



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

KHSAA Form T76
Rev. 11/16

School:	East Ridge
Prepared By:	Gary W. Lawson
Date of Re-Visit:	October 25, 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: The 2010 Title IX school visit report rated this category *Satisfactory*. At that time, the school appeared to be meeting the standards established in both Test 1 and 2. The 2013 visit report rated this category *Deficient* stating that the school did not offer evidence that it was meeting the standards established by any of the three opportunities tests. There appeared to be significant interest in both girls golf and girls soccer. There was no documentation that these interests had been pursued for validity. A review of the annual Title IX reports for the past two years show that it is likely the school is meeting the standards for both Tests 1 and 3. The percentage of participation is within three percent of the percentage of enrollment for females, and all indicated athletic interests seem to be pursued for validity. The T-63 form in the 2017-18 annual Title IX report shows that an 81% 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 and found to contain the two previous Title IX school visit reports, 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, facility usage schedules for the gym and weight training room (see *Scheduling of Games and Practice Times* and *KHSAA Recommended Action*), regulations addressing equitable recognition of student athletes, locker room and athletic equipment storage space assignments for all teams, minutes for all Gender Equity Review Committee meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and regulations addressing the equitable provision of travel and per diem. School officials were commended for the development of comprehensive regulations addressing equitable benefits for 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 2010 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report emphasized that spending within this area appeared to favor male participants. The most recent visit revealed that the school has a written plan for replacement of uniforms every three years except for boys and girls cross country, boys and girls track, and boys and girls golf which are replaced annually. **IT WAS EMPHASIZED TO SCHOOL OFFICIALS THAT ALL COACHES AND MEMBERS OF THE GERC SHOULD BE KNOWLEDGEABLE OF THIS PLAN.** All the uniforms and equipment seen during this visit were of high quality and seemed to be supplied in equitable quantities. The 2016-17 and 2017-18 annual Title IX reports show that approximately \$225 per female athlete and \$278 per male athlete was spent for equipment and supplies. This spending should be monitored in regards to the provision of parity.

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 2010 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. Information gathered during the most 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 gym and weight training room. There was no usage schedule provided for the indoor hitting facility that is shared by baseball and softball. (See *KHSAA Recommended Action*.) The scheduling of competitive events on an equitable basis during the most opportune playing times 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 two previous Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report noted that the travel expenditures were inaccurately reported and that the regulations in place at that time to address travel and per diem needed to be expanded and updated. The most recent visit revealed written evidence of equitable regulations addressing the mode of transportation and meals and lodging for student athletes. Interviews with coaches and student athletes seemed to confirm knowledge of and adherence to these regulations. The 2016-17 and 2017-18 Title IX annual reports show that approximately \$123 per female athlete and \$115 per male athlete was spent 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 2010 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report stated that it appeared the male athletes had an advantage in both compensation and accessibility of coaching. The athletic director and principal are responsible for evaluating all head coaches. A written instrument is not currently used as documentation of this process. A review of the district's extra service pay schedule for coaches indicates parity. The T-35 form in the 2017-18 annual Title IX report indicates that the total amounts spent for coaching salaries for teams of "like" sports showed relative parity. Information gathered during the most recent visit revealed that the coaching ratio for female athletes was 14.7 per coach and the ratio for male athletes was 15.6 participants per coach. Information offered by the athletic director suggests that 50% (3/6) of the head coaches of female teams and 50% (3/6) of the head coaches of male 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 2010 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The tour of facilities during the most recent visit showed that the competitive venues are well maintained and have equitable amenities for both genders. There are six large and well-appointed dressing rooms in the gym which are shared by all school teams. The assignment of these dressing areas seems equitable. The school appears to have a shortage of athletic equipment storage space, but the available space is assigned with equity as a priority.

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 2010 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The tour of facilities during the most recent visit revealed that the school has a small weight training room adjacent to the gym. The facility had several training options that are suitable for female athletes. There was a usage schedule showing equitable female access in the Title IX file and also posted at the venue. Interviews with coaches and student athletes confirmed that there is equitable female access. The school does not have regular access to an athletic trainer. Two local physicians offer free physical examinations to all prospective student athletes.

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 2010 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The school currently has one cheerleading squad assigned to cheer at all home football games and at any away competitions that are designated as "bowl" games. They also cheer at all home double headers, all games (home and away) versus district opponents and at two *extra* games of their choosing for both the girls and boys basketball teams. The full band performs at all home football games and at away competitions that are designated as "bowl" games. The pep band plays at all home games versus district opponents and at three games of their choosing for both the boys and girls basketball teams. The school has written guidelines addressing parity in regard to the posting of athletic banners, and the provision of awards and post season banquets. Interviews with coaches seemed to confirm equivalence of these benefits. The 2016-17 and 2017-18 annual Title IX reports show that the school spent approximately \$13 per female athlete and \$13 per male athlete for awards.

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 2010 Title IX school visit report rated this benefit category *Satisfactory*. The 2013 report rated this benefit category *Deficient* stating that overall spending for the previous three years favored male athletes. The school currently has booster clubs supporting all school teams except boys and girls track. Several of the booster clubs deposit their funds in school accounts, but others have their funds in outside bank accounts. Interviews offered little evidence of any administrative oversight of spending by booster clubs with external accounts. The annual report summaries for the past two years show that in 2016-17 and 2017-18 the total athletic spending very slightly favored male participants. In 2016-17, \$106.43 more was spent per male athlete and in 2017-18, \$118.16 more was spent per male athlete. A generally accepted parameter for parity is a \$100 per athlete difference at a football-playing school. This spending level reflects considerable improvement over previous examinations. The T-60 forms in the two most recent annual reports indicate that some monitoring of this spending is taking place. The school is encouraged to continue to oversee spending for the provision of equitable benefits for student athletes. (See KHSAA Recommended Action.)

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 designated as a result of the October 25, 2018 Title IX school visit report.		

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
The deficiency designated in the area of <i>Accommodation of Interests and Abilities</i> by the 2013 school visit report appears to have been addressed. The school is likely meeting the standards established by both Tests 1 and 3 for provision of athletic opportunities.		
The deficiency designated in the area of <i>Support Services</i> by the 2013 school visit report continues to be addressed by the school. The spending levels are currently only <u>very slightly</u> outside of generally accepted parameters for the provision of parity. The benefits reflect the progress made in this area to the extent that this benefit category is now designated to be satisfactory.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Scheduling of Games and Practice Times) The school is to submit to KHSAA a usage schedule for the indoor hitting facility shared by softball and baseball. This schedule showing equitable access for both genders should be copied and placed in the Title IX file.	On or before <u>January 9, 2019</u>
(Support Services) The school is to submit to KHSAA a written description of the current method of oversight of booster expenditures for the provision of equitable benefits for student athletes.	On or before <u>January 9, 2019</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Macy D. Bell	Student Athlete
Jackson C. Potter	Student Athlete
Denise Campbell	Girls Basketball Coach
Dave Spradlin	Volleyball Coach
Kevin Justice	Principal
Benjamin W. Runyon	Football/ Basketball Coach
Lindsay Branham	Assistant Athletic Director/Teacher
Janica Slone	Assist. Girls Basketball Coach/Teacher
Randy McCoy	AthleticDirector/Boys Basketball Coach

OTHER GENERAL OBSERVATIONS

Although not a 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 plan was very comprehensive and venue-specific as requested by the statute. The athletic director identified the location of one Automated External Defibrillator in the main office which is available for use by athletic teams.

No one from the community attended the Public Comments session. The school's athletic director was highly commended for the preparation for the school visit. The meeting was adjourned at 3:20 pm EDT.