



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

KHSAA Form T76
Rev..11/16

School:	Cordia
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 1, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2023-24

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	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: BOYS HAVE BEEN DESIGNATED AS THE UNDERREPRESENTED GENDER IN ATHLETICS AT THIS SCHOOL FOR THE PAST TWO YEARS.

The accommodation of student interests and abilities was rated *SATISFACTORY* by the January 19, 2017 Title IX school visit report. At that time, it appeared that the school was meeting the standards established by all three opportunities tests. However, a review of the school's Title IX internal audit summaries for the past two years indicates that none of the standards established for the three opportunities tests are being met at this time. It is noted in this report that boys are currently the underrepresented gender in athletics. The school offers a total of six teams for females and three teams for males. The T-1 and T-2 forms in the 2022-23 Title IX annual report shows that the school has met the standards for Tests 1 and 2 for females, but not for males. Having no evidence to show that the indicated interest in tennis (12) has been pursued for validity, the school has not met Test 3 for either gender. On the most recent student athletic interest survey, an 84.3% completion rate was received. Because males are the underrepresented gender at this school, it is recommended that the school take the necessary steps each school year to meet the standard of Test 3. (See ***KHSAA Recommended Action—Current Deficiencies.***) During the most recent Title IX school visit, the Title IX file was examined and contained two previous school visit reports and two latest annual Title IX reports. Also in the file were a board-approved extra-service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, recent game schedules for all varsity teams, facility usage schedules for the gym and indoor hitting facility (see ***Medical and Training Facilities*** and ***Services and KHSAA Recommended Action***), regulations addressing awards and recognition of athletic accomplishments, a listing of the locker room and athletic equipment storage space assigned each team, minutes for GERC meetings held during the past two years, and guidelines addressing the equitable provision of travel and per diem for student athletes. The principal was commended for the development of a comprehensive 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 2017 Title IX school visit report rated this benefit category *SATISFACTORY*. All the uniforms viewed during the most recent visit were of mid-to-high quality and appeared to be supplied in equitable quantities. According to the principal/athletic director, all varsity teams are provided new game uniforms annually. Interviews with student-athletes and coaches confirmed the purchase of new uniforms each year. Information in the 2021-22 and 2022-23 annual Title IX reports, the school spent \$44 per female athlete and \$89 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 2017 Title IX school visit report rated this benefit category *SATISFACTORY*. Information gathered during the most recent visit indicated that the number of competitive events scheduled for teams of “like” sports was comparable. The school currently has three venues that are shared per gender for practices—the gym, indoor hitting facility, and weight training room. Facility usage schedules for the gym and indoor hitting facility showed equitable access and were part of the school’s Title IX fil. (See *Medical and Training Facilities* and *KHSAA Recommended Action*.) The scheduling of competitive events during the most optimal playing times was discussed with school officials who were encouraged to continue to strive for parity in this benefit component.

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 2017 Title IX school visit report rated this benefit category *SATISFACTORY*. During the most recent visit, regulations in the Title IX file revealed that the GERC had addressed the provision of parity in terms of the mode of transportation, meals, and lodging for student-athletes. Note: The school does not currently allow overnight trips for athletic teams during the regular season. The only travel expenditures listed on the T-35 form in the 2022-23 annual Title IX report was \$494 for girls basketball. (See *KHSAA Recommended Action*.)

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

BENEFITS REVIEW- COACHING: The most recent Title IX school visit report rated this benefit category *SATISFACTORY*. Information gathered during the most recent visit revealed that the principal is responsible for evaluating all head coaches. Currently, a written instrument is not used for documentation of this process. A review of the district's extra-service pay schedule for coaches showed parity. The T-35 form in the 2022-23 annual Title IX report shows that total amounts spent for coaching salaries for teams of "like" sports was comparable. Data provided during the recent visit indicated that the coaching ratio for was 15 participants per coach for female athletes and nine participants per coach for male athletes. Other data showed that 67% (2/3) of the head coaches of girls teams and 100% (2/2) 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 2017 Title IX school visit report rated this benefit category *SATISFACTORY*. At the time of the most recent visit, the school's gym had been condemned (2016) and could not be used for competitions or practices. This also meant that dressing rooms cannot be used. The school continues to face significant challenges in regard to the on-campus gym. While the gym still cannot be used for games, teams are allowed to practice in it. The majority of girls' and boys' basketball games are played at the Hindman gym which is located approximately 18 miles from the school campus. Bus transportation for student-athletes to get to/from their "home" games is provided by the school. The on-campus baseball and softball fields offer comparable amenities. To the credit of the school, all teams are assigned equitable equipment storage space. All current teams have dressing room spaces. IT WAS RECOMMENDED TO THE PRINCIPAL AND GERC THAT THEY PROVIDE **SAFE AND SECURE DRESSING SPACES 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	NA	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The 2017 Title IX school visit report rated this benefit category *SATISFACTORY*. The tour of facilities during the most recent visit revealed that the school is in the final stages of completion of a weight training room at the school's "practice" gym. This facility has numerous training options that are suitable for use by females. The need to develop an equitable usage schedule for all teams when the facility opens was discussed with the principal. Schedules should be placed in the Title IX file and posted at the venue. There is no athletic trainer available for any student athletes at this time. Free physical exams are offered to all student athletes on the first day of each school year by Primary Care Inc.

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 2017 Title IX school visit report rated this benefit category *SATISFACTORY*. The report noted that the spending for awards shown on the most recent T-35 form was incorrect. The school currently has one varsity cheerleading squad that cheers at all home boys' basketball games. This squad cannot cheer at girls' games because the majority of its members play on the basketball team. In order to assure that the girls' team has cheerleading support, the middle school cheerleaders are assigned to all girls' games. There is no band at the school. The Title IX file contained equitable regulations addressing the provision of post-season banquets and athletic awards, and the posting of banners for athletic recognition. The school has no athletic hall of fame. The 2021-22 and 2022-23 annual Title IX reports show that \$4.20 was spent per female athlete and \$8.50 per male athlete for awards and recognition.

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 2017 Title IX school visit report rated this benefit category *SATISFACTORY*. It documented that the total athletic spending for the previous two years had slightly favored female participants on both a percentage and per athlete basis. The most recent visit revealed that all available office space for coaches was assigned equitably. According to the school's administration, there are no booster clubs supporting athletic teams. A review of total athletic spending for the past two years shows the following:

- The internal analysis summary for the 2021-22 annual Title IX report showed that 46.36% of expenditures were spent for female athletes who comprised 56.6% of participants. 53.64% of expenditures were for male athletes who comprised 43.36% of the participants or \$238.36 per female athlete and \$360.29 per male athlete;
- The internal analysis summary for 2022-23 shows that 50.64% of expenditures were for female athletes who made up 64.29% of participants. 49.36% of spending was for male athletes who made up 35.71% of participants or \$207.95 per female athlete and \$364.80 per male athlete for total support.
- This data shows that total athletic spending for the past two years has significantly favored male participants on both a percentage and per athlete basis especially for a non-football playing school.

THIS BENEFIT AREA IS NOT CONSIDERED DEFICIENT AT THE CURRENT TIME BECAUSE THE ROSTERS AND DATA SUBMITTED INDICATE THAT **MALE PARTICIPANTS ARE THE "UNDERREPRESENTED GENDER"** AT CORDIA HIGH SCHOOL.

School officials were encouraged to monitor all athletic spending in order to provide equitable benefits for both genders.

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 Interest and Abilities - The internal analysis summary for 2022-23 shows that the school is not meeting the standards established by any of the three athletic opportunities tests for the "underrepresented gender."	The school is to submit to KHSAA a <u>plan of action</u> for meeting the standard of Test 3 for opportunities by addressing the validity of the indicated interest in tennis (12). This plan should include, but not be limited to, the results of student/parent meetings held to ascertain this interest. If follow-up meetings validate this interest, the steps to be taken to accommodate this interest should be included.	On or before <u>January 31, 2024</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 assigned as a result of the January 19, 2017 Title IX school visit.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Travel and Per Diem Allowances) The school is to submit to KHSAA a T-35 form with complete and total expenditures for travel benefits for the 2021-22 school year.	On or before <u>January 31, 2024</u>
(Medical and Training Facilities and Services) The school is to submit to KHSAA a usage schedule for the new weight training room This schedule should show equitable access to this venue for all teams.	On or before <u>January 31, 2024</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
MacKenzie Allen	Student-Athlete
J T Fletcher	Student-Athlete
Tonya Cody	Coach—Track/Cross Country
Gary Kassee	Middle/High School Basketball/Softball
Jeff Ritchie	Principal/Athletic Director
Jennifer Ashley	Parent
Gary W. Lawson	KHSAA
Kathy Johnston	KHSAA

OTHER GENERAL OBSERVATIONS

Although not part of the current Title IX evaluation, as per request, the school was asked to provide a copy of its Athletic Facility Emergency Medical Plan (KRS 160.445). The plan presented was comprehensive and venue-specific as required by the statute.

As per request, the school was asked for a listing of the location of its Automated External Defibrillators. It was confirmed that AED's were in (1) the school office; and (2) a portable unit is in the gym or field house.

No one from the community attended the Public Comments session which was advertised through the school district's "All Call" and the school's Face Book page. The principal was commended for the thorough preparation that was made for this school visit. The meeting was adjourned at 3:10 EDT.