



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

KHSAA Form T76
Rev.. 11/16

School:	Carlisle County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	September 25, 3018
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-2019

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality	Satisfactory
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: Both the November 8, 2005 and the November 8, 2012 Title IX school visit reports rated this area *Satisfactory*. In 2005, the data indicated that the school was meeting the standards established by Tests 1 and 2. In 2012, it appeared both Tests 1 and 3 were being met. The 2012 report suggested that the marginal interest indicated in girls tennis and bowling be pursued for validity. A review of the annual Title IX reports for the past two years offers evidence that the standards established by Tests 1 and 3 continue to be met. The 2017-18 annual report confirms that the standard of Test 1 is met by both girls and boys programs. The T-63 form in the 2017-18 annual report shows that an 80.8% completion rate was received on the most recent student athletic interest survey. During the most recent school visit, the Title IX file was reviewed. It contained all the annual Title IX reports for the past five years, the three 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, recent game schedules for all school-sponsored varsity teams, a signed booster club agreement, facility usage schedules for all shared athletic venues, guidelines regarding awards and recognition of athletic accomplishments, a listing of the locker room and athletic equipment storage space assigned each team, written minutes for all Gender Equity Review Committee meetings held during the past three years, a uniform review, rotation, and/or replacement plan showing a full cycle of replacement for every team, and regulations addressing equitable travel and per diem. **SCHOOL OFFICIALS WERE HIGHLY COMMENDED FOR THE DEVELOPMENT AND MAINTENANCE OF A COMPREHENSIVE AND WELL-ORGANIZED TITLE IX FILE.**

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 2012 Title IX school visit reports deemed this benefit category *Satisfactory*. All uniforms reviewed during the most recent visit were of high quality and seemed to be supplied in equitable quantities except in the case of baseball and softball. Baseball players received three jersey tops and no pants. (Players buy their own pants). On the other hand, softball players received four jersey tops and two pairs of pants. This suggests softball has a slight advantage. The school has a uniform review/rotation, and/or replacement plan based on a three-year cycle for all teams except boys and girls golf in which polo shirts are replaced annually. According to data in the 2016-17 and 2017-18 annual Title IX reports, the school was spending approximately \$132 per female athlete and \$253 per male athlete for equipment and supplies. This spending appears to strongly favor male athletes.

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 2012 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 athletic venues that are shared by the genders for practice. They are the gym, indoor hitting facility, and weight training room. A usage schedule for each of these venues was available. Interviews with student athletes and coaches confirmed that equitable access was being provided. The scheduling of athletic events during the most opportune playing times was discussed with school officials who were encouraged to continue to strive for parity 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: Both the 2005 and 2012 Title IX school visit reports rated this benefit category **Satisfactory**. The 2012 report requested that the written regulations within this area be expanded to include the mode of transportation and be more specific in terms of meals and lodging. Regulations found in the Title IX file during the most recent visit showed the school addressed parity in the areas of mode of transportation (school bus, charter bus, and Suburban); provision of meals (an equitable parameter is set for each meal) and provision of lodging (an equitable financial parameter is set as well as the number of student athletes assigned per room). Information in the 2016-17 and 2017-18 annual Title IX reports show that the school was spending approximately \$261 per female athlete and \$122 per male athlete for travel and per diem. This spending appears to strongly favor female athletes.

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

BENEFITS REVIEW- COACHING: The 2005 and 2012 Title IX school visit reports rated this benefit category **Satisfactory**. Information gathered during the most recent school visit revealed that the principal and athletic director are currently responsible for evaluating all head coaches. A written instrument is not used as part of this process. A review of the district's extra service pay schedule showed parity. The T-35 form in the 2017-18 annual Title IX report indicated that the total amounts spent for coaching salaries for teams of "like" sports was comparable. Evidence indicated that the coaching ratio for female athletes was 8.25 participants per coach and the ratio for male athletes was 9.4 participants per coach. Other data showed that 20% (1/5) of the head coaches of girls teams and 50% (2/4) 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 2005 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report noted that the limited locker room and athletic equipment storage space appeared to be assigned equitably. The most recent visit showed that the athletic venues are very well-maintained and appointed. Generally, they are considered excellent. Since the 2012 visit, an indoor hitting facility for baseball and softball has been added. The school is currently involved in a project to improve the drainage at the softball field. Progress and/or completion of this project should be reported on the T-60 form in the April 30, 2019 Title IX annual report. The shortage of locker room and athletic equipment storage space noted in the 2012 report continues to be an issue, but the available areas seem to be assigned equitably.

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	NA	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The 2005 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report documented that the usage schedule for the weight training room did not show female access. The most recent visit revealed that the school has a small but well-equipped training room located in the adjacent middle school gym. This facility contained equipment that offered a significant number of training options appropriate for female athletes. An equitable usage schedule for this facility was found in the Title IX file and posted at the venue. Interviews with school administrators and coaches confirmed this facility was being used by females. No athletic training services are currently being provided for any teams. A local physician offers physical examinations for student athletes for a \$10 fee on a designated day in August.

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 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The school currently has one varsity cheerleading squad assigned to cheer at all home and away boys' and girls' basketball games. There is no band at this time. A local radio station broadcasts all home boys and girls' basketball games. The Title IX file contained excellent written regulations addressing parity in regard to posting athletic banners, provision of awards and letters and bars, and post season banquets. The 2016-17 and 2017-18 annual Title IX reports indicated that the school was spending approximately \$17 per female athlete and \$14 per male athletes 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: This benefit category was rated *Satisfactory* by both the 2005 and 2012 Title IX school visit reports. During the most recent school visit, it was learned that there are two coaching offices. One is used exclusively by girls' basketball and the other is shared by boys basketball and volleyball. The school has one athletic booster club that supports all teams. There is a written agreement with the booster club which states that a per-participant amount is to be designated at the beginning of each school year and is allotted to all teams equally. This system for oversight of booster spending has been very successful at Carlisle County High School. The Title IX annual report summaries for 2016-17 and 2017-18 show that total athletic spending was well within generally accepted parameters for the provision of parity for a non-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 designated as a result of the September 25, 2018 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 in the November 8, 2012 Title IX school visit report.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Carleigh O'Neill	Student Athlete
Clint Draper	Student Athlete
Ember Wright	Coach- Girls Basketball
Scott Ginn	Coach- Girls Volleyball
Brian O'Neill	Athletic Director
Kelli Edging	Principal
Sindy Oliver	Secretary

OTHER GENERAL OBSERVATIONS

Although not part of the current title IX evaluation, as per requested the school was asked to provide a copy of it's Athletic Facility Emergency Medical Plan (KRS.160.445). School officials provided a plan that seemed to be comprehensive and venue specific. The athletic director printed out the location of four Automated External Defibrillators in the hallway adjacent to the high school gym at the nurses' office adjacent to the middle school gym, a portable unit in the concession stand adjacent to the softball and baseball fields and on the lobby wall at the elementary school.

No one from the community attended the Public Comments session. School officials were commended for completing three school visits (2005, 2012, and 2018) with no designated deficiencies. Preparation for the most recent visit was excellent. The meeting was adjourned at 4:15 EDT.