



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

KHSAA Form T76
Rev..11/16

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|--------------------|-------------------------------------|
| School: | Bowling Green |
| Prepared By: | Gary W. Lawson |
| Date of Re-Visit: | March 22, 2023 |
| Staff Reviewed By: | Darren Bilberry, Asst. Commissioner |
| School Year: | 2022-23 |

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 NA Covid 19 | |
| Analysis Form Review | X |

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The November 28, 2005 Title IX school visit report rated the accommodation of student interest and abilities *SATISFACTORY* based on information showing that the school was meeting the standards established by all three opportunities tests. The November 21, 2013 school visit report rated this category *SATISFACTORY* stating that the information provided gave strong indication that the standard of Test 3 was being met. This report noted that the school needed to pursue the validity of the indicated interest in archery and bass fishing. A review of the annual Title IX reports for the past two years show that the school has not met the standards of Tests 1 or 2 during either year. In regard to Test 3, the school offers a wide array of sports/activities for both genders—23 teams for male participants and 19 teams for female participation. An analysis of Test 3 has not taken place for the past two years due to covid 19 concerns, therefore, no rating is given in the accommodation of interest and abilities in this report. The school received a 64.1% completion rate on its most recent student athletic interest survey. During the most recent visit, the Title IX file was examined. It contained 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 all varsity teams, game programs for boys and girls soccer, usage schedules for all shared athletic venues, guidelines addressing awards and recognition of athletic accomplishments (see *Publicity*), 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 (two meetings in 2019-20 were cancelled due to the pandemic), a uniform review, rotation, and/or replacement plan, and regulations regarding the equitable provision of travel and per diem. **SCHOOL OFFICIALS WERE COMMENDED FOR THE DEVELOPMENT AND IMPLEMENTATION OF REGULATIONS WHICH BRING ABOUT THE PROVISION OF 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 report rated this benefit category *SATISFACTORY*. All the uniforms viewed during this visit were of high quality and seemed to be supplied in equitable quantities except in the case of girls soccer (three full uniforms and a travel bag) compared to boys soccer (two full uniforms and no travel bag). A uniform review, rotation, and/or replacement plan was available which showed all teams are currently on a three-year cycle of uniform replacement. Interviews with student athletes and coaches gave strong indication that uniforms are replaced equitably. The 2020-21 and 2021-22 annual Title IX reports show the school spent \$244 per male athlete and \$217 per female 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 2005 and 2013 Title IX school visit reports rated 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 currently has three venues that are shared per gender for practice—the gyms, weight rooms, and soccer practice field. A usage schedule for each of these venues showing equitable female access was in the Title IX file. Interviews with coaches and student athletes seemed to confirm that equitable access was being provided. The scheduling of athletic events during the most optimal playing times on an equitable basis for both genders was discussed with school officials and the Gender Equity Review Committee. It was recommended that efforts toward parity in regard to this benefit component should continue.

| 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: Both the 2005 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2013 report requested the school expand regulations in this area to address the requirements for use of a charter bus. Documents found in the Title IX file during the most recent visit revealed that the school had addressed the provision of parity in regard to the mode of transportation which included the requirements for requesting a charter bus and provision of meals and lodging for student athletes. The 2020-21 and 2021-22 annual Title IX reports indicate that \$149 per male athlete and \$119.50 per female athlete was spent for travel and per diem.

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

BENEFITS REVIEW- COACHING: The Title IX school visit reports from 2005 and 2013 rated this benefit category *SATISFACTORY*. Information gathered during the most recent visit revealed that the principal and athletic director are responsible for the evaluation of 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 in regard to the amounts of stipends as well as the number of positions compensated for "like" sports. The T-35 form in the 2021-22 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports were comparable. Data provided during the most recent visit indicated that the ratio was 9.5 participants per coach for female athletes and 11.3 participants per coach for male athletes. Additional data showed that 67% (6/9) of the head coaches of girls' teams and 67% (6/9) of the head coaches of boys teams were 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 previous two Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2013 report noted some minor disparities in the baseball and softball scoreboards and that neither the boys or girls' tennis teams had assigned dressing areas. The tour of facilities during the most recent visit revealed that the school has very well-maintained and appointed athletic venues. All the practice and competitive facilities are excellent. The disparities in the amenities at the softball field appear to have been addressed by a \$252,329 renovation of this facility in 2019-20. The amenities at competitive venues for "like" sports are comparable. The school has safe and secure dressing areas with similar amenities for all teams. All dressing rooms are shared, but the assignments seem equitable. The school is one of only a few that has abundant athletic equipment storage space which appears to be assigned with the size of the teams and proximity to practice and/or competitive facilities as the primary consideration.

| 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 Title IX school visit reports rated this benefit category *SATISFACTORY*. The school currently has two well-maintained weight training rooms. Weight Room #1 is located adjacent to the main gym and is used by all teams except football. This room has numerous training options suitable for female athletes. An equitable usage schedule for this facility was in the Title IX file and posted at the venue. Weight Room #2 is located in the football fieldhouse and is used almost exclusively by the football team. This room contains equipment that appears more appropriate for male athletes. Weight Room #2 is available to other teams which was documented by the usage schedule as well as interviews with coaches. Interviews with both student athletes and coaches confirmed the equitable access for female athletes to weight training. Two trainers are available on an equitable daily basis through a contract with Medical Center Health which also offers free physical exams for students on a designated day each July.

| 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 requested that the regulations in this category be expanded to include the stipulations for the retirement and/or posting of athletic jerseys. The school currently has one varsity cheerleading squad that is assigned to cheer at all home football games and at all home and away girls and boys basketball games versus district opponents. The full band performs at all home football games. The pep band plays at all home girl and boys basketball games versus district opponents. The examination of the Title IX file during the most recent visit revealed it contained regulations regarding athletic letters and bars, posting banners for athletic recognition, posting of and/or retirement of jerseys, distribution of athletic awards and post-season banquets. IT IS REQUESTED THAT UPON RECEIPT OF THIS REPORT, THE GENDER EQUITY REVIEW COMMITTEE REVIEW THE REGULATION ADDRESSING AWARDS AND STRIVE TO DEVELOP MORE REALISTIC PARAMETERS FOR SPENDING IN THIS BENEFIT. The 2020-21 and 2021-22 annual Title IX reports show that \$58 per male athlete and \$33 per male athlete was spent for awards and recognition. This spending seems to favor male athletes. This disparity was explained by the purchase of state championship rings for the school's football team.

| 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 reports rated this benefit category *SATISFACTORY*. The 2013 report suggested that the school's booster club agreements include some mechanism for administrative oversight of booster spending. The tour of facilities during the most recent visit revealed that exclusive offices are available for boys basketball, girls basketball, baseball, volleyball, and football. IT WAS RECOMMENDED TO SCHOOL ADMINISTRATORS AND THE GERC THAT THE NEXT OFFICE SPACE THAT BECOMES AVAILABLE SHOULD BE ASSIGNED TO SOFTBALL. The school currently has active booster clubs for all teams. All clubs, except those supporting football, baseball, boys soccer, and boys and girls swimming, have moved their funds into school accounts in which the purchase order process is required. This insures better oversight of expenditures for the provision of parity and is a very positive step since the 2013 visit. A review of total athletic spending for the past two years shows that in 2020-21, athletic spending significantly favored female participants due to an expenditure of \$252, 329 on the softball facility. In 2021-22, 37.9% of expenditures were for females who made up 37.38% of participants or \$618.20 per female athlete. In that same school year, 62.09% of expenditures were for males who made up 62.62% of participants or \$604.41 per male athlete. For the two-year period of this analysis, total athletic spending appears to favor the female participants.

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 assessed as a result of the 3/22/23 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 |
|--|---|---|
| No deficiencies were assessed as a result of the 11/21/13 Title IX school visit. | | |
| | | |

OTHER ACTIONS NECESSITATED BY THIS VISIT

| Action | Due Date |
|--|----------|
| (Publicity and Support Services) Actions requested in these benefit categories are designated in the body of this report and no submittals are requested. | |
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PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

| Name | Title |
|------------------|--|
| Gary W. Lawson | KHSAA |
| Mackenzie Austin | Student Athlete |
| Brandon Gurley | Student Athlete |
| Lisa Correa | Teacher/Coach Girls Soccer/Lacrosse |
| Shae Dunn | Softball Coach/Employment Specialist |
| Kyle McGraw | Principal |
| D. G. Sherrill | DPP/Boys Basketball Coach |
| Calvin Head | Athletic Director/Girls Basketball Coach |
| Crystal Smith | Parent |
| Tara Coomes | Assistant Principal |
| Tammy Austin | Parent |

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 was reviewed during this visit and appeared to be comprehensive.

As per request, the school was asked for a listing of the locations of its Automated External Defibrillators. It was confirmed that AED's were (1) on the wall of the main gym, (2) adjacent to the water fountain in the auxiliary gym, (3) in the field house weight room, (4) in the front entrance of the field house, (5) in the softball field house, (6) in the baseball field house, (7) in the soccer field press box, (8) outside the entrance doors at the swimming pool, and (9) a portable AED is available to be signed out through the athletic director.

No one from the community attended the Public Comments session which was advertised in the school newsletter. The school's athletic director was commended for the thorough preparation for this school visit. The meeting was adjourned at 3:15 CDT.