



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

KHSAA Form T76
Rev..11/16

School:	Louisville Central High School
Prepared By:	Barbara Kok
Date of Re-Visit:	November 7, 2019
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2019-2020

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	X
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: According to the information and data submitted, Louisville Central High has met the standards for Test 2 and Test 3 for the provision of athletic opportunities the school year 2018-19. The most recent teams added have been JV softball, varsity tennis, girls' varsity soccer, and freshman volleyball. The school currently offers 10 varsity sport levels for both male and female athletes. The Student Interest Survey was last administered April 2018 with a return rate of 82%. It is recommended Central continue to validate interest in sport activities indicated on the survey administered this school year. The Title IX file contained all requested guidelines, schedules, and a Coaches Handbook. Coaches interviewed indicated they had no knowledge of the Handbook and had not received one.

See KHSAA recommendations

The Title IX file also contained a list of the current members of the Gender Equity Review Committee (GERC). (only teachers were listed on the GERC). The GERC is an important part of compliance in Title IX and should be a fully functioning part of the school and the development of guidelines for the Central High School athletic program. To provide full representation and diversity, suggestions for composition of membership to the GERC include one male and one female student, coaches of boys' and girls' teams, booster club members, school administrators, athletic director, bookkeeper, parents and faculty members. It is the responsibility of the athletic director to educate the members on the responsibilities and duties of the committee.

Refer to the KHSAA Title IX manual on the KHSAA website for information on Steps for Compliance.

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: Uniforms viewed were of mid to high quality and appeared to be equivalent in quantity for most sports. There was a disparity in quality and quantity between girls' basketball uniforms and boys' basketball uniforms. The athletic director indicated the uniforms for the boys' basketball team were a donation from a friend of the coach. The value of the uniforms should have been reported on the T-35 in the booster column. Equity of spending in this category could not be assessed due to inaccurate reporting. The uniform review/replacement guidelines indicated a three-year rotation (exception Archery purchased annually). Athletes for tennis, and swimming purchased their own uniforms and keep them at the end of the season. All other equipment viewed appeared to be well maintained and suitable for the specific sport.

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: Game schedules viewed appeared to be equitable in number of competitive events for "like sports". Included in the Title IX file was a schedule for the shared facilities (small and large gymnasiums, soccer practice field, and weight room) indicating priority for usage is given to the team that is in season and appears to be equivalent for all teams. The athletic director monitors scheduling to ensure equity for all teams.

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: A written policy for travel/per diem provides guidelines for mode of transportation, parameters for overnight housing, and per diem for meals and appears to be equitable for all. Interviews with the coaches could not verify they were aware of the written policy.

Spending in this benefit category slightly favored the male athletes.

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

BENEFITS REVIEW- COACHING: The JCPS salary schedule viewed in the Title IX file appeared to be equitable in compensation and number of coaching positions for all teams. Any disparities in salaries is due to levels and years of experience. Data reported indicated the coaching ratio for female athletes is 10:1 athlete to coach and the ratio for male athletes is 9:1 athlete to coach. There are 6 out of 11 head female coaches on campus and 7 out 12 head coaches for male athletes are on campus. Interviews with the athletes indicated this was not an issue or problem.

A written instrument for evaluation of coaches was not available. Informal post season meetings are held with athletic director and coach.

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: Written assignment of locker rooms and storage space for all teams appeared to be equitable either on campus or located at the off - campus venues. The on- campus athletic facilities include those for basketball, volleyball, soccer, swimming and softball. In previous reports, disparities in the softball facility were to be addressed such as fencing in the outfield that adhered to appropriate dimensions. The athletic director indicated the fencing was placed on the field during the season however, it was not available for inspection at the time of the visit to determine the comparison of amenities. Interviews with the students indicated the fencing had holes in it and the playing surface of the softball venue was rough and hazardous.

See KHSAA recommendations

Central High football stadium and track facility are located approximately 3 blocks from the main campus. Other off campus competitive venues include Shawnee Park for golf and Chick-a-saw Park for tennis. The baseball team played their 2018-19 home games at Iroquois High School however, it was not clear as to where the team actually practices.

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 weight room at Central is easily accessible to all athletes. The weight room appears to be male dominated and there is a need for lighter weights. The monthly schedule appears to provide equitable access to all and is posted on site. Interviews with athletes could not verify usage by female teams.

Central has the services of a full time athletic trainer contracted through Kort and is available on campus every afternoon. The training room is spacious, well maintained and easily accessible to all. Physical exams are offered to the athletes at a cost of \$20.

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: Central High school has one cheer squad that attends all girls' and boys' basketball games.

Written guidelines for Recognition/display were excellent and addressed banners in the gym and football stadium, individual All State and All Star honors, and criteria for Hall of Fame. Post season events are to be held within six weeks of completion of the season.

Spending in this benefit category appears to be equivalent.

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: There were few offices available and assigned to coaches. It is important for coaches (especially off campus coaches) to have access to a phone, computer and a private area to meet with an athlete or parent. The administration indicated office space was very limited school wide but the conference room was available for a coaches to meet with an athlete or parent if necessary.

Central High School has only one Booster Club (boys' basketball) with a signed agreement in the Title IX file. No expenditures or spending for Boosters has been reported on the T-35 form for the past two years. All other teams have in- house accounts and follow JCPS procedures for purchases. It *appears* that Central High School meets acceptable parameters both on percentage and per athlete basis. Incomplete reporting of expenditures makes it difficult to assess overall spending accurately. School administration were reminded of the importance to report ALL booster expenditures so that an accurate and fair assessment for spending can be made for Central and all athletes.

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 observed		

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 observed		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Accommodations of Interests and Abilities: Submit to the KHSAA a list of signatures of all coaches at Central High indicating they have received the Coaches' Handbook viewed in the Title IX file.	April 15, 2020
Accommodations of Interests and Abilities: Submit a revised roster of GERC members that more closely adheres to the KHSAA suggestions for a working and functioning committee.	April 15, 2020
Locker rooms, practice and competitive facilities: Submit to the KHSAA photographic evidence of the softball field that shows the set up and the condition of the outfield fencing.	April 15, 2020

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Temple Cunningham	Student Athlete
Christopher Pryor	Student Athlete
Keith Meador	Swim Coach
Tim Gjyzeli	Girls' Soccer Coach
Chi Founder	Assistant Principal
Ryan Bringham	Athletic Director
Marcus Mays	Teacher
Samantha Pitts	Teacher/ Asst. AD
Gary Lawson	KHSAA
Barry Noble	KHSAA
Barbara Kok	KHSAA

OTHER GENERAL OBSERVATIONS

It was difficult to ascertain if policies and guidelines in the Title IX file were actually being followed or implemented by the athletic teams at Central High School. Coaches and students interviewed had little knowledge of the policies and could not verify if any coaches at the school knew the information in the Title IX file. Only two faculty members attended the GERC meeting and had little interest in materials presented by the KHSAA auditors.

In order to maintain compliance of Title IX and ensure equity for the under-represented gender, the administration and athletic director should establish a Gender Equity Review Committee (GERC) that is a working and functioning part of the athletic program at Central High School. It is the responsibility of the Athletic Director to educate all coaches of all teams of the policies and guidelines developed for the School.

Emergency actions plans viewed were comprehensive and available for all athletic venues. AEDs were available on campus.

No one attended the public forum.