



KHSAA TITLE IX RE-VISIT FIELD VISIT REPORT

KHSAA Form T76
Rev. 11/16

School:	Crittenden County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 20, 2024
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2024-25

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 SATISFACTORY	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The October 21, 2015 Title IX school visit report designated the accommodations of student interest and abilities **Satisfactory**. This was based on data that showed the standard established by Test 1 for the provision of athletic opportunities was being met.

A review of the annual Title IX reports for the past two school years indicates that the standard established by Test 3 is currently being met. The internal analysis summary for the 2023-24 annual report states that the T-3 and T-63 forms indicate that student athletic interests are being accommodated. The school currently offers 13 total team opportunities for female participation and 10 total teams for male participants. A 75.6% completion rate was received on the most recent student athletic interest survey.

During the most recent school visit, the Title IX file was inspected and was found to contain copies of the annual Title IX reports for the past two years, a copy of the 2015 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, game schedules for all varsity teams, and a facility usage schedule for the gym (see **Scheduling of Games and Practice Times, Medical and Training Facilities and Services**, and **KHSAA Recommended Action**.) Also in the file were regulations regarding awards and recognition of athletic accomplishments, a listing of the locker room and athletic equipment storage space assigned each team, minutes for all GERC meetings held during the past three years, and guidelines addressing the equitable provision of travel and per diem.

THE ATHLETIC DIRECTOR 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 2015 Title IX school visit report designated this benefit category ***Satisfactory***

All the uniforms viewed during the most recent visit appeared to be of mid-to-high quality and supplied in equitable quantities except softball may have a slight advantage over baseball in the quantity of uniform pants. A uniform review, rotation, and/or replacement plan in the Title IX file showed all teams were on a five-year cycle of replacement except girls and boys tennis which are replaced annually. Interviews with coaches and student athletes indicated that this plan was being implemented.

The 2022-23 and 2023-24 annual Title IX reports show the school spent \$225 per female athlete and \$337 per male athlete for equipment and supplies. This spending seems to significantly favor the male participants.

BENEFIT	Satisfactory	Deficient
SCHEDULING OF GAMES AND PRACTICE TIMES	X	
2015	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 2015 Title IX school visit report designated this benefit category ***Satisfactory***.

During the most recent school visit, information provided by the athletic director indicated that the number of competitive events scheduled for teams of “like” sports was comparable. The school currently has two venues that are shared per gender for practice—the gym and the weight training room. The Title IX file had a usage schedule showing equitable access to the gym. There was not a usage schedule showing equitable female access to the weight training room in the Title IX file or posted at the facility. (See ***Medical and Training Facilities and Services*** and ***KHSAA Recommended Action***.) Interviews with student athletes and coaches seemed to confirm that equitable access was available to both venues.

The scheduling of competitive events during the most opportune playing times on an equitable basis was discussed with school officials who were encouraged to continue to strive for 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 2015 Title IX school visit report designated this benefit category **Satisfactory**. The report noted that the school did not have equitable regulations addressing the provision of meals and lodging for student athletes.

During the most recent visit, regulations in the Title IX file showed the school now has equitable regulations regarding the provision of parity in the mode of transportation, meals, and lodging for student athletes.

The 2022-23 and 2023-24 Title IX annual reports show that the school spent \$319 per female athlete and \$206 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 2015 Title IX school visit report designated this benefit category **Satisfactory**,

Information gathered during the most recent visit revealed that the athletic director and principal are responsible for the evaluation of all head coaches. A written instrument is used for documentation of this process. A review of the district's extra-service pay schedule showed parity in regard to the amounts paid for "like" positions and also the number of coaches compensated for "like" sports. The T-35 form in the 2023-24 annual Title IX report showed that the total amounts spent for coaching salaries for teams of "like" sports was comparable.

Data compiled from information supplied by the athletic director during this visit indicated that the coaching ratio for female athletes was 7.8 participants per coach, and the ratio for male athletes was 8.8 participants per coach. Additional data showed that 43% (3/7) of the head coaches of girls teams and 66% (4/6) 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 2015 Title IX school visit report designated this benefit category ***Satisfactory***.

The tour of facilities during the most recent visit suggested that the competitive venues are, generally, well-maintained and offer equitable amenities except for some current discrepancies in the baseball and softball fields located at the Crittenden Park which is about two miles from the school. These discrepancies include:

- ☐ the baseball scoreboard has superior content/format/display;
- ☐ the baseball field has covered, chair-back seating—softball does not;
- ☐ an outdoor hitting facility is adjacent to the baseball field—there is not one at the softball field.

These disparities do not render this entire category deficient; however, a plan needs to be developed to bring about **equivalence**. This plan should be documented in the next annual Title IX report on the **T-60 form** (School Improvement Plan.)

The school has a large equipment storage area at one end of the gym that provides space for all teams. Most teams also have smaller storage areas in close proximity to their practice and competitive facilities. All teams have dressing rooms that have similar amenities, and the assignment appears to be equitable.

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 2015 Title IX school visit report designated this benefit category **Satisfactory**. The report requested that the weight room usage schedule be formatted to be more **user-friendly** and be **posted** at the facility.

During the most recent visit, the tour revealed that the school has a large, well-equipped weight training room adjacent to the gym. This venue has numerous training options that are suitable for females, and interviews with student athletes and coaches confirmed that female athletes do take advantage of this facility. THE SCHOOL DID NOT HAVE AN EQUITABLE USAGE SCHEDULE FOR THE WEIGHT ROOM POSTED AT THE FACILITY OR IN THE TITLE IX FILE. (See **KHSAA Recommended Action**.) No athletic trainer is available at the school currently. A local physician offers free physical examinations for student athletes on one designated day each summer.

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 2015 Title IX school visit report designated this benefit category **Deficient** due to a combination of factors including a lack of equitable written regulations addressing **awards and post-season banquets** and the submittal of **expenditures** that were not equitable for this benefit.

The school currently has one varsity cheerleading squad assigned to cheer at all home football games and at away games with district opponents. They also cheer at all home games for boys' basketball and girls' basketball and at away games for those teams versus district opponents. The pep band plays at all home football games and at all home boys/girls double-header basketball games. The Title IX file contained excellent regulations addressing parity in regard to athletic awards, letters and bars, the posting of banners for individual and team recognition, the display of team pictures, and the provision of equitable post-season banquets.

Over the two-year period of 2022-23 and 2023-24, annual Title IX reports show the school spent an average of \$21 per female athlete and \$37 per male athlete for awards and recognition. These expenditures show progress, but remain slightly outside of generally accepted parameters parity at a football-playing school.

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 2015 Title IX school visit report designated this benefit category **Satisfactory**. The report noted a need for monitoring of athletic spending for the provision of parity.

The school currently has exclusive coaching offices for football, boys basketball, and girls basketball. Volleyball and boys and girls track have shared office space. All teams at the school have individual booster clubs supporting them. All these clubs house their funds off the school campus. As was the case in 2015, it is recommended that the GERC investigate the implementation of way to monitor athletic spending for the provision of parity.

A review of the internal analysis forms for the past two years shows the following:

- **2022-23:** 45.15% of expenditures were for females who made up 48.6% of the participants or \$688 per female athlete while 54.85% of the expenditures were for males who made up 51.4% of the participants or \$790 per male athlete.
- **2023-24:** 48.2% of the expenditures were for females who made up 46.72% of the participants or \$962 per female athlete while 51.8% of the expenditures were for males who made up 53.28% of the participants or \$906.58 per male athlete.

Total athletic expenditures submitted by the school, over the two-year period of this analysis, appear to be within generally accepted parameters for the provision of parity for a football-playing school.

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 November 20, 2024 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
(Publicity) The deficiency assessed in 2015 in this category appears to have been addressed by the development and implementation of regulations regarding awards, banquets, posting of banners and team pictures and awarding letters and bars.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Medical and Training Facilities and Services) <ul style="list-style-type: none"> <input type="checkbox"/> The school is to submit to KHSAA a usage schedule for the weight training room that shows the provision of equitable female access. <input type="checkbox"/> The school is to submit to KHSAA a photograph of the newly developed weight training room schedule posted at the facility. 	On or before <u>January 30, 2025</u> On or before <u>January 30, 2025</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Jake Rich	Student Athlete
Mary Stephens	Student Athlete
Shannon Hodge	Head Girls Basketball Coach
Jessica DeBurgo	Head Girls Soccer Coach
Rhonda Callaway	District Representative
Josh Cook	Principal
Diana Lusby	District Title IX Coordinator
Sandra Martinez	Boys and Girls Cross Country and Track Coach
Chris Evans	Softball Coach

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 locations of its Automated External Defibrillators. It was confirmed that AEDs were on (1) the wall across from the high school band room; (2) the wall next to the elevator; (3) the wall beside the training room in the gym; (4) the wall in the sixth-grade hallway outside the girls' dressing room. There are also five (5) portable AED's assigned to head coaches during their teams' seasons.

No one from the community attended the Public Comments session which was advertised on the Parents' Square—a system that texts and/or e-mails all students parents.

The athletic director was highly commended for her preparation for the school visit and her commitment to the various aspects of Title IX.

The meeting was adjourned at 3:20 pm CST.