



KHSAA TITLE IX RE-VISIT
FIELD VISIT REPORT

KHSAA Form T76
Rev..11/16

School:	Fort Knox
Prepared By:	Gary W. Lawson
Date of Re-Visit:	January 30, 2025
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 January 26, 2015 Title IX school visit report designated this category **Satisfactory** based on information submitted by the school that showed the standards established by both Tests 1 and 3 for the provision of athletic opportunities were being met.

A review of the annual Title IX reports for the past two years indicates that the standard established by Test 3 is currently being met. **IT MUST BE EMPHASIZED THAT TO CONTINUE TO MEET TEST 3, ALL INDICATED STUDENT INTERESTS SHOULD BE PURSUED FOR VALIDITY. IF THESE INTERESTS PROVE TO BE VALID, STEPS SHOULD BE TAKEN TO ADD THE SPORT.**

At the present time, the school offers 11 total teams for female participation and 14 total teams for male participation. According to the T-63 form in the 2023-24 annual Title IX report, a 94.0% return rate was received on the most recent student athletic interest survey.

During the most recent school visit, the Title IX file was examined. It contained all the previous annual Title IX reports and school visit reports, a district 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, a school-generated athletic handbook for student athletes and parents, facility usage schedules for all athletic venues that are shared per gender, regulations regarding awards and recognition of athletic participation and accomplishments. Also in the file was a listing of the designated locker room and athletic equipment storage space assigned each team, minutes for all Gender Equity Review Committee meetings held during the past three years, a uniform review, rotation, and replacement plan, and regulations addressing the equitable provision of travel and per diem. **THE ATHLETIC DIRECTORS WERE HIGHLY 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 2015 Title IX school visit report designated this benefit category *Satisfactory*. The report stated that there was no evidence provided of a uniform review, rotation, replacement plan being implemented.

All the uniforms viewed during the most recent school visit were of mid-to-high quality and appeared to be supplied in equitable quantities. The Title IX file contained a uniform review, rotation, replacement plan that showed equitable replacement cycles for all "like" teams. Interviews with student athletes and coaches appeared to confirm knowledge of and adherence to this comprehensive plan.

The 2022-23 and 2023-24 annual Title IX reports show that the school spent \$36 per female athlete and \$31 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 2015 Title IX school visit report designated this benefit category *Satisfactory*.

Information gathered during the most recent school visit indicated that the number of competitive events scheduled for teams of "like" sports was comparable except for a slight disparity in the number of games scheduled for girls' basketball (28) and boys' basketball (35). The GERC was requested to monitor the number of games scheduled for these two teams over the next two years.

The school currently has three venues that are shared per gender for practices. They are the gyms, practice soccer field, and weight training room. A usage schedule for each of these facilities showing equitable female access was available during this visit. Interview with coaches and student athletes confirmed that equitable access was being provided.

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 documented that the regulations addressing meals and lodging did not describe how equity was to be achieved.

During the most recent visit, regulations in the Title IX file revealed that the school has addressed the provision of equivalence in regard to the mode of transportation, meals, and lodging for student athletes.

The 2022-23 and 2023-24 annual Title IX reports show that the school spent \$172 per female athlete and \$186 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 principal, along with the athletic director, are 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 showed parity in regard to the amounts compensated for "like" positions, as well as, the number of positions 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 indicates relative parity.

Data provided during this visit indicated that the coaching ratio for female athletes was 7.4 participants per coach and for male athletes was 6.8 participants per coach. Additional data showed that 78% (7/9) of the head coaches of girls' teams and 70% (7/10) 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, revealed that all the indoor and outdoor practice and competitive venues offer similar amenities for "like" sports. It should be noted that the current softball facility has been upgraded to include an exclusive dressing room adjacent to the competitive venue. As a result, the softball facility appears to be slightly superior to that of baseball. It should be noted that females are identified as the *underrepresented gender* at the school. There are exclusive dressing areas for softball, boys' basketball, and football. All the shared dressing rooms seem to be assigned equitably. All teams are assigned adequate storage spaces that appear to be commensurate with the size of the teams and proximity to their practice and competitive 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	NA	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The 2015 Title IX school visit report designated this benefit category *Satisfactory*. That report requested that an equitable usage schedule be posted at the weight training room, and that the school take steps to encourage the use of this facility.

The most recent visit revealed that the school has a large, well-equipped weight training room in the high school building that has numerous training options suitable for use by female athletes. Interviews with student athletes and coaches seemed to confirm equitable access to this venue. A usage schedule showing equitable female access was in the Title IX and posted at the facility. No athletic trainer services are provided for athletes. Free physical examinations are offered by Ireland Army Health Clinic on three to four designated days 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 *Satisfactory*.

The school currently has one varsity cheerleading squad that cheers at all home football games and at the away game versus Ft. Campbell. The squad is also assigned to cheer at all home boys and girls basketball games and at away games versus district opponents. Although not assigned, the cheerleaders have chosen to support the volleyball team at selected home games. The school band is not currently assigned to support any athletic teams. The Title IX file had excellent regulations addressing parity in regard to providing letters and bars, awards, and banquets. The school does not post banners for recognition of athletic achievement at this time.

The 2022-23 and 2023-24 annual Title IX reports show that the school spent \$7 per female athlete and \$6 per male athlete for awards.

BENEFIT	Satisfactory	Deficient
SUPPORT SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Office access	NA	
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*.

Currently, the school does not have office space for any coaches. There are booster clubs offering support to football, boys' and girls' soccer, baseball, and boys' basketball. All booster clubs house their funds outside of school accounts. There is no mechanism in place for oversight of booster spending for the provision of equitable benefits.

According to data on the internal analysis summaries for the past two years, total athletic spending favored female participants during 2022-23 and 2023-24. It should be noted that the percentage and per athlete spending during this time period was significantly impacted by large amounts of facility expenditures. As documented in the body of this report, an analysis of the other benefit areas shows the school was within the 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 designated as a result of the January 30, 2025 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 January 26, 2015 Title IX school visit report.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
No actions are required other than the suggestions identified in the body of this report.	

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Betrice Shirley	Student Athlete
Goldie Allen	Volleyball Coach
Connie Martin	Asst. A. D./ Head Coach—Swim
Christopher Ford	Principal
Carl Stanley	Head Coach—Boys Soccer
Sheila Sager	School Nurse
Jackie Prather	Athletic Director
Jude Thomas	Assistant Principal

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: (1) on second floor of school outside Room 212; (2) across from the JROTC classrooms; (3) in the main gym near the girls' locker room; (4) in the Performing Arts Center; (5) in the green hub; (6) in the orange hub; (7-9) and three portable AEDs are available for check-out from the athletic director by any outdoor sport.

Three people from the community attended the Public Comments session. Several Title IX questions were discussed including a brief summary related to "What is done during a Title IX school visit?"

The athletic directors were again commended for their preparation, cooperation, and assistance during this visit. The meeting was adjourned at 3:45 ET.