



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

KHSAA Form T76
Rev. 11/16

8

School:	Martha Layne Collins
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 29, 2018
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	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: (Collins High School opened in 2010 and has only one previous Title IX school visit report—January 14, 2013.) The 2013 Title IX school visit report rated this category *Satisfactory* based on information showing that the standard established by Test 2 for provision of athletic opportunities was being met. A review of the annual reports for the past two school years indicates that the school is currently meeting the standards established by both Tests 1 and 3. In regard to Test 1, the 2017-18 annual Title IX report shows that the percentage of female participation is within 2.7% of the percentage of enrollment. In relation to Test 3, the T-3 form and the most recent student athletic interest survey shows that the indicated athletic interests are being addressed. The T-63 form in the 2-17-18 annual report indicates that an 80% completion rate was received on the most recent student athletic interest survey. During the most recent visit, the school's Title IX file was reviewed. It was found to contain the one previous Title IX school visit report, annual Title IX reports for the past five years, the district's 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, a copy of a written booster club agreement, facility usage schedules for the gyms, the two weight training rooms, the indoor hitting facility, and the "turf field," some guidelines addressing recognition of student athletic accomplishments (see *Publicity* and *KHSAA Recommended Action*), school-sponsored media guides pertaining to all varsity teams, assignment of the locker room and athletic equipment storage space assigned each team, minutes for all Gender Equity Review Committee meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and some written statements about travel and per diem for student athletes. (See *Travel and Per Diem Allowances* and *KHSAA Recommended Action*.) School officials were encouraged to continue to develop and implement comprehensive regulations addressing the provision of equitable opportunities and benefits for all 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 2013 Title IX school visit report rated this benefit category *Satisfactory*. All uniforms seen during the recent visit seemed to be excellent in quality and supplied in equitable quantities in all cases except when comparing the "like" sports of baseball and softball. The inspection of uniforms during the visit revealed that the baseball team was provided game shoes, socks, three hats, and two full workout outfits for off season. Softball was supplied none of these items. (See *KHSAA Recommended Action*.) The Title IX file contained a uniform review, rotation, and/or replacement plan showing a full cycle of replacement for all teams. The replacement cycles appeared to be equitable for all "like" teams. Interviews with coaches during the recent visit indicated knowledge of this plan. The 2016-17 and 2017-18 Title IX reports showed that approximately \$59 per female athlete and \$214 per male athlete was spent for equipment and supplies. This spending suggests a significant advantage for male athletes. Information gathered during the recent visit gave strong indication that there were reporting errors on the T-35 form in the 2017-18 annual Title IX report. The importance of accuracy on the T-35 form was emphasized to school officials. (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: This benefit category was rated *Satisfactory* by the 2013 Title IX school visit report. Information gathered during the 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 two gyms, the two weight training rooms, the indoor hitting facility (in the fitness room), and the "turf field" (shared by boys and girls soccer, boys and girls lacrosse, and football.) The scheduling of competitive events during the most opportune playing times on an equitable basis was discussed with school officials who were commended for the provision of 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: The 2013 Title IX school visit report rated this benefit category *Satisfactory*. The school had some written statements addressing the mode of transportation, meals and lodging for student athletes. These statements did not specifically address equivalence or parity in regard to these benefits. It was requested that these regulations be reviewed and expanded in an attempt to insure equitable benefits. School officials were reminded that these guidelines were to address only student athletes—not school personnel. (See *KHSAA Recommended Action*.) The 2016-17 and 2017-18 annual Title IX reports show that the school was spending approximately \$71 per female athlete and \$128 per male athlete for travel and per diem. This spending appears to slightly favor male participants. As was suggested in the area of equipment and supplies, school officials stated during the recent visit that they thought there were reporting errors on the T-35 form for this benefit category. (See *KHSAA Recommended Action*.)

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

BENEFITS REVIEW- COACHING: This benefit category was rated *Satisfactory* by the 2013 Title IX school visit report. It was learned during the recent visit that the school's athletic director is currently responsible for the evaluation of all head coaches. A written instrument is used as documentation of this process. A review of the district's extra service pay schedule indicated parity in regard to the amounts paid to coaches of "like" sports and the number of compensated positions for "like" sports. 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 is comparable. Data gathered during the recent visit revealed that the coaching ratio for female athletes is nine participants per coach and the ratio for male athletes is 8.3 participants per coach. Data offered by the school's athletic director indicated that 30% (3/10) of the head coaches of girls teams and 30% (3/10) of the head coaches of boys teams are 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 2013 Title IX school visit report rated this benefit category *Satisfactory*. The venues for Collins High School are very well-maintained and appointed. Overall, the locker rooms, practice and competitive facilities are considered excellent. Both the outdoor and indoor facilities offer high level amenities on an equitable basis. It would appear that the provision of equitable benefits was a high priority when constructing these venues. Student athletes are assigned locker rooms in the gym and athletic fieldhouse. These locker rooms all have equitable amenities. Interviews with student athletes and coaches indicated pride in these facilities. The school has an ample amount of athletic equipment storage space which seems to be assigned according to the size of the team and proximity to the teams' competitive and/or practice facilities.

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: This benefit category was rated *Satisfactory* by the 2013 Title IX school visit report. The tour of facilities during the recent visit revealed that the school has two weight training facilities. Weight room #1 is located in the main school building adjacent to the gym and has numerous training options that seem suitable for female athletes. There was a usage schedule showing equitable access for this facility in the Title IX file and posted at the venue. Weight training room # 2 is located in the field house and has a lesser amount of equipment that is female-friendly. The pictures, banners, and signage in this room give the appearance of a male-dominated area. This facility also has a usage schedule showing equitable access for both genders in the file and posted at the facility. Interviews with student athletes during the recent visit confirmed females use both the weight training rooms. Student athletes have equitable access to an athletic trainer through a contract with Baptist Health Services. Student athletes at Collins High School are responsible for getting their own physical examinations.

BENEFIT	Satisfactory	Deficient
PUBLICITY	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Support group assignments	X	
Written regulations for recognition		X
Equity of spending	X	

BENEFITS REVIEW- PUBLICITY: The 2013 Title IX school visit report rated this benefit category *Satisfactory*. The report noted that the spending submitted for this benefit category appeared incomplete. The school currently has one varsity cheerleading squad that supports athletic teams. This squad is assigned to cheer at all home football games and at the away game versus Shelby County High School. It is also assigned to cheer at all but three home girls and boys' basketball games and at the away game versus Shelby County High School for both teams. The full band performs at all home football games. The pep band plays at eight home boys basketball games and at eight home girls basketball games. The school has equitable guidelines addressing the posting of athletic banners for both teams and individuals. There were also regulations addressing the equitable provision of letters and bars. No documentation was available in regard to equitable provision of awards or post season banquets. Interviews with student athletes and coaches indicated there were differences in provision in relation to both these benefits. (See *KHSAA Recommended Action*.) The 2016-17 and 2017-18 annual Title IX reports show that the school was spending approximately \$11 per female athlete and \$12 per male athlete 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 2013 Title IX school visit report rated this benefit category *Satisfactory*. The report documented that the total athletic spending seemed to favor male participants but indicated that the major factor causing this disparity was the “start up” cost for the football program. During the recent visit, a review of the available office space at the school indicated equity was provided in the assignment of these areas. The school has one newly formed booster club that will offer support to all school-sponsored teams. There is a written booster club agreement in place and also a process for oversight of booster spending which will require the athletic director to give prior written approval for all booster expenditures. A review of spending for the past two years shows that in 2016-17, 35.76% of the expenditures were for female athletes who made up 43.17% of the participants and 64.24% of the expenditures were for male athletes who made up 56.83% of the participants. On a per athlete basis, approximately \$355 was spent for each female participant and \$485 for each male participant representing a \$130 difference in favor of males. In 2017-18, 32.87% of the spending was for female athletes who made up 44.36% of the participants and 67.13% of spending was for male athletes who made up 55.64% of the participants. On a per athlete basis, this results in spending approximately \$331 per female athlete and \$540 per male athlete—a difference of \$208 (per athlete) in favor of males. Over the two-year period of this evaluation, spending appears to favor male participants on both a percentage and per athlete basis for a football-playing school. (See *Equipment and Supplies* and *Travel and Per Diem Allowances* sections of this report.) Some of the imbalance (Travel and Per Diem) appears to be addressed on the T-60 form in the 2017-18 annual report. In addition, information offered during the recent visit indicates that much of the disparity, particularly in the area of equipment and supplies, may be due to reporting errors. As a result, the school will be required to submit a corrected T-35 for the areas of *Equipment and Supplies* and *Travel and Per Diem* for the 2017-18 school year. It was emphasized to school officials and the Gender Equity Review Committee that all athletic spending must be monitored in relation to the provision of equitable benefits.

CURRENT DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletic Programs	Recommended Actions in relation to current deficiencies	Date for Verification of Action to address deficiency
Pending the re-submission of accurate data as requested, no deficiencies are designated as a result of the November 29, 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 as a result of the January 14, 2013 Title IX school visit report.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<p>(Equipment and Supplies)</p> <ul style="list-style-type: none"> The school is to submit to KHSAA a written description of the steps being taken to address the disparity of provision in relation to uniforms and other amenities which baseball has and softball does not. Documentation of these steps should be a part of the school improvement plan (T-60 form) in the 2019 annual Title IX report. The school is to re-submit to KHSAA a T-35 form for 2017-18 with accurate expenditures reported in the column for equipment and supplies. (Note: These expenditures will reflect those made during the 2016-17 school year.) 	<p>On or before <u>February 16, 2019</u></p> <p>On or before <u>February 16, 2019</u></p>
<p>(Travel and Per Diem)</p> <ul style="list-style-type: none"> The school is to submit to KHSAA written regulations addressing parity in regard to mode of transportation and the provision of meals and lodging for student athletes. Once approved, these regulations are to become a part of the school's permanent Title IX file. The school is to re-submit to KHSAA a T-35 form for 2017-18 which shows accurate expenditures in the column for Travel and Per Diem. (Note: These expenditures will reflect those made during the 2016-17 school year.) 	<p>On or before <u>February 16, 2019</u></p> <p>On or before <u>February 16, 2019</u></p>
<p>(Publicity) The school is to submit to KHSAA written regulations addressing parity in regard to athletic awards and post season banquets for student athletes. Once approved, these regulations are to become part of the school's permanent Title IX file.</p>	<p>On or before <u>February 16, 2019</u></p>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Catie Kelly	Student Athlete
T J Rawlins	Student Athlete
Sean Pigman	Head Girls Basketball Coach
Matt Cockrell	Head Girls Golf Coach
Michael Clark	District Title IX Coordinator
Joseph Ellison, III,	Principal
Chris Gaither	Mens Basketball Coach
Laura Gordon	Bookkeeper
Kim Powell	Parent
Brock Roberts	Coach/Assistant Athletic Director
Courtney G. Miller	Teacher/Assistant AD
Stacey Beard	Parent
Donna Jones Hocker	Associate Principal

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 school's plan was very comprehensive and venue-specific as requested by the statute. The athletic director indicated the location of three Automated External Defibrillators which were available for use by athletic teams. There was a permanent AED in the concession stand outside the main gym. There was another permanent AED in the concession stand at the "Turf Field." The third permanent AED was in the concession stand at the baseball/softball complex.

No one from the community attended the Public Comments Session. School officials were encouraged to thoroughly review all KHSAA submittals for accuracy. The school's athletic director was commended for his preparation for the school visit. The meeting was adjourned at 3:15 EST.