



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

KHSAA Form T76
Rev..11/16

School:	Christian Fellowship
Prepared By:	Gary W. Lawson
Date of Re-Visit:	October 18, 2017
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2017-18

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 SATISFACTORY	
Test Three – Full and Effective Accommodation of Interest and Abilities SATISFACTORY	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: Both the November 30, 2003 and the October 14, 2011 Title IX school visit reports rated this category *Satisfactory*. In the 2003 report, it appeared that the school was meeting the standard established by all three opportunities tests. The 2011 report documents that the standards of Tests 2 and 3 were being met. A review of annual Title IX reports for the past two years indicate that the standards established by Tests 2 and 3 are still being met. The addition of girls' varsity and junior varsity softball and boys varsity tennis and junior varsity basketball have increased the percentage of participation for both males and females more than 25 percent. This increase shows compliance with Test 2 for both genders. In regard to Test 3, the internal analysis summary for the two most recent annual reports documents that the results of the student athletic interest survey supports the information submitted on the T-3 form. The T-63 form in the 2015-16 annual report shows that a 100% completion rate was received on the most recent student athletic interest survey. It should be noted that THE INTERNAL ANALYSIS SUMMARY FOR THE LAST TWO ANNUAL REPORTS DESIGNATED MALES AS THE UNDERREPRESENTED GENDER IN ATHLETICS at this school. During the most recent visit, the school's Title IX file was reviewed. It was found to contain the two previous Title IX school visit reports, annual Title IX reports for the past five years, the extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all school-sponsored varsity teams, written facilities usage schedules for the gym, outdoor batting cage, and the weight training room, written guidelines regarding awards and recognition of athletic accomplishments for both genders, documentation of locker room and athletic equipment storage space assigned each team, minutes for all GERC meetings held during the past three years, a written uniform review, rotation, and/or replacement plan, regulations regarding the provision of athletic travel and per diem, and a copy of the school's Athletic Facility Emergency Medical Plan which was both team and venue specific (KRS 160.445). The athletic director was 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: Both the previous Title IX school visit reports deemed this benefit category *Satisfactory*. All the uniforms and equipment seen during the most recent visit appeared to be of mid-to-high quality and supplied in equitable quantities. The school currently has a uniform review/rotation plan based on a three-year cycle of replacement for all school-sponsored teams except golf which is replaced annually. According to information in the 2015-16 and 2016-17 annual Title IX reports, the school was spending approximately \$21 per female and \$46 per male athlete for equipment and supplies. This spending appears to significantly 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 2003 school visit report designated this benefit category *Deficient* stating that the provision of opportune playing times seemed to favor male athletes. The 2011 report rated this category *Satisfactory*, and documented that the provision of optimal playing times appeared to be within acceptable parameters for the provision of parity. According to information gathered during the most recent visit, the number of competitive events scheduled for teams of “like” sports was comparable. Facility usage schedules in the Title IX file showed equitable access was available to the gym, outdoor batting cage, and the weight training room—all venues shared by both genders. The provision of opportune playing times was discussed with school representatives who were encouraged to continue to strive for parity in this regard.

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 2003 school visit report rated this benefit category *Deficient* because data submitted by the school was “insufficient to permit an adequate analysis.” The 2011 report deemed this the category *Satisfactory*, but requested that the written regulations pertaining to this benefit be expanded. The written regulations for this benefit category found in the Title IX file during the most recent visit addressed the provision of parity in regard to mode of transportation and meals and lodging for student athletes. Interviews with students and coaches gave strong indication that equity of benefits was pursued within this category. Information in the two most recent Title IX annual reports shows that the school was spending approximately \$30 per female athlete and \$10 per male athlete for travel and per diem. This spending seems to significantly favor female athletes.

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

BENEFITS REVIEW- COACHING: Both previous Title IX school visit reports rendered this benefit category *Satisfactory*. The athletic director is responsible for the evaluation of all head coaches. A written instrument is not used as a part of this process. A review of the school’s extra service pay schedule for coaches indicated parity. The T-35 form in the 2016-17 annual Title IX report revealed that the total amounts spent for coaching salaries for teams of “like” sports was comparable. According to information gathered during the visit, the coaching ratio for male athletes is 5.2 participants per coach, and the ratio for females is 6.1 per coach. Data collected during the visit showed that 33% (2/6) of the head coaches of girls teams and 50% (3/6) 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 2003 and 2011 Title IX school visit reports rated this benefit category *Satisfactory*. As was the case in 2011, the most recent visit revealed that there still are no dressing rooms provided at the school. Classrooms are used for dressing areas except for golf which uses a dressing area available at their off-campus facility. The classroom dressing areas are in close proximity to restrooms and extra precautions are taken to insure that these areas are secure and private. School officials seem to realize that this situation is not ideal, but it is equitable. Although the school did not sponsor a baseball team in 2016-17, there is a quality baseball field located on school grounds. A small gym is home for the basketball and volleyball teams. There is a state of the art softball field located in the Mike Miller County Park about 1.5 miles from the school. All of the school's athletic equipment storage space is located in the same building as the weight training room. While this space is limited, there is an area assigned to each team which seems equitable. There is one office for all coaches that is adjacent to the administrative wing of the school.

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 two previous Title IX school visit reports rated this benefit category *Satisfactory*. Neither report mentioned the existence of a weight training room. The most recent visit revealed that the school now has an on-campus weight training room that is very well-equipped with numerous training options suitable for use by female athletes. An equitable usage schedule for this venue was in the Title IX file and posted at the facility. Use of the weight training room by several male and female teams was verified by interviews with student athletes and coaches. The school does not provide access to an athletic trainer. Physical examinations by a local nurse practitioner are available free of charge for all student athletes on two designated days each year.

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 2003 and 2011 Title IX school visit reports rated this benefit category *Satisfactory*. The school currently has one varsity cheerleading squad. It is assigned to cheer at all home varsity boys and girls' basketball games and at "select" away games for both teams as monitored for parity by the athletic director. It should be noted that some years the school does not have enough participants to have both girls and boys' basketball teams. When that is the case, the squad would cheer at the same number of games for the team that is sponsored that year. The school does not currently have a band. The Title IX file contained excellent written regulations addressing the provision of letters and bars, posting of banners, retirement of jerseys, and provision of post season awards night ceremonies. Information in the 2015-16 and 2016-17 annual Title IX reports shows that the school spent approximately \$8 per female athlete and \$3.75 per male athlete for awards.

BENEFIT	Satisfactory	Deficient
SUPPORT SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Office access	X	
Booster Support	NA	
Overall spending for athletic support	X	

BENEFITS REVIEW- SUPPORT SERVICES: The 2003 Title IX school visit report deemed this benefit category *Deficient* because the school failed to provide sufficient data for an adequate analysis to be completed. The 2011 report rated this category *Satisfactory* stating that athletic spending appeared equitable. Currently, the school has no athletic booster clubs. There is a \$75 participation fee paid by the student to the school for each sport in which the student participates. The internal audit summary for the 2015-16 annual Title IX report shows that total athletic spending was within generally accepted parameters for the provision of parity. The school was spending approximately \$172 per female athlete and \$144 per male athlete for total support. In 2016-17, the internal audit summary again indicated that equitable spending was taking place. The school spent approximately \$154 per female and \$131 per male athlete. It should be noted that Christian Fellowship is a "non-football" playing school. The two most recent annual Title IX reports indicate that males were the underrepresented gender in regard to athletics during 2015-16 and 2016-17.

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 October 18, 2017 Title IX school visit.	None	

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 October 14, 2011 Title IX school visit.	None	

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
None	

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Maddie Ortt	Student Athlete
Jordan Haley	Student Athlete
Maggie Wagner	Student Athlete
Bill Rowley	Principal
Deborah Lewis	Athletic Director
Stepheni Bivin	Cross Country
Suzie Burnett	Volleyball Coach
Mike Muller	Track Coach
Paulette Buckingham	Math Teacher

OTHER GENERAL OBSERVATIONS

No one from the community attended the Public Comments Session. The school's athletic director was commended for the thorough preparation for the visit. The meeting was adjourned at 4:10 pm EDT.