



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

KHSAA Form T76
Rev. 11/16

8

School:	Campbellsville
Prepared By:	Gary W. Lawson
Date of Re-Visit:	January 30, 2019
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-19

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 February 16, 2005 Title IX school visit report rated this area *Satisfactory* based on information that indicated that the standards established by Tests 1 and 2 were being met. The February 14, 2013 report also rated this area *Satisfactory* based on evidence that the standard established by Test 3 was being met. At that time, the school had documented actions being taken to address the indicated interests in bowling and archery. A review of the annual Title IX reports for the past two years gives strong indication that the standard established by Test 3 continues to be met. Documentation indicates that the school is monitoring the current indicated interest in archery. At this time, the school offers 14 team opportunities for females and 15 for males. The T-63 form in the 2018 annual Title IX report shows that an 83.9% return rate was received on the most recent student athletic interest survey. During the most recent 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, current game schedules for all varsity school teams, game programs that equitably recognized school teams, a school-generated athletic handbook for coaches and student athletes, facility usage schedules for all shared athletic venues, guidelines addressing equitable recognition of student athletes (see *Publicity*), written designation of locker room and athletic equipment storage space assigned each team, minutes and agendas for all GERC meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and regulations addressing the equitable provision of per diem for student athletes. (See *Travel and Per Diem Allowances* and *KHSAA Recommended Action*.) School officials were commended for the development and maintenance of comprehensive regulations addressing the equitable provision of 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 reports rated this benefit category *Satisfactory*. All uniforms and equipment inspected during the most recent visit appeared to be of high quality and supplied in equitable quantities. The Title IX file had a uniform review, rotation, and/or replacement plan showing a full cycle of equitable replacement for all varsity school teams except boys and girls golf, bowling, and archery which are replaced annually. It was recommended that upon receipt of this report, this rotation plan be expanded to include those teams that have annual replacement of their uniforms. Interviews with student athletes and coaches confirmed knowledge of and adherence to the current uniform replacement plan. The 2016-17 and 2017-18 annual Title IX reports show that the school was spending \$196 per female athlete and \$256 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 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. Information gathered during the most recent visit revealed that the number of competitive events scheduled for teams of "like" sports was comparable. Facility usage schedules showing equitable access for both genders were available for the main gym and the weight training room. Interviews with coaches and student athletes gave strong indication that these schedules were being followed. The scheduling of competitive events during opportune playing times on an equitable basis was discussed with school officials who were commended for the provision of equity in this endeavor.

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 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report requested that written regulations in this category be expanded to include the provision of equitable lodging for student athletes. Regulations addressing equitable provision of per diem (meals and lodging) were a part of the Title IX file. Interviews during the most recent visit indicated that these regulations were being followed. Since the 2013 visit, the options regarding "mode of transportation" for student athletes have increased. Both charter buses and vans are now available for use in addition to district buses. Guidelines for equitable provision of these benefits should be included in the existing regulations. (See *KHSAA Recommended Action*.) The 2016-17 and 2017-18 annual Title IX reports show that approximately \$162 per female athlete and \$160 per male 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 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. It was learned during the most recent school visit that the principal is 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 indicated parity. The T-35 form in the 2017-18 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. Information gathered during this visit revealed that the coaching ratio for females was 8.5 participants per coach and the ratio for males was 5.8 participants per coach. Data provided by the athletic director indicated that 63% (5/8) of the head coaches of girls teams and 90% (9/10) of the head coaches of boys teams are on-campus employees. Both these evaluation tools for *coaching accessibility* indicate a slight advantage to male athletes. The benefit of *coaching accessibility* should be evaluated and addressed by the Gender Equity Review Committee.

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 rated this benefit category *Satisfactory*. The 2013 report documented the continued improvements being made at the softball facility. Plans were in place for a new softball fieldhouse to be constructed. The tour of facilities during the most recent visit showed that the improvements at the softball field are virtually complete. A building that houses a concession stand and public restroom has been completed as well as a new fieldhouse that has a very well-appointed dressing room, coaching office, and indoor hitting and practice facility. Although the softball complex is one and a half miles from the school campus (baseball is on-campus), this venue now has amenities that are equal or superior to the outdoor facilities for male athletes. There are still plans to add a ticket booth and landscaping at the entrance to the softball facility. The amenities at all other indoor and outdoor facilities showed parity. The school has eight locker rooms for school teams. Considerable improvement has been made to these areas during the past five years. Although most of the locker rooms are shared, the space seems to be assigned equitably. The one benefit within this category that is in short supply is equipment storage space. However, the available space appears to be assigned equitably with the size of the team and proximity to the competitive facility being major priorities.

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 2013 report noted that there were two needs in relation to the weight training facility. One was more equipment (training options) suitable for female use. Secondly, a lockable door was needed between the football dressing room and the weight training facility. The tour of facilities during the most recent visit showed that both these issues have been addressed. A new weight room has been set up inside the school building. It is a large, very well-appointed facility that contains numerous training options that are very appropriate for use by female athletes. A usage schedule which is in the Title IX file and posted at the facility shows equitable female access. Interviews with coaches and student athletes indicated that there was not frequent use of the facility by female teams. **IT WAS RECOMMENDED THAT THE GERC EVALUATE THIS SITUATION AND PRESENT RECOMMENDATIONS TO ENCOURAGE MORE FREQUENT AND CONSISTENT USE OF THIS VENUE.** These recommendations should be a part of future T-60 forms submitted by the school. The services of an athletic trainer are equally available to all student athletes through a contract with Taylor Regional Hospital. All student athletes are responsible for getting their own physical examinations.

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 school currently has one varsity cheerleading squad that is assigned to cheer at all home football games and at the away games versus Taylor and Green County High Schools. The squad also cheers at all home games and away games versus district opponents for both the boys and girls basketball teams. The full band performs at all home football games. A pep band plays at all home games versus district opponents for both the boys and girls basketball teams. A local radio station broadcasts all football games and all boy-girl doubleheader basketball games. The school's Title IX file contained excellent guidelines calling for parity in regards to the provision of letters and bars, athletic awards, and the posting of athletic banners and pictures for recognition. The guidelines addressing equity in relation to post season banquets were not adequately specific to offer parameters for parity. Upon receipt of this report, school administrators and the GERC should jointly develop equitable regulations for post season banquets. The 2016-17 and 2017-18 annual Title IX reports show that \$5.45 per female athlete and \$6.65 per male athlete was spent for awards and recognition.

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*. Based on the facilities tour and information gathered during the most recent visit, the available office space at the school seems to be assigned equitably. The school currently has one athletic booster club, "Purple Pride" that supports the boys basketball team. Since the club supports only one male team, it was suggested that the school look into the development and implementation of a method for administrative oversight for booster expenditures. The annual report summary for 2016-17 shows that the school was spending approximately \$860 per female athlete and \$927 per male athlete for total support. This spending was within generally accepted parameters for parity for a football-playing school. The annual report summary for 2017-18 shows that spending significantly favored male participants—approximately \$978 per female athlete and \$1,636 per male athlete. This difference is explained on the T-35 form by large facility expenditures on the baseball field (\$61,461), the football stadium (\$39,835), and the boys soccer field (\$22,525). These are not annual expenditures so the total amounts on the next annual report should reflect the parity they have demonstrated in the past. School administrators are cautioned to closely monitor any disparity in expenditures so that it does not continue over a two-year period.

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 1/30/19 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 designated as a result of the 2/14/13 Title IX school visit.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Travel and Per Diem Allowances) The school is to submit to KHSAA an expansion of the current regulations for travel and per diem which address the equitable provision of the mode of transportation for student athletes.	On or before <u>April, 2019</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Taliyah Hazelwood	Student Athlete
Kamelon Smith	Student Athlete
Anthony Epps	Girls Basketball Coach
Shajuana Ditto	Girls Volleyball Coach
Tim Davis	Athletic Director/Boys Basketball Coach
Weston Jones	Principal
Katie Wilkerson	Assistant Athletic Director
David Retett	Director of Federal Programs
Jessi Sullivan	Parent
Kirby Smith	Superintendent

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 available plan was very comprehensive and venue-specific as requested by the statute.

During the visit, the school's athletic director indicated the location of six Automated External Defibrillators that are available for use for athletic teams. There are three permanent AED's. One is on the wall in the high school gym, another is on the wall in the elementary school gym, and the third is in the nurse's station at the high school. A portable AED is carried by the athletic trainer to various athletic venues. Two other portable AED's are provided to coaches to take to athletic venues where the trainer is not present.

No one from the community attended the Public Comments session. The school's athletic director and assistant athletic director were commended for their thorough preparation for the school visit. The meeting was adjourned at 3:25 pm EST.