaluated during a Title IX visit were discussed with the attendees.

School officials were highly commended for the vast improvement in the provision of opportunities for student athletes since the 2013 visit.

The meeting was adjourned at 3:25 pm EDT.