



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

KHSAA Form T76
Rev..11/16

School:	Clinton County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 8, 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)	DEFICIENT	Completed
Test One – Substantial Proportionality		
Test Two – History of Continuing Practice of Program Expansion		
Test Three – Full and Effective Accommodation of Interest and Abilities		
Analysis Form Review		X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The February 9, 2005 Title IX school visit report rated this area *Satisfactory*. It appeared at that time that the school was meeting the standards established by Tests 1 and 2 for provision of athletic opportunities. The December 13, 2012 report also gave this area a *Satisfactory* rating based on evidence that showed the school was meeting the standard established by Test 1. A review of Title IX submittals for the past two years indicates that the school did not meet the standard established by any of the three opportunities tests. The internal audit summaries for the past two years have alerted school officials to the need to pursue the validity of the interest in swimming (17) and track and field (17) in order to meet the standard established by Test 3. It should also be noted that in regard to Test 1 and Test 2, rosters submitted by the school showed that female participation decreased from 212 in 2015-16 to 186 in 2016-17. During the same time period, the participation by male athletes increased from 205 to 238. The fact that steps have not been taken to meet the standards of any of these opportunities tests renders this area to be **deficient**. (See *KHSAA Recommended Action*.) School officials were reminded that failure to provide equitable opportunities has been designated as the most serious deficiency within the Title IX evaluation. During the most recent visit, the school's Title IX file was examined. It was found to contain annual Title IX reports for the past five years, the 2005 and 2012 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 school varsity teams, a draft copy of a school-generated athletic handbook, written booster club agreements (see *Support Services*), facility usage schedules for all shared athletic venues except the weight training room (see *Medical and Training Facilities and Services* and *KHSAA Recommended Action*), guidelines regarding awards and recognition of athletic accomplishments, written designation of locker room space for all teams, written designation of athletic equipment storage space assigned each team except boys and girls cross country and boys and girls golf (see *Locker Rooms, Practice and Competitive Facilities*), minutes for all GERC meetings held during the past three years, a policy addressing the review and replacement of uniforms (see *Equipment and Supplies* and *KHSAA Recommended Action*), equitable guidelines addressing travel and per diem (see *Travel and Per Diem Allowances*), and the school's Emergency Medical Plan that does not address all the athletic venues as required under KRS 160.445. (See *KHSAA Recommended Action*.) School officials were encouraged to work toward the development of a comprehensive Title IX file with equitable regulations which are implemented for the benefit of all students.

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 2005 and the 2012 Title IX school visit reports deemed this benefit category *Satisfactory*. The 2012 report documented that the uniform review and/or replacement plan needed to be expanded to include all school teams. The report also stated that interviews with coaches indicated that, in some instances, the uniform rotation policy was not being followed. All the uniform reviewed during the most recent visit were of high quality and seemed to be provided in equitable quantities. The Title IX file contained a policy for the replacement of uniforms which called for "equivalence." However, the chart of uniform purchases did not show that this policy was being followed and interviews with student athletes and coaches offered little, if any, indication that an equitable cycle was being implemented. According to data in the 2015-16 and 2016-17 annual Title IX reports, the school was spending approximately \$105 per female athlete and \$121 per male athlete for equipment and supplies. Although the quality and quantity of uniforms appeared to be excellent and spending for equipment and supplies seemed equitable at the time of the most recent Title IX visit, the lack of evidence that uniforms were being purchased on a fair and equitable cycle for "like" teams at the time of all three school visits, this benefit category is rendered **deficient**. (See *KHSAA Recommended Action*.)

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 two previous Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report emphasized the need for the school to provide optimal playing times for competitive events in an equitable manner. Information gathered during the most recent visit revealed that the number of competitive events scheduled for teams of "like" sports was comparable. The Title IX file contained usage schedules showing equitable assignment of practice times for the gym, soccer field, and the indoor batting cage. The scheduling of optimal playing times for competitive events was discussed with school officials who were commended for recent success in regard to this endeavor.

BENEFIT	Satisfactory	Deficient
TRAVEL AND PER DIEM	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Mode of transportation	X	
Provision for meals and housing	?	
Equity of spending	X	

BENEFITS REVIEW- TRAVEL AND PER DIEM: The school visit reports from 20015 and 2012 rated this benefit category *Satisfactory*. The 2012 report requested that the school expand the written regulations addressing this benefit to include equitable lodging for student athletes. The most recent examination of the Title IX file revealed it contained equitable guidelines in regard to transportation, meals, and lodging. It should be noted that school officials need to review the meal allotments to determine if they are currently realistic. Interviews indicated that the lodging guidelines were not being followed consistently. **UPON RECEIPT OF THIS REPORT, IT IS STRONGLY RECOMMENDED THAT THESE REGULATIONS BE EMPHASIZED AND EXPLAINED TO ALL HEAD COACHES.** The 2015-16 and 2016-17 annual Title IX reports show that the school was spending approximately \$70 per female athlete and \$81 per male athlete 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 two previous Title IX school visit reports designated this benefit category *Satisfactory*. At the time of the 2012 visit, the sub-part of coaching accessibility could not be evaluated because this portion of the T-35 form was not completed correctly. The principal and athletic director are responsible for the evaluation of all head coaches. A written instrument is used as a part of this endeavor. A review of the district's extra service pay schedule for coaches showed parity. The T-35 form in the 2016-17 annual Title IX report indicates that the total amounts spent for coaching salaries for teams of "like" sports were comparable. Information supplied by the athletic director revealed that the ratio for male athletes is 14 participants per coach and the ratio for female athletes is 15.5 participants per coach. Data gathered during the most recent visit indicated that 43% (3/7) of the head coaches of girls teams and 43% (3/7) 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 deemed this benefit category *Satisfactory*. The 2012 report listed three components of this category that need to be addressed. (1) There was a slight advantage to male athletes in regard to their basketball dressing room and coaching office compared to that for girls' basketball. (2) There was no locker room assignment for the boys or girls' soccer teams. (3) There was no athletic equipment storage space assigned to the boys or girls cross country teams. The tour of the facilities during the most recent visit showed that significant improvements had been made to the girls' basketball dressing room since the 2012 visit. Carpet and padded seating had been installed as well as a shower room and equipment storage area. The girls' basketball coaches' office is now adjacent to the office of the athletic director which offers shared restroom access. The boys' soccer team now has a dressing room in the gym, and the girls' soccer team has a shared dressing room located in the baseball-softball complex. The boys' and girls' cross country teams now have an equipment storage area adjacent to their dressing area and near their practice course. School officials were commended for making many improvements since 2012 that addressed needs in this benefit area. All the other practice and competitive facilities, as well as dressing areas and equipment storage spaces, appeared to be equitable. It should be noted that equipment storage space for all teams was seen during the most recent visit, but the listing in the Title IX file did not include boys and girls golf and boys and girls' cross country. UPON RECEIPT OF THIS REPORT, THE FILE SHOULD BE UPDATED TO SHOW THE EQUIPMENT STORAGE SPACE FOR ALL TEAMS.

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 two earlier Title IX school visit reports rated this benefit category *Satisfactory*. The school currently has two weight training areas. One facility is in the football field house adjacent to the football dressing room. This venue, which is used exclusively by the football team, has very little equipment suitable for use by female athletes. The second weight room is in the gym. It is very well-equipped and contains numerous training options suitable for females. However, there is no usage schedule in the Title IX file or posted at the facility to indicate equitable access is available. Interviews with school officials, student athletes, and coaches suggested some use by both male and female teams, but minimal, if any, administrative oversight regarding equitable access. It was emphasized to school officials that it is the responsibility of the institution to show evidence that equitable access to the shared weight training facility is being provided. (See KHSAA Recommended Action.) The school's athletes currently have a paramedic (trainer) during all home events but not on a daily basis. Physical examinations are available free of charge to all student athletes on three designated days each year by Lake Cumberland Family Medical Center.

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 2012 report requested that the site-based policy # 02.32 addressing student athletic recognition be expanded to include athletic awards and post season banquets. The latest examination of the school's Title IX file contained regulations for parity in regards to posting of banners and pictures, provision of post season banquets, awards, and recognition on the *Boys and Girls Basketball Wall of Fame*. **IT WAS STRONGLY SUGGESTED TO SCHOOL OFFICIALS THAT THE REGULATIONS ADDRESSING AWARDS BE REVIEWED TO ESTABLISH REALISTIC PARAMETERS.** It was also recommended that guidelines addressing banquets be emphasized and explained to all head coaches. The school currently has one cheerleading squad assigned to cheer at all home football games and all home boy/girl basketball double header games. The band is assigned to perform at all home football and all home doubleheader boys' and girls' basketball games. A local radio station broadcasts all home football games and all home volleyball games as well as all home and away boys' and girls' basketball games. The 2015-16 and 2016-17 annual Title IX reports show that the school was spending approximately \$26 per female athlete and \$22 per male athlete 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: The two previous Title IX school visit reports rated this benefit category *Satisfactory*. The school currently has exclusive office space for the following coaches—boys’ basketball, girls’ basketball, softball, baseball, and football. The school has active booster clubs for all school teams except boys’ and girls’ cross country and boys and girls tennis. All booster club funds are housed in school accounts, and the purchase order process is followed for all athletic expenditures. It was recommended to school officials that the booster club agreements being used be updated to reflect oversight of booster activities for clubs that deposit their funds in school accounts. The T-35 form in the 2015-16 annual Title IX report shows that total athletic spending for that year slightly favored male athletes (\$311 per female athlete and \$423 per male athlete). In 2016-17, these expenditures were well within generally accepted parameters for the provision of parity for a football-playing school (\$371 per female athlete and \$379 per male athlete.) If this spending is averaged over a two-year period, it indicates provision of parity.

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
(Accommodation of Interests and Abilities) The annual reports offer no evidence that the standards established by any of the three tests for provision of athletic opportunities is being met.	The school is to submit to KHSAA a written plan to pursue the validity of the indicated interests in swimming and track and field that was shown on the 2015-16 student athletic interest survey. Steps being taken to address any interests shown on the 2017-18 interest survey are to be documented on the T-3 form and the T-60 form in the 2018 annual Title IX report.	On or before <u>January 25, 2018</u> On or before <u>April 30, 2018</u>
(Equipment and Supplies) The school failed to provide evidence that an equitable uniform review, rotation, and/or replacement plan was being implemented.	The school is to submit to KHSAA a written uniform review, rotation, and/or replacement plan showing a complete and equitable cycle of review for all school teams. This plan should be signed by the <u>principal, athletic director, and all head coaches.</u>	On or before January 25, 2018

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 December 13, 2012 Title IX school visit.	None	None

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Medical and Training Facilities and Services) The school is to submit to KHSAA a copy of a written equitable usage schedule for the weight training facility in the gym. The schedule that is submitted to KHSAA is to be <u>signed by all the head coaches</u> . A photograph of this schedule posted at the venue is also to be sent to KHSAA. A copy of this schedule is to be maintained and updated in the Title IX file.	On or before <u>January 25, 2018</u>
(KRS-160.445) The school is to submit to KHSAA an Athletic Facility Emergency Medical Plan that is venue specific as required by the statute.	On or before <u>January 25, 2018</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Jackson Harlan	Student Athlete
Bailey Gibson	Student Athlete
Darrell Thompson	Girls Basketball Coach
Bobby Evans	Girls Softball Coach
Stacey Evans	Principal
Nick Irwin	Athletic Director
Todd Messer	Boys Basketball Coach
Jamie Miller	Football Coach
Jared Bertram	Baseball Coach
Gavin Melton	Student-Athlete
Seanae York	Student-Athlete
Haleigh Irwin	Student-Athlete
Nathan Brown	Student-Athlete
Jackson Harlan	Student-Athlete
Abby Young	Student-Athlete
Diego Rodriguez	Student-Athlete
Casey Shelton	Student-Athlete
Nate Matthews	Student-Athlete
McKenzie Cope	Student-Athlete
Jared Grant	Student-Athlete
Autumn McCutchen	Student-Athlete
Luis Mazariegos	Student-Athlete
Emma McClellan	Student-Athlete
Victoria Honeycutt	Student-Athlete

OTHER GENERAL OBSERVATIONS

Based on the evidence and information gathered during the November 8, 2017 school visit, it is strongly recommended that the athletic director attend training for Title IX if there are any opportunities during the next school year.

One person from the community attended the Public Comments session. The individual had a question regarding the equity of provision of state championship banners. Lacking knowledge about the process for awarding banners, I was not able to respond specifically to this question. It was suggested that the individual contact the KHSAA for clarification.

The meeting was adjourned at 4:20 pm EST.