



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

KHSAA Form T76
Rev..11/16

School:	Ft. Campbell High School
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 9, 2022
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-23

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 N/A COVID 19	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The November 2, 2005 Title IX school visit report rated the accommodation of interest and abilities *SATISFACTORY* based on information indicating that the standards established by both Tests 1 and 3 for the provision of athletic opportunities were being met. The December 4, 2013 school visit report determined the accommodation of student interest and abilities was *DEFICIENT*. Female athletic participation had not been proportional to female enrollment for three years (T-1). Only one team for females (with two participants) had been added in the past five years (T-2). The 2013 annual Title IX report showed that the indicated interest in archery and bowling had not been pursued for validity. The school was required to submit a plan for pursuing the authenticity of the indicated student interests. A review of the annual reports for the past two years does not indicate that the school is meeting the standards of any of the three opportunity tests at the present time. The 2022 annual report shows that females were 53.3% of the school's enrollment while they made up 41.4% of the athletic participants (Test 1). The T-2 form in the 2022 annual report showed, by adding teams, the number of female participants has increased by 10.9% over the past five years (Test 2). The internal analysis summary compiled by KHSAA revealed that Test 3 could not be assessed due to covid 19. The school received a 62.2% completion rate on its most recent student athletic interest survey. It is very important that a plan be developed to meet the standard of at least one of the opportunities tests during 2022-23. The reason the school is not given a *Reoccurring Deficiency* for this category following this visit is that covid 19 hindered the implementation of the student survey and the needed follow-up of its results. (See **KHSAA Recommended Action.**) During the most recent visit, the school's Title IX file was reviewed and found to contain an approved extra-service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, varsity game schedules for all teams, a facility usage schedule for the weight training room (see **Scheduling of Games and Practice Ties** and **KHSAA Recommended Action.**) The Title IX file also had a regulation regarding the posting of athletic banners (see **Publicity** and **KHSAA Recommended Action**), school maps indicating the location of some dressing rooms and equipment storage areas (see **Locker Rooms, Practice, and Competitive Facilities** and **KHSAA Recommended Action**), minutes for Gender Equity Review Committee meetings held during the current school year (see **Accommodation of Student Interest and Abilities**), a uniform review, rotation, and/or replacement plan, and limited guidelines addressing travel and per diem (see **Travel and Per Diem Allowances** and **KHSAA Recommended Action**). School officials were encouraged to work toward the development of equitable regulations addressing parity of Title IX 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	N/A	

BENEFITS REVIEW- EQUIPMENT AND SUPPLIES: Both the 2005 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. All the components assessed in this category appeared to be equitable in 2013. The uniforms and equipment seen during the most recent visit were of excellent quality and seemed to be supplied in equitable quantities. A uniform review/replacement plan showed the teams were on a two- three- four- or five-year cycle for replacement, and all “like” teams were on the same rotation cycle. Interviews with coaches and student athletes gave some evidence of adherence to this plan. It was impossible to evaluate the spending for equipment and supplies over the past two years because **the school did not participate in fall and winter sports in 2020-21 due to the pandemic.**

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 2005 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2013 report noted there was a disparity in the number of games scheduled for softball (20) compared to baseball (39). During the most recent visit, the athletic directors confirmed that the number of competitive events scheduled for teams of “like” sports was comparable except for baseball (22) and softball (14). Although this disparity is not as great as in 2013, the trend continues. (See **KHSAA Recommended Action.**) During this visit, the school did not have equitable usage schedules for two venues shared by gender—the football field shared by boys and girls soccer for practice, and the gym shared by boys basketball, girls basketball, and volleyball. (See **KHSAA Recommended Action.**) The failure to show equitable scheduling of practices and games renders this benefit category *Deficient*. The scheduling of competitive events during the most opportune playing times on an equitable basis was discussed with school officials who were encouraged to strive for parity in this regard.

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 2005 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. At the time of the most recent visit, the Title IX file had some vague guidelines addressing parity in regard to mode of transportation and provision of meals for student athletes. The benefit of equitable lodging was not addressed. (See *KHSAA Recommended Action*). A complete evaluation of spending for travel and per diem for the past two years was not possible since **the school did not participate in fall and winter sports in 2020-21.**

BENEFIT	Satisfactory	Deficient
COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Compensation	X	
Accessibility	X	
Competence	X	

BENEFITS REVIEW- COACHING: The 2005 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. During the most recent visit, it was learned that the principal and athletic directors are responsible for the evaluation of all head coaches. A written instrument is not currently used as part of this process. A review of the extra service pay schedule for coaches showed parity of pay for similar positions for “like” sports and for the number of coaches compensated for “like” sports. The T-35 form in the 2021-22 annual Title IX report shows that the total amounts spent for coaching salaries for teams of “like” sports was comparable. Data gathered during the most recent visit indicated that the coaching ratio for females is 8.5 participants per coach and 8.0 for male athletes. The athletic directors shared information that was used to determine that 78% (7/9) of the head coaches of female teams and 80% (8/10) 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 2005 Title IX school visit report rated this benefit category **DEFICIENT** stating that the school had failed to meet the Corrective Action goals by not placing lights at the softball field. The 2013 report rated this area **SATISFACTORY** stating that a lighting system comparable to the one at the baseball field had been installed at the softball facility. This report also documented additional needs of the softball program included (1) improvement of the drainage system, (2) equitable equipment storage space, (3) improvement of the press box. The tour of facilities during the most recent visit revealed that the competitive and practice venues were very well-maintained. All the facilities appear to show relative parity of amenities. The three needed improvements at the softball field noted in the 2013 report have all been completed which makes the softball field comparable to that of baseball. The school has two small dressing rooms in the gym. One dressing room is shared by girls basketball, softball, girls cross country, girls golf, girls soccer, girls swimming, girls tennis, and volleyball. The other, larger dressing area is shared by boys basketball, boys cross country, boys golf, boys soccer, boys swimming, boys tennis, wrestling, and football. The boys track team has an exclusive dressing room at the football stadium, and the girls track team has a very similar dressing area in the same facility. **THE GENDER EQUITY REVIEW COMMITTEE SHOULD REVIEW AND DISCUSS THE LOCKER ROOM SITUATION AND STRATEGIZE A PLAN TO MAKE MORE SPACE AVAILABLE TO STUDENT ATHLETES.** The tour of facilities revealed that each team has equipment storage space that is commensurate with the size of the team. The school listing of the location of dressing rooms and equipment storage space was difficult to read and interpret. (See ***KHSAA Recommended Action.***)

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: Both the 2005 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2013 report noted that an equitable usage schedule for the weight training room was **not** posted at the facility. The tour of facilities during the most recent visit revealed there is a very well-equipped weight training room adjacent to the gym. This venue is easily accessible and contains numerous training options that are suitable for female athletes. There is an equitable usage schedule for this room posted at the facility. Interviews, during the most recent visit, seemed to confirm that equitable access is provided. According the athletic directors, equitable access to an athletic trainer is available on a daily basis through a contract with Blanchfield Hospital. Student athletes are responsible for getting 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	N/A	

BENEFITS REVIEW- PUBLICITY: The 2005 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2013 report stated that no guidelines were available to insure parity in provision of athletic awards and post-season banquets for student athletes. The school currently has one varsity cheerleading squad that is assigned to cheer at all home and away football and boys and girls basketball games. School officials had an equitable regulation for posting banners for athletic recognition. Equitable regulations were **not** available regarding the provision of awards, post-season banquets, or induction into the school's athletic hall of fame. (See ***KHSAA Recommended Action.***) It was not possible to evaluate the spending for awards and recognition over the past two years because the **school did not participate in fall and winter sports in 2020-21 due to the pandemic.**

BENEFIT	Satisfactory	Deficient
SUPPORT SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Office access	X	
Booster Support	N/A	
Overall spending for athletic support	X	

BENEFITS REVIEW- SUPPORT SERVICES: The 2005 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2013 designated two disparities that needed to be addressed. These included (1) access to computers available in the coaching office seemed to favor coaches of male teams and (2) total athletic spending in 2012-13 seemed to slightly favor male participants. According to the athletic directors, an exclusive coaching office that is available for volleyball. Shared office space is used by girls basketball, boys basketball, girls swimming, boys swimming, wrestling and football. The office space appears to be assigned equitably. According to administrators, the school currently has no active athletic booster clubs. The T-35 form shows significant spending of large amounts in the *Booster* category for most listed benefits. **School officials contend the submitted expenditures were in error.** The T-35 form in the 2022-23 annual Title IX report must be accurate. An analysis of total spending for the past two years was difficult since **the school did not participate in fall and winter sports in 2020-21.** The internal analysis summary for 2021-22 showed that 37.86% of the athletic expenditures were for female athletes who made up 41.47% of the participants—or-- \$461.05 per female athlete. Expenditures for male athletes amounted to 62.14% of funds who comprised 58.5 % of the participants—or--\$536.13 per male athlete. These expenditures seem to be within generally accepted parameters for the provision of parity on both a percentage and per athlete basis 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
(Scheduling of Games and Practice Times)		
The school failed to show equity in scheduling baseball and softball games according to the 12/4/13 and the 11/9/22 Title IX school visit reports.	The school is to submit to KHSAA completed game schedules for baseball and softball that show an equivalence of games scheduled for both teams. These schedules are to be signed by the head baseball and softball coaches, the athletic directors, and the high school principal.	On or before February 15, 2023
The school did not provide equitable usage schedules for the gym and football field which are both shared per gender for practices.	The school is to submit to KHSAA equitable usage schedules for the gym and football field that are shared for practice by boys and girls soccer.	On or before February 15, 2023

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 assigned as a result of the 12/4/13 Title IX school visit.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Accommodations of Interest and Abilities)	
(1) The school is to submit to KHSAA minutes for at least four Gender Equity Review Committee meetings held during the 2022-23 school year. These minutes are to be signed by all committee members in attendance at these meetings.	On or before <u>April 27, 2023</u>
(2) The school is to submit to KHSAA specific plans showing steps to be implemented to meet the standard established in <u>at least one</u> of the three Title IX opportunities tests.	On or before <u>January 27, 2023</u>
(Travel and Per Diem Allowances) The school is to submit to KHSAA written guidelines addressing the provision of parity in regard to <u>lodging</u> for student athletes. These additional regulations should be included in this category's guidelines.	On or before <u>January 27, 2023</u>
(Publicity) The school is to submit to KHSAA equitable written guidelines addressing <u>awards and post-season banquets</u> and the criteria for induction into the <u>Athletic Hall of Fame</u> .	On or before <u>January 27, 2023</u>
(Locker Rooms, Practice and Competitive Facilities) The school is to submit to KHSAA a user-friendly listing of the locations of all dressing rooms and equipment storage space assigned to all teams. A copy of this document is to become a part of the Title IX file.	On or before <u>January 27, 2023</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Amuri Waddy	Student Athlete
Marlie Fanning	Student Athlete
Anthony Shingler	Boys/ Girls Wrestling Coach
Larry Dixon	Girls Basketball Coach
Andrea Marr	Principal
John Montalvo	Student Athlete
Savannah Ziegler	Student Athlete
Jamie Romero	Assistant Principal
Corey Reeves	Athletic Director
Patricia Paschday	Athletic Director
Gary W. Lawson	KHSAA

OTHER GENERAL OBSERVATIONS

Although not a part of the current Title IX evaluation, the school was asked to provide a copy of its Athletic Facility Emergency Medical Plan (KRS 160.445). The plan was presented and reviewed during the visit.

As requested, the school provided a list of the locations of its Automated External Defibrillators. It was confirmed that AED's were in (1) the school commons area, (2) the high school nurse's office, (3) outside the coaches' office for girls basketball, boys basketball, and girls and boys swimming, (4) the hallway adjacent to the guidance office.

No one attended the Public Comments Session that was advertised through the school's "all call" system. The meeting was adjourned at 3:25 CST.