



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

KHSAA Form T76  
Rev.11/16

School:	Brown
Prepared By:	Gary W. Lawson
Date of Re-Visit:	October 24, 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 21, 2016** Title IX school visit report designated the Accommodation of Student Interest and Abilities to be **Satisfactory** based on information provided by the school which indicated that the standards for all three opportunities tests were being met.

A review of the annual Title IX reports for the past two years gives strong indication that the standards established by both Tests 1 and 3 are currently being met. The percentage of participation for females in both 2022-23 and 2023-24 reports was within five percent of the percentage of enrollment (Test 1) The Internal Analysis Summary in both of the two most recent annual Title IX reports state that the T-3 and T-63 forms document that all indicated student athletic interests are being accommodated. The school currently offers 15 total teams for female competition and 14 total teams for male participants. The T-63 form in the 2023-24 annual Title IX report shows that an 80.5% completion rate was received on the most recent Student Athletic Survey.

During the most recent school visit, the Title IX file was examined. It contained all the annual Title IX reports since 2011-12, all previous Title IX school visit reports, 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, facility usage schedules for the venues that are shared per gender for practice. (See **Medical and Training Facilities and Services** and **KHSAA Recommended Action**.) The file also contained regulations addressing equity in regards to awards and recognition of student athletes, designation of locker room and athletic equipment storage space assigned each team, minutes for the Gender Equity Review committee meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and guidelines addressing the equitable provision of mode of transportation for student athletes. (See **Travel and Per Diem Allowances** and **KHSAA Recommended Action**.) School officials were encouraged to continue working toward the development of a comprehensive Title IX file.

**BENEFITS REVIEW**

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>EQUIPMENT AND SUPPLIES</b>	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 equitable provision of equipment and supplies was designated *Satisfactory* by the 2016 Title IX school visit report. It was noted in the report that the school's uniform replacement plan did not show a full cycle of replacement for all teams.

All uniforms reviewed during the most recent school visit were of mid-to-high quality and appeared to be provided in equitable quantities except in the case of baseball and softball teams. In that case, baseball participants were provided one jersey while softball participants were provided two jerseys. The Title IX file contained a uniform rotation and replacement plan that showed equitable replacement cycles for all "like" teams.

The 2022-23 and 2023-24 annual Title IX reports show that the school spent \$66 per female athlete and \$54 per male participant for equipment and supplies.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>SCHEDULING OF GAMES AND PRACTICE TIMES</b>	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 2016 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 currently has two venues that are shared per gender for practices. These facilities are the gym and the weight training room. Equitable usage schedules for both venues were found in the Title IX file. Interviews with coaches and student athletes confirmed equitable access to both these facilities.

The importance of scheduling competitive events during the most opportune times on an equitable basis for both genders 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 2016 Title IX school visit report designated this benefit category to be *Satisfactory*.

During the most recent school visit, the Title IX file contained a regulation addressing the equitable provision of mode of transportation for athletes. Regulations addressing per diem (meals and lodging) were not available during this visit. (See *KHSAA Recommended Action*.)

The 2022-23 and 2023-24 annual Title IX reports show that the school spent \$25 per female athlete and \$28 per male athlete for travel and per diem.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
COACHING	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Compensation	X	
Accessibility	X	
Competence	X	

**BENEFITS REVIEW- COACHING:** The 2016 Title IX school visit report designated this benefit category *Satisfactory*.

Information gathered during the most recent school visit revealed that the athletic director is responsible for evaluating all head coaches. A written instrument is currently used for documentation of this process. A review of the district's extra-service pay schedule showed parity.

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

Data made available by the athletic director during the most recent visit indicated that the coaching ratio was 11 participants per coach for female athletes and 11 participants per coach for males also. Other data showed that 44% (4/9) of the head coaches of female teams and 33% (3/9) of the head coaches of male 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:** The 2016 Title IX school visit report designated this benefit category *Satisfactory*.

The tour of competitive venues during the most recent school visit revealed that all of the are off-campus except for the gym which houses girls' and boys' basketball and volleyball. Girls' and boys' soccer teams practice and compete at the Lou City complex about three miles from the school. This venue offers state of the art amenities for all participants. The boys and girls golf teams practice and compete at the Shawnee Golf Course which is about ten miles from the school. Both the boys and girls swim teams practice at the downtown YMCA which is about one block from the school. The boys' and girls' tennis teams practice and compete at Stansberry Park about 3.5 miles from the school. The boys' and girls' cross-country teams and the boys and girls track teams practice at Joe Creason Park which is around 10 miles from the school. Both the baseball and softball teams use fields located at Beechmont Park located approximately 10 miles from the school. The school provides activity buses to transport all these teams to the identified venues. All the facilities serving "like" sports appear to have equivalent amenities.

The school has two very large locker rooms in the gym. One of those is shared by all girls' teams except golf, swimming, and bowling which have changing areas at their competitive/practice facilities. The other dressing room at the gym is used by all boys' teams except golf, swimming, and bowling which have changing areas at their competitive/practice facilities. All teams have assigned equipment storage space. Although this space is in limited supply, it seems to be assigned equitably.

<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 2016 Title IX school visit report designated this benefit category *Satisfactory*.

The school has a large, well-equipped weight training room located in the basement of the gym. The facility appears to contain numerous training options that are suitable for use by female athletes. Interviews conducted during the most recent visit indicated that this venue is used by females. An equitable usage schedule for the weight training room was in the Title IX file, but the schedule was not posted at the facility. (See *KHSAA Recommended Action*.) A certified athletic trainer is available daily on an equitable basis through a contract with KORT. Currently, student athletes are responsible for getting their own annual 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 2016 Title IX school visit report designated this benefit category *Satisfactory*.

According to administrators, the school currently has one varsity cheerleading squad that is assigned to cheer at all home boys and girls basketball games. The pep band plays at all home boys and girls basketball games. The Title IX file had regulations addressing parity in regard to the provision of letters and bars, awards, and post-season banquets as well as the posting of banners for athletic recognition.

The 2022-23 and 2023-24 annual Title IX reports show that the school spent \$4 per female athlete and \$4 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	NA	
Overall spending for athletic support	X	

**BENEFITS REVIEW- SUPPORT SERVICES:** The 2016 Title IX school visit report designated this benefit category *Satisfactory*.

According to interviews during the most recent visit, the school has no booster clubs supporting its athletic teams. The school has two coaching offices adjacent to the gym. One office is used by the girls basketball coaches, and the other office is assigned to boys basketball.

The Internal Analysis Summary in the annual Title IX reports for the past two school years show that total athletic expenditures are well within generally accepted parameters for the provision of parity for a non-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 designated by the 10/24/24 Title IX school visit.		

**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 designated as a result of the September 21, 2016 Title IX school visit.		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

Action	Due Date
<p><b>(Travel and Per Diem Allowances)</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> The school is to submit to KHSAA written regulations addressing the <b>equitable provision of meals</b> for student athletes. After approval, these regulations are to become a part of the Title IX file.</li> <li><input type="checkbox"/> The school is to submit to KHSAA written regulations addressing the <b>equitable provision of lodging</b> for student athletes. After approval, these regulations are to become a part of the Title IX file.</li> </ul>	<p>On or before <b><u>December 20, 2024</u></b></p> <p>On or before <b><u>December 20, 2024</u></b></p>
<p><b>(Medical and Training Facilities and Services)</b> The school is to submit to KHSAA a photograph of an equitable usage schedule for the weight training room posted prominently at the facility.</p>	<p>On or before <b><u>December 20, 2024</u></b></p>

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

Name	Title
Jennifer O'Brien	Cross Country, Track, Swim Coach
Josh Luttrell	Girls H S Basketball/ MS Soccer Coach
Jordyn Luttrell	Student Athlete
Jacob Mattingly	Student Athlete
Kathleen Mattingly	Middle School Athletic Director
Brian Garrett	Assistant Principal
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 presented was comprehensive and venue-specific as required by the statute. The school also had documentation of drills to practice this plan at each venue.

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 in the gym, (2) outside the weight training room, (3) a portable unit that is taken to various sites by the athletic trainer, (4) behind the cashier's desk at Shawnee Golf Course, (5) behind the counter at Joe Creason Park, (6) on the main lobby wall at the YMCA, (7) behind the front counter at Tin Pin Lanes, and (8) in the concession stand at Beechmont Fields (baseball and softball).

In the absence of the high school athletic director who was hospitalized, the middle school athletic director stepped in to serve in his capacity for this Title IX visit. Dr. Mattingly's presence and facilitation was recognized and appreciated.

No one from the community attended the Public Comments session which was advertised in the school's digital newsletter. The meeting was adjourned at 3:20 EDT.