



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

KHSAA Form T76
Rev. 11/16

School:	Danville High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	October 18, 2018
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-2019

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: The most recent Student Interest Survey was conducted during the 2017-2018 school year. Students in grades 8-11 were surveyed with a return rate of 80.3%. The most recent sport or sport activities added have been junior varsity football, freshman basketball, freshman volleyball, and bass fishing. Danville High School currently offers eleven (11) varsity sports for males and ten (10) for females. School administration were reminded of the importance for accurate team and roster submission so that data results may provide a complete school analysis for the areas of Opportunities and Benefits.

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: There was written evidence of an equitable uniform review plan for all sports. Documentation showed that all teams are on a four-year cycle with the exception of swimming, which are purchased yearly by the student athlete. Interviews with administration indicated that all provided uniforms are purchased with school funds. Viewed uniforms were of mid to high quality and appeared to be equitable in the overall quantity provided. A two-year review of spending for this category showed that approximately \$294.00 was spent per male athlete and approximately \$119.00 spent per female athlete. The difference in this spending amount (\$175.00) falls outside the acceptable parameter (approximately \$50.00) for this benefit area and shows an advantage to the males.

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: There was viewed evidence of all team schedules in the school Title IX file. Viewed online schedules showed that, for at least the past two years, the softball team has played approximately one-third less games than the baseball team. It is important that the number of scheduled events for the like sports show equivalence and parity. All other viewed schedules showed comparability and equivalence in the number of competitive events provided. There was written evidence showing the equitable scheduling for the shared facilities of the main gymnasium area and the upstairs gym area. There was also a viewed indoor hitting area located in an upper gym area but a written schedule showing equitable access or usage was unavailable. Interviews with students indicated regular usage of this facility by the softball team.

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: Interviews with administration, students, and coaches indicated use of school bus and sometimes charter bus for team travel, however, this was not included as part of the mode of transportation. Details were listed for payment of bus and driver cost but not for type of transportation that is available for team travel. There was written evidence for per diem as it related to the provision of meals but not for housing (overnight stay). A two-year review of spending for this category showed that approximately \$81.00 was spent per male athlete and approximately \$57.00 spent per female athlete.

BENEFIT	Satisfactory	Deficient
COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Compensation	X	
Accessibility	X	
Competence	X	
<p>BENEFITS REVIEW- COACHING: There was written evidence of a school approved salary schedule which showed overall equivalence in stipend amounts and parity for the number of positions provided for each sport. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 9:1 for females and 8:1 for males. Interviews with administration indicated that end-of-season discussion meetings are held with each Coach and conducted by the Athletic Director and Principal.</p>		

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: There was written assignment of locker room space for football, track, volleyball, boys basketball, girls basketball, wrestling, cross country, and swimming. For all other teams, it appears that designation of dressing areas was not documented or the assignment for dressing area was a public restroom. Included in this category were the teams of soccer, golf, tennis, baseball, and softball. Administrators were reminded that one of the main premises of the Title IX program is that each student athlete have a safe, secure place to dress and secure items and a public restroom is not considered to meet that need. There was written assignment of storage space for all teams. The practice and competitive facilities located directly on the school campus include those for volleyball, girls' basketball, wrestling, and boys' basketball. The practice and competitive facilities for football, soccer, cross country, track, tennis, and baseball are located behind the Bate Middle School, approximately one mile from the school campus. The swim team practices and competes at the McDowell Wellness Center, Centre College, or Kentucky School for the Deaf facilities. The golf team practices and competes at the Danville Country Club and the softball team practices and competes at the Millennium Park, approximately three miles from the school campus. Interviews with administration and submitted documentation indicated the many improvements that have occurred with the school owned facilities. Those athletic venues are excellent and very well maintained. The facilities that are jointly used by both males and females (golf, swimming) are comparable and equitable in the benefits provided for both males and females. The one facility that exhibits a distinct disparity in both the quality of venue and its amenities is the softball facility as compared the baseball facility. This disparity was first indicated in the Title IX audit that was conducted in 2000. Observable differences exist in the lighting, information presented on the scoreboard, available outdoor hitting facility, quality of dugouts, quality of the game field relative to drainage, and the actual field layout itself. The field at Millennium Park (city owned) has a temporary chain link fence that is in place to mark the outfield area with an infield area cut out that appears to be better suited for baseball or adult league type play. Interviews with students indicate softball games are cancelled due to the result of field condition as opposed to other sports. The students interviewed expressed the viewed and working knowledge of the differences between these two facilities. As most all the Danville High School Athletic Facilities display great pride in signage and promotion, there is no display of team ownership at the softball facility.

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: There is one (1) weight room located on the main school campus in the Swain Building. A schedule showing equitable usage and access was in the school Title IX file. Administration were reminded to post the said schedule at the weight room site for student viewing. Viewed equipment is appropriate for female use and interviews with students and coaches indicated regular use of the weight room. Interviews with students and coaches also indicated use of an alternate conditioning room area, located in the main school building, which provides a variety of weight and conditioning equipment also appropriate for female use. As this room has recently been acquired for athletic use, a current schedule for usage and access has not yet been developed. Athletic Training Services are provided on a daily basis, at all home events, tournament events and away varsity football games. The current Athletic Trainer is a full time employee of the Danville School District. Interviews with administration indicated that athletic physicals are the responsibility of each student. There was viewed evidence of Emergency Action Plans for all athletic venues as well as AED availability at the main gymnasium and in the concession area at the baseball – soccer field areas.

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: There was written evidence of an awards-recognition guideline that included the provision for the display of team banners, Wall of Fame display for individual accomplishment(s), and awarding of letters, bars, and certificates. Interviews with coaches and students indicated that award banquets are held at the end of each sports season, however, this was not included as part of the written awards guideline. Interviews with administration indicated oversight to ensure the equitable support of the cheerleading and band groups to the teams of football, girl's basketball, and boy's basketball. A two-year review of spending for this category showed that approximately \$31.00 was spent per male athlete and approximately \$10.00 per female athlete. The difference in this spending amount (\$21.00) falls outside the acceptable parameter (\$5.00 -\$7.00) for this benefit category and shows an advantage to the males.

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: Viewed office space was available for girls basketball, boys basketball, and football. Interviews with administration indicated external booster accounts for the sports of football, soccer (b-g combined), girls basketball, boys basketball, and baseball. Booster Club signed documents showed that fundraisers require prior approval by school administration and the reporting of documents to the school as outlined in Redbook procedures, however, there was not a process in place for the prior approval of expenditures by those external accounts. All other teams maintain fundraising dollars in the internal school team accounts. Interviews with coaches indicated knowledge of the school process and procedure to purchase items. A two-year review of spending showed that approximately 37% of the total dollars were spent on the females, which made up 47% of the total participation. This falls outside of the acceptable range of difference, 5%, between percentages of expenditures compared to percentage of participation. A second method of expenditure evaluation is by per athlete spending. A two-year review showed that approximately \$1278.00 was spent per male athlete and approximately \$920.00 per female athlete. An acceptable range of difference in per athlete spending should fall within the range of \$100.00 - \$120.00. This is based on reported documentation and with the adjustment made on the correction of the baseball salaries as submitted on the 2017-2018 Annual Report. It was re-emphasized to the Gender Equity Committee that, regardless of the source of funds (school or booster club), if a disparity occurs then it is up to the institution to make up the difference. Administrative oversight for the prior approval of spending will help to avoid spending disparities. School administration were reminded of the importance to report all relative expenditures for all benefit categories so that an accurate analysis for Danville High School can be made.

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
<u>Locker Rooms</u>	Make assignment of locker room designation for all teams. Completed locker room assignments should be signed by each head coach, to indicate acknowledgement.	Please submit to the KHSAA on or before February 15, 2019.
<u>Competitive Facilities</u>	School district approved plan for the establishment of a softball facility that will meet the standard and amenities of the baseball facility as well as the viewed standard of all other Danville High School Athletic Facilities. This approved plan should include facility layout as well as amenities to be included and date for completion.	Please submit to the KHSAA on or before February 15, 2019.
<u>Support Services</u>	Review the Benefit spending categories of Equipment-Supplies, Travel-Per Diem, and Awards to help determine which team(s) spending pattern has led to this continued disparity. Once that disparity is discovered, the school should evaluate all the required processes and procedures of all internal (school) and external (booster) accounts to purchase items. A school established written guideline should be submitted that would include the oversight and prior approval of expenditures for athletic purposes, regardless of source.	Please submit all findings and established guideline of spending to the KHSAA on or before February 15, 2019.

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

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<u>Like Sports Scheduling</u> – Please submit the completed softball and baseball schedules for the spring of 2019. Schedules should also include the signatures of each head coach and Athletic Director.	Please submit to the KHSAA on or before February 15, 2019.
<u>Shared Facilities</u> – Please submit an inclusive calendar, of all relevant months, that shows which teams use the indoor hitting facility located in the upper gym area. This calendar should also show equitable usage and access for this facility.	Please submit to the KHSAA on or before December 15, 2019.
<u>Travel and Per Diem</u> - Please expand the current guideline to include the specifics and types for all modes of transport that may be used for travel to competitive events AND the specifics or provisions for use of housing for overnight stay(s).	Please submit to the KHSAA on or before February 15, 2019.
<u>Written regulation for Recognition</u> - Please expand the current awards guideline to include the provision for end of season recognition for each team, specific to banquets or end of season celebrations.	Not for submission – please review and place updates in the school Title IX file

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Maggie Myers	Coach - Volleyball
Judie Mason	Coach – Girls Basketball
Faith Breitenbach	Student Athlete – volleyball, softball
Alec McAlister	Student Athlete - soccer
Lisa Fisher	Athletic Director - ATC
Haley S. Ralston	Principal
Kathy Merryman	Parent Representative
Jackie Patterson	Bookkeeper
Chris Murray	Assistant Principal
Chris Verhoven	Coach – Cross country, Track
Joey Sallee	Coach – Wrestling
Christel Belcher	District SPED Facilitator , District Title IX Coordinator
Kathy Johnston	KHSAA Auditor kjohnston@khsaa.org
Gary Lawson	KHSAA Auditor

OTHER GENERAL OBSERVATIONS

School administration were very welcoming and well prepared for the visit. The school Title IX file was well organized and complete. The public forum, scheduled for 3:00 PM was held in the school conference room. With no one in attendance, the audit team left Danville High School at 3:15 PM.