



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

KHSAA Form T76
Rev..11/16

School:	Community Christian
Prepared By:	Gary W. Lawson
Date of Re-Visit:	October 19, 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 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: This school did not offer athletics at the time of the first Title IX visit cycle. The school's only previous Title IX school visit was on September 21, 2011. The 2011 report documents that the school was meeting the standard of both Tests 1 and 3 for provision of athletic opportunities at that time. A review of annual reports for the past two years shows that it is very likely that the standards of Tests 1 and 3 are still being met. The internal analysis summaries for the 2015-16 and 2016-17 annual reports show that the ratio of participants per team to total participation (internal audit summary- Row 17) is 51.6%. Based on this data, the document grants credit for Test 1 (internal audit summary- Row 20). In regard to Test 3, the responses on the T-3 form appear to be supported by the information on the most recent student athletic interest survey. The T-63 form in the 2015-16 annual Title IX report shows that an 89% completion rate was received on the most recent student athletic interest survey. During the recent visit, the school's Title IX file was inspected. It was found to contain the annual Title IX reports for the past five years, the previous Title IX school visit report, 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-sponsored varsity teams, a vague statement regarding recognition of athletic accomplishments (see *Publicity and KHSAA Recommended Action*), a written designation of locker room and athletic equipment storage space, minutes for only one GERC meeting which was held during the current school year (see *KHSAA Recommended Action*), and some ambiguous statements addressing past uniform purchases (see *Equipment and Supplies and KHSAA Recommended Action*). It should be noted that the file contained no written regulations addressing travel and per diem. (See *Travel and Per Diem Allowances and KHSAA Recommended Action*.) Although not a part of Title IX requirements, but a requirement under KRS160.445, the school did not provide a copy of its Athletic Facility Emergency Medical Plan. (See *KHSAA Recommended Action*.) School officials and members of the Gender Equity Review Committee were encouraged to work toward the development of a comprehensive and functional 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 previous Title IX school visit report rated this benefit category *Satisfactory*. The report requested that the school develop and implement an equitable uniform review, rotation, and/or replacement plan. All the uniforms reviewed during the recent visit were of high quality and appeared to be supplied in equitable quantities. As was the case in 2011, the school still does not have an equitable uniform review, rotation, and/or replacement plan. Interviews with student athletes and coaches did not confirm the implementation of equitable cycles of review for “like” teams. (See *KHSAA Recommended Action*.) Information in the 2015-16 and 2016-17 annual Title IX reports shows that the school was spending approximately \$41 per female athlete and \$39 per male athlete for equipment and supplies.

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 2011 Title IX school visit report rated this benefit category *Satisfactory*. Information gathered during the recent visit indicated that the number of competitive events scheduled for teams of “like” sports was comparable. The only facility at the school that is shared by both genders is the gym. A usage schedule that seemed to show parity is in the Title IX file. Scheduling optimal playing times for athletic events was discussed with school representatives who were commended for the provision of parity 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		X
Equity of spending	X	

BENEFITS REVIEW- TRAVEL AND PER DIEM: The 2011 Title IX school visit report deemed this benefit category *Satisfactory*. The report requested that all aspects of travel and per diem be addressed in new written guidelines for this category. At the time of the recent visit, a review of the Title IX file and interviews with administrators revealed that the school still has no written regulations regarding provision of parity within this benefit category. According to information in the 2015-16 and 2016-17 annual Title IX reports, the school was spending approximately \$42 per female athlete and \$56 per male athlete for travel and per diem. Due to the fact that the school had not developed the requested written guidelines for this category and interviews indicated there was no oversight in regard to equitable provision, this benefit area is deemed deficient. (See *KHSAA Recommended Action*.)

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

BENEFITS REVIEW- COACHING The 2011 Title IX school visit report designated this benefit category *Satisfactory*. The school's athletic director is responsible for evaluation of all head coaches. A written instrument is not part of this evaluation. A review of the school's extra service pay schedule for coaches showed parity. According to the information in the 2016-17 annual Title IX report, the only coaches who are compensated are boys and girls' basketball and volleyball. The total amounts spent for these sports appear equitable. The recent visit revealed that the coaching ratio for male athletes was 7.8 participants per coach and for females it was 7.9 participants per coach. Data offered by the athletic director indicated that 50% (2/4) of the head coaches of girls teams and 25% (1/4) 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 previous Title IX school visit report rated this benefit category *Satisfactory*. At the time of the original visit, all practice and playing venues appeared to be comparable. The girls' basketball, boys' basketball, archery, and volleyball teams practice and compete in the gym which is well-appointed and has sufficient seating. The baseball field provides adequate amenities. The boys and girls swim team participants practice at an excellent pool which is part of the Paducah Athletic Club that is located across the street from the school. The school has two identical dressing rooms (one for all male teams and one for all female teams) in the gym. All school-sponsored teams have equipment space either under the stage or in a large closet in the gym. The space available seems adequate. No coaching offices are provided at the school.

BENEFIT	Satisfactory	Deficient
MEDICAL AND TRAINING FACILITIES AND SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Weight room location and access	NA	
Weight room usage schedule	NA	
Appropriate equipment for female use	NA	
Athletic Training services	NA	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The 2011 Title IX school visit report rated this benefit category *Satisfactory*. At that time, there was no posted usage schedule for the weight training room. The recent visit revealed there is no weight training room now. Most of the equipment used at the time of the previous visit has been sold to another school. There are a limited number of weights in the gym which are used sparingly by a few athletes. Some student athletes use equipment at the Paducah Athletic Club located across the street from the school. Services of an athletic trainer are not provided. Physical examinations are offered to any student athlete free of charge at the Orthopedic Institute on a designated day each year.

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

BENEFITS REVIEW- PUBLICITY: The 2011 Title IX school visit report designated this benefit category *Satisfactory*. The report requested that the school develop equitable guidelines regarding recognition of student athletes. The school does not currently have a cheerleading squad or dance team. This is the first year (2017-18) for the school band to perform at athletic events. The tentative plan is for the band to play at an equal number of boys and girls home basketball games as monitored for parity by the athletic director. The written regulations regarding parity in this benefit category that were requested by the 2011 Title IX school visit report were not provided during the recent visit. Interviews with students and school officials indicated that no guidelines were in place for the posting of banners or the provision of awards and post season banquets. Information in the annual Title IX reports for the past two years show that the school was spending approximately \$4.40 per female and \$4.75 per male athletes for awards. The failure of the school to provide evidence requested in 2011 that equity is being pursued in regards to all three areas evaluated in relation to recognition renders this benefit category deficient.

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

BENEFITS REVIEW- SUPPORT SERVICES: The 2011 Title IX school visit report rated this benefit category *Satisfactory*. According to school administrators, there are no booster clubs supporting athletic teams at the school. No athletic fees are charged for student participation. Information in the 2015-16 and 2016-17 annual Title IX reports showed that athletic spending slightly favored female athletes. Community Christian is a non-football playing school. Over the two-year period evaluated for this report, the school was spending approximately \$317.50 per female athlete and \$240 per male athlete for total support.

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
(Travel and Per Diem Allowances) The school does not have the written regulations addressing all pertinent areas of this benefit category that were requested in the September 21, 2011 Title IX school visit report.	The school is to submit to KHSAA written regulations addressing the equitable provision of mode of transportation, meals, and lodging for student athletes.	On or before <u>January 5, 2018</u>
(Publicity) The school does not have written regulations addressing the pertinent areas of this benefit category that were requested by the September 21, 2011 Title IX school visit report.	The school is to submit to KHSAA written regulations addressing equitable provision in regards to posting of athletic banners, retirement of jerseys (numbers), athletic awards and post season banquets.	On or before <u>January 5, 2018</u>

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 September 21, 2011 Title IX school visit	None	None

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Equipment and Supplies) The school is to submit to KHSAA a written uniform review, rotation, and/or replacement plan showing a full cycle of replacement for all school teams. This plan should be signed by all members of the Gender Equity Review Committee, athletic director, and principal. This document is to become part of the school's Title IX file.	On or before <u>January 5, 2018</u>
(Accommodation of Interest and Abilities) The school is to submit to KHSAA written minutes for at least <u>three</u> Gender Equity Review Committee meetings signed by all committee members in attendance.	On or before <u>April 24, 2018</u>
(KRS160.445) The school is to submit to KHSAA a copy of its Athletic Facility Emergency Medical Plan. As required by statute, this plan should be venue specific.	On or before <u>January 5, 2018</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Emma Clinard	Student Athlete
Johnathan Rogers	Student Athlete
Rhet McMullen	Volleyball Coach
Teresa Clinard	Basketball/ Assistant Volleyball Coach
Amy Carrico	Principal
Todd Carter	Athletic Director
Daniel Durrett	Basketball Coach

OTHER GENERAL OBSERVATIONS

No one from the community attended the Public Comments session. The meeting was adjourned at 4:30 pm EDT.