



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

KHSAA Form T76
Rev..11/16

School:	Eastern
Prepared By:	Gary W. Lawson
Date of Re-Visit:	January 23, 2018
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	
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 September 18, 2003 Title IX school visit report rated this category *Satisfactory* based on information that indicated the school was meeting the standard established by both Tests 1 and 3 for the provision of athletic opportunities. The November 2, 2011 report also indicated there was strong evidence that the standards of Tests 1 and 3 were being met. A review of annual Title IX reports for the past two years show that in 2015-16, the standards established by both Tests 1 and 3 were being met. In 2016-17, only the standard of Test 3 was being met. It appears that the school has appropriately addressed all indicated student interests. All sanctioned sports and sport activities are offered except bass fishing. The school has a lacrosse team for both boys and girls. The 2015-16 annual report documents an 83% completion rate on the most recent student athletic interest survey. During the most recent visit, the school's Title IX file was examined. It contained the two previous Title IX school visit reports, annual reports to KHSAA for the past five years, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, game schedules for varsity teams, media guides for football, boys and girls lacrosse, and boys and girls basketball, a school-generated athletic handbook for coaches and student athletes, written booster club agreements (see *Support Services*), facility usage schedules for the weight training room, soccer field, and gym (see *Scheduling of Games and Practice Times* and *KHSAA Recommended Action*), regulations addressing awards and recognition of athletic accomplishments (see *Publicity*), written designation of locker room and athletic equipment storage space assigned each team, minutes for the Gender Equity Review Committee meetings held during the past three years, a uniform review, rotation, and/or replacement plan (see *Equipment and Supplies* and *KHSAA Recommended Action*), guidelines addressing the equitable provision of travel and per diem (see *Travel and Per Diem Allowances* and *KHSAA Recommended Action*), and a copy of the Athletic Facility Emergency Medical Plan (KRS 160.445). School officials were commended for the development and maintenance 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 2003 and 2011 Title IX school visit reports rated this benefit category *Satisfactory*. The 2011 report stated that there was an equitable uniform review/rotation plan in the Title IX file, however, interviews revealed that the details of this plan had not been properly communicated to coaches. All uniforms reviewed during the most recent school visit were of mid-to-high quality and seemed to be supplied in equitable quantities for all “like” sports. The school has a written plan for review, rotation, and/or replacement of uniforms based on a four-year cycle for all school teams. Information gathered during this visit indicated that boys and girls tennis and boys and girls golf and archery are replaced annually. The current uniform plan should be amended to reflect the actual cycle of replacement for all sports. (See *KHSAA Recommended Action*.) Unlike 2011, interviews with student athletes and coaches during this visit gave significant indication of knowledge of and adherence to the school’s uniform plan. Information in the 2015-16 and 2016-17 annual Title IX reports show that the school was spending approximately \$118 per female athlete and \$137 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 two previous Title IX school visit reports 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. Facility usage schedules showing equitable access for both genders were available for both gyms and the soccer practice area. There was no schedule for the indoor hitting facility shared by baseball and softball. (See *KHSAA Recommended Action*.) The scheduling of competitive events during the most opportune playing times was discussed with school officials who were commended for the provision of parity regarding 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 previous Title IX school visit reports rated this benefit category *Satisfactory*. The Title IX file contained regulations addressing equitable provision in regards to mode of transportation and meals and lodging for student athletes. It was requested during the most recent visit that the regulations addressing meals be shared with all head coaches and booster club representatives. In regard to guidelines for lodging, it is recommended they be expanded and upgraded to include specific parameters for parity addressing the type of lodging provided and the number of students assigned to each room. (See *KHSAA Recommended Action*.) The 2015-16 and 2016-17 annual Title IX reports show that the school was spending approximately \$25 per female athlete and \$27 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 2003 and 2011 Title IX school visit reports rated this benefit category *Satisfactory*. The 2011 report documented that a significant disparity appeared to exist in regards to the accessibility of coaching. At that time, it was reported that there were two softball coaches for two teams and six baseball coaches for three teams. The school's athletic director is responsible for the evaluation of all head coaches. A written instrument is not currently used as a part of this process. A review of the district's extra service pay schedule showed parity. The T-35 form in the 2016-17 annual Title IX report revealed that the total amounts spent for coaching salaries for teams of "like" sports indicates parity. According to information provided by the athletic director during the most recent visit, the coaching ratio for female teams is 11.2 participants per coach and for male teams this ratio is 13 participants per coach. Additional information showed that 46% (5/11) of the head coaches of girls teams and 80% (8/10) of the head coaches of boys teams are 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 2003 and 2011 Title IX school visit reports rated this benefit category *Satisfactory*. Both of these reports documented the need to upgrade the softball dressing room to make it comparable with the baseball dressing facility. The venues for Eastern High School athletics are adequately maintained and appointed. Overall, the locker rooms, practice and competitive facilities are excellent. The girls and boys tennis teams, bowling team, girls and boys swimming teams, and the boys and girls golf teams compete and practice at off-campus facilities. All shared locker room space appears to be assigned equitably. All teams have comparable storage space for equipment. As was the case in 2011, there remains one area in need of evaluation and attention. This need is related to the amenities for the softball team when compared to those for baseball. Some progress has been made with the provision of a softball dressing room at the indoor hitting facility. This situation was designated as a concern in both the 2003 and 2011 Title IX school visit reports. During the most recent visit, school officials were commended for addressing this issue. There are still areas of concern that exist in regard to these venues including the following: disparity in scoreboard displays at the baseball and softball fields; disparity in the quality of the lighting system at the two facilities; differences in the outdoor batting cages at the fields; and superior lockers in the baseball dressing room compared to those for softball. It should be noted that the existing softball facility is very adequate and that artificial turf has been added to the baseball infield since the last Title IX school visit. THE DIFFERENCES NOTED IN THE BASEBALL AND SOFTBALL AMENITIES SHOULD BE EVALUATED BY SCHOOL OFFICIALS AND ADDRESSED IN FUTURE SCHOOL IMPROVEMENT PLANS (T-60 form).

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	NA	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: Both the two previous Title IX school visit reports rated this benefit category *Satisfactory*. The school currently has a large well-equipped weight training room. The location of this facility is accessible to all student athletes. An equitable usage schedule was in the Title IX file and posted at the facility. The room had training options that appeared suitable for females. Equitable access to an athletic trainer on a daily basis is offered through a contract with K.O.R.T. All student athletes are responsible for their own physical examinations.

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 2003 and 2011 Title IX school visit reports rated this benefit category *Satisfactory*. The 2011 report requested that written regulations in this category be expanded to include the provision of athletic awards and post season banquets. The school currently has one varsity cheerleading squad that cheers at all home football games and at select away games approved by the athletic director for the provision of parity. They also cheer at all home boys and girls basketball games and at selected away games approved by the athletic director. The full band performs at all home football games. The pep band plays at all home boys and girls basketball games played on Fridays. They also play at selected home games on other nights as approved by the athletic director for the provision of parity. The Title IX file had excellent regulations addressing the provision of letters and bars, awards, the posting of athletic banners, and provision of post season banquets. UPON RECEIPT OF THIS REPORT, THE SCHOOL IS REQUESTED TO UPGRADE THE REGULATIONS REGARDING THE PROVISION OF ATHLETIC AWARDS TO INCLUDE SPECIFIC PARAMETERES FOR PARITY. These regulations should reflect equitable provision for "like" sports. The 2015-16 and 2016-17 annual Title IX reports show that the school was spending approximately \$13.50 per female athlete and \$7.30 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 two earlier Title IX school visit reports rated this benefit category *Satisfactory*. The assignment of available office space for athletics appears equitable. There are currently individual booster clubs supporting all school teams except girls' golf, boys and girls tennis, and bowling. All of these booster clubs have funds housed outside of school accounts. At the time of the 2011 school visit, administrators stated that all booster expenditures had to be "approved in advance by the principal." According to current school personnel, this requirement is no longer in place. The advantages of administrative oversight and required approval of booster expenditures was discussed with school officials and the Gender Equity Review Committee. Data in the 2015-16 annual Title IX report shows 44% of the total athletic expenditures were for female athletes who made up 46% of the participants and 56% of the expenditures were for male athletes who made up 54% of the participants or approximately \$467 per female athlete and \$494 per male athlete. In 2016-17, the internal analysis form shows that 37% of the expenditures were for females who made up 41% of the participants and 63% were for male athletes who made up 59% of the participants or approximately \$430 per female athlete and \$505 per male athlete for total support. These expenditures for the past two years appear to be well 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 listed as a result of the 1/23/18 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
No deficiencies were designated as a result of the 11/02/18 Title IX school visit.		

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 that is shared by baseball and softball.)	<u>On or before April 23, 2018</u>
(Equipment and Supplies) The school is to submit to KHSAA an accurate uniform review, rotation, and/or replacement plan that shows equitable cycles of replacement for all "like" sports.	<u>On or before April 23, 2018</u>
(Travel and Per Diem Allowances) The school is to submit to KHSAA an expansion of the current regulations for this benefit category showing equitable parameters in regard to lodging for student athletes.	<u>On or before April 23, 2018</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Luke Fisher	Student Athlete
Brianna Anthony	Student Athlete
Mike Horan	Coach Boys/Girls Track and X C
Josh Leslie	Coach Girls Basketball
Lana Kaelin	Principal
Matt Girardin	Athletic Director
Kathy Johnston	KHSAA
Elizabeth Harper	Teacher
Steve Hawes	Assistant Principal
Sarah Squier	Teacher

OTHER GENERAL OBSERVATIONS

No one from the community attended the Public Comments session. The athletic director was commended for his thorough preparation for the visit. The meeting was adjourned at 3: 25 pm EST.