



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

KHSAA Form T76  
Rev..11/16

School:	Bracken County High School
Prepared By:	Gary W. Lawson
Date of Re-Visit:	January 5, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-23

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

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

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The October 17, 2006 and the September 26, 2014 Title IX school visit reports rated the accommodation of student interest and abilities **SATISFACTORY** based on evidence that the school was meeting the standard established by Test 1 for provision of athletic opportunities during both years. The 2014 report noted that the school might also meet Test 3 if the indicated interest in soccer was pursued for validity. A review of the internal audit summary compiled by KHSAA revealed that females were the underrepresented gender in athletics in 2020-21, but males were the underrepresented gender in 2021-22. The T-1 forms in the 2020-21 and 2021-22 annual Title IX reports show that the school was meeting the standard established by Test 1 for both male and female athletes during both school years. The school is also commended for receiving a 98.1% completion rate on the student athletic interest survey in 2020-21 and an 81.4% completion rate in 2021-22. The school might also meet the standard of Test 3 if the indicated interest in soccer (62), bowling (15), swimming (19), and bass fishing (27) were pursued for validity. During the most recent visit, the Title IX file was examined and found to contain a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all varsity teams, a school-generated athletic handbook that is available for all student athletes, facility usage schedules for all athletic facilities shared per gender, regulations addressing awards and recognition of athletic accomplishments. (See **Publicity** and **KHSAA Recommended Action**.) Also in the Title IX file was a listing of the designated locker room and athletic equipment storage space assigned to each team, minutes for one Gender Equity Review Committee meeting held in 2019-20, minutes for three meetings held in 2020-21 and 2021-22, a uniform review, rotation, and/or replacement plan, and regulations addressing the equitable provision of travel and per diem.

### 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 2006 and 2014 Title IX school visit reports rated this benefit category **SATISFACTORY**. The 2014 report documented that the uniform review, rotation, and/or replacement plan did not show a full cycle of replacement for all teams. All the uniforms and equipment seen during the most recent visit were of high quality and appeared to be supplied in equitable quantities with the exception of a slight disparity in the quantity of uniforms supplied for baseball (3) and those for softball (2). The uniform review, rotation, and/or replacement plan showed all teams are currently on a four-year cycle of replacement except for archery, boys and girls golf, and boys and girls' tennis which are replaced annually. Interviews with coaches and student athletes indicated partial knowledge and implementation of this plan. The 2020-21 and 2021-22 annual reports show that the school was spending \$161 per male athlete and \$81 per female athlete for equipment and supplies. This spending seems to favor male participants.

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:** Both the 2006 and 2014 Title IX school visit reports rated this benefit category **SATISFACTORY**. The 2014 report stated that there was no usage schedule for the indoor hitting facility 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. The school currently has three athletic facilities that are shared per gender for practice—the gym, the weight training room, and the indoor hitting facility. Equitable usage schedules were available for all these venues. Interviews with coaches and student athletes confirmed that equitable access was provided. The scheduling of competitive events on an equitable basis during the most opportune playing times was discussed with school officials who were commended for the provision of parity in 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:** Both the previous two Title IX school visit reports rated this benefit category **SATISFACTORY**. The 2014 report noted that the school had no written regulations for the equitable provision of travel and per diem. During the most recent visit, there were regulations in the Title IX file that addressed parity in regard to the mode of transportation and meals and lodging for student athletes. The 2020-21 and 2021-22 annual Title IX reports show that the school was spending \$89 per male athlete and \$71 per female 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 2006 and 2014 Title IX school visit reports rated this benefit category **SATISFACTORY**. Information gathered during the most recent visit revealed that the athletic director and principal are responsible for the evaluation of all head coaches. A written instrument is not currently being used for documentation of this process. A review of the district's extra service pay schedule showed parity. A review of 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 indicated relative parity. It was learned during this most recent visit that the coaching ratio is 12.4 participants per coach for females and 11.5 participants per coach for males. Data supplied by the athletic director indicated that 43% (3/7) of the head coaches of girls teams and 57% (4/7) 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:** Both the 2006 and 2014 Title IX school visit reports rated this benefit category **SATISFACTORY**. The 2014 report documented that interviews with student athletes and coaches revealed a specific need. The restrooms at Bracken County Middle School that is adjacent to the softball field should be open and accessible to the players and the public during games. It was recommended that sign be displayed to inform the public of the availability of these restrooms. The tour of facilities during the most recent visit showed that this disparity had been addressed by the construction of a concession area with public restrooms adjacent to the field. The area is very aesthetic and well maintained. There continue to be disparities that should be addressed by the GERC in order to provide equivalence in relation to baseball and softball. These itemized issues should be addressed on the T-60 plan (School Improvement Plan) submitted to KHSAA on or before April 30, 2023: (1) batting cage used by softball in comparison to the one used by baseball; (2) bull pen used by softball in comparison to the one used by baseball; (3) press box for softball compared to the one for baseball; and (4) lighting system provided for softball compared to that for baseball. The amenities at all other indoor and outdoor facilities appear to be comparable per gender. The assignment of locker room space seems to show equivalence. The tour revealed that athletic equipment storage space is limited, but the available space appears to be assigned equitably in regard to the size of the team and the proximity of the practice and competitive venues.

<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 2006 and 2014 Title IX school visit reports rated this benefit category **SATISFACTORY**. The tour of facilities during the most recent visit showed that there is a large and well-equipped weight training room inside the school. This venue is easily accessible and has training options suitable for female use. There appeared to be an equitable usage schedule for this venue in the Title IX file and posted at the facility. Interviews with coaches and student athletes seemed to confirm equitable access. There is no athletic trainer services provided to any athletes. According to the athletic director, student athletes are responsible for getting their own physical examinations.

<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 2006 and 2014 Title IX school visit reports rated this benefit category **SATISFACTORY**. The 2014 report requested that regulations in this category be expanded to include the equitable provision of post-season banquets. According to administrators, the school currently has one varsity cheerleading squad that is assigned to cheer at all home football games and at an equal number of home boys and girls basketball games. The athletic director is responsible for oversight of the number of basketball games with cheerleaders to insure parity. The band performs at all home football games, and the pep band plays at an equal number of home and girls basketball games as monitored for parity by the athletic director. There were regulations in the Title IX file for the provision of parity regarding the posting of banners for athletic recognition, awards, and criteria for induction into the athletic hall of fame. According to the athletic director, the Gender Equity Review Committee is in the process of updating the regulations addressing post-season banquets. (See **KHSAA Recommended Action**.) The 2020-21 and 2021-22 annual Title IX reports show that \$24 per male athlete and \$20 per female athlete for athletic 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 two previous Title IX school visit reports rated this benefit category **SATISFACTORY**. The tour of facilities during the most recent visit revealed that the assignment of office space appears to be equitable. According to school administrators, there are booster clubs supporting all athletic teams. These booster clubs are required to house their funds in school district accounts. The purchase order process is mandated for all booster expenditures. A review of total athletic spending for the past two years shows that the spending in 2020-21 significantly favored female participants. This discrepancy was primarily a result of a facility improvement expenditure of \$475,000 at the softball facility. The spending in 2021-22 significantly favored male participants due to a \$33,066 expenditure at the baseball field along with a \$9,479 expenditure at the football field. It should be noted that in 2020-21, females were designated as the underrepresented gender. In 2021-22, males were the underrepresented gender in athletics. If total facilities expenditures were eliminated from total spending, these expenditures appear 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 assessed as a result of the January 5, 2023 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 September 26, 2014 Title IX school visit report.		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

Action	Due Date
(PUBLICITY) The school is to submit to KHSAA a copy of its updated regulations addressing the provision of parity in regard to post-season athletic banquets.	On or before <b><u>March 15, 2023</u></b>

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Caleb Emery	Student Athlete
Ella Johnson	Student Athlete
Rick Staviski	Coach-Girls and Boys Track
Troy Archibald	Coach-Girls Basketball
Jeff Aulich	Superintendent
Daniel Fisher	Athletic Director
Jamey Johnson	Principal
Wade Smith	Middle School Athletic Director
Gary W. Lawson	KHSAA

**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 was reviewed during this visit. It did not appear to be venue-specific as required by the statute.

As per request, the school was asked to identify the locations of its Automated External Defibrillators. According to the athletic director, there are permanent AED's located (1) on the wall of gym, (2) in the baseball concession stand, (3) in the softball concession stand, (4) in the football concession stand, and (5) in the school nurse's station. A portable AED is transported by the tennis coach.

No one from the community attended the Public Comments session. According to the athletic director, this meeting was advertised only through Facebook. The meeting was adjourned at 3:15pm EST.