



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

KHSAA Form T76  
Rev..11/16

School:	Fulton County
Prepared By:	Gary W. Lawson
Date:	September 25, 2019
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2019-2020

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

<b>OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)</b>	<b>Completed</b>
<b>Test One</b> – Substantial Proportionality	
<b>Test Two</b> – History of Continuing Practice of Program Expansion	
<b>Test Three</b> – Full and Effective Accommodation of Interest and Abilities	<b>Satisfactory</b>
<b>Analysis Form Review</b>	X

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The October 26, 2005 Title IX school visit report rated the accommodation of student interest and abilities *Satisfactory*. At that time, the information provided indicated the school was meeting the standard established by both Tests 1 and 2 for the provision of athletic opportunities. The report recommended that the indicated interest in soccer be pursued for validity. The 2013 school visit report again rated this area *Satisfactory* based on data showing that the standard of Test 1 was being met. Again, school officials were encouraged to pursue the interests shown on the student athletic interest survey. A review of the annual Title IX reports for the past two years indicates that the standard established by Test 3 is being met. The T-3 form in the 2017-18 annual report addresses the geographic infeasibility of adding swimming as a sport. The T-3 and T-63 forms in the 2018-19 annual report made it likely that Test 3 continues to be met. The T-63 form in the 2017-18 annual Title IX report shows that an 88.1% completion rate was received on the most recent student athletic interest survey. During the most recent visit, the school's Title IX file was examined. It was found to contain the three previous Title IX school visit reports, annual Title IX reports for the past two years, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all varsity teams, game programs containing rosters only for all school teams, a school-generated athletic handbook for students, a school-generated handbook for coaches, facility usage schedules for all shared athletic venues, guidelines addressing equitable recognition of student athletes (see *Publicity* and *KHSAA Recommended Action*), written designation of the locker rooms 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/or replacement plan, and some regulations addressing equitable provision of meals and lodging for student athletes when participating in post season tournaments. (See *Travel and Per Diem Allowances* and *KHSAA Recommended Action*.) School officials were commended for the development and maintenance of comprehensive regulations addressing the equitable provision of opportunities and 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 2005 Title IX school visit report rated this benefit category *Satisfactory*. The 2013 report rated this category *Deficient* stating that there appeared to be disparity in the quality of uniforms for girls' basketball compared to boys' basketball. There were also differences noted in the quantity of uniforms supplied for softball compared to baseball. The school did not seem to be following any plan for the review and replacement of uniforms. All of the uniforms and equipment seen during the most recent school visit appeared to be of mid-to-high quality and supplied in equitable quantities. The Title IX file contained a uniform review, rotation, and replacement plan showing a full cycle of equitable replacement for all varsity teams. Interviews with student athletes and coaches confirmed knowledge of and adherence to the current uniform replacement plan. The 2017-18 and 2018-19 annual Title IX reports show that the school was spending approximately \$97 per female athlete and \$42 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:** Both the 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. Information gathered during the most recent school 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. Interviews with coaches and student athletes gave strong indication that these schedules were being followed. Scheduling competitive events during opportune playing times on an equitable basis was discussed with school officials who were commended for the provision of equity in this endeavor.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>TRAVEL AND PER DIEM</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Mode of transportation		X
Provision for meals and housing	X	
Equity of spending	X	

**BENEFITS REVIEW- TRAVEL AND PER DIEM:** The 2005 Title IX school visit report rated this benefit category *Satisfactory*. The 2013 report rated this area *Deficient*. This deficiency was based on the school not having written regulations for this benefit as requested by the 2005 visit report. In addition, neither the total nor per athlete spending could be calculated for this benefit category because the amounts submitted by the school on the T-35 form were inaccurate. A review of the Title IX file during the most recent school visit showed that the school had regulations addressing the equitable provision of meals and lodging for students participating in post season tournaments and competitions. School officials did not think that regulations were needed for the regular season because school teams had not taken an overnight trip since the 1990's. The need for regulations addressing parity in travel and per diem was discussed with school administrators and the Gender Equity Review Committee. (See *KHSAA Recommended Action*.) The 2017-18 and 2018-19 annual Title IX reports show that approximately \$51 per female and \$43 per male athlete was spent for travel and per diem.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>COACHING</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Compensation	X	
Accessibility	X	
Competence	X	

**BENEFITS REVIEW- COACHING:** The 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. It was learned during the most recent school visit that the principal and athletic director are responsible for the evaluation of all head coaches, and a written instrument is being used for documentation of this process. A copy of this instrument was in the Title IX file. A review of the district's extra service pay schedule for coaches indicated parity. The T-35 form in the 2018-19 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. Information gathered during this visit revealed that the coaching ratio for females is 6.5 participants per coach and for males it is 7.9 participants per coach. Data provided by the athletic director indicated that 60% (3/5) of the head coaches of girls teams and 50% (3/6) of the head coaches of boys teams are on-campus employees.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Competition and practice venues	X	
Dressing areas	X	
Equipment storage areas	X	

**BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES:** The 2005 school visit report rated this benefit category *Deficient* citing a disparity in the access to *exclusive* locker room space. The 2013 report rated this category *Satisfactory* stating that the 2005 disparity appeared to have been addressed by the construction of a “small but very well-appointed girl’s basketball (only) dressing room in the gym. The tour of facilities during the most recent school visit showed that the indoor and outdoor facilities offered comparable amenities for both genders. There were a couple of slight differences in the baseball and softball facilities. The baseball field has enclosed block dugouts and softball has chain link dugouts enclosed with tarp. There also appears to be some drainage issues at the softball field that do not exist at the baseball field. These two areas (dugouts and drainage) should be addressed in the school’s Title IX improvement plan (T-60 form). The school has three dressing areas in the gym that serve all school teams. There is a limited amount of storage space, but the available areas seem to be assigned equitably with the size of the team and proximity to the competitive facility being priorities.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>MEDICAL AND TRAINING FACILITIES AND SERVICES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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:** Both the 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The most recent school visit revealed that the school has a large, very well maintained and equipped weight training room. A usage schedule showing equitable access was in the Title IX file and posted at the facility. Interviews with coaches and student athletes confirmed that this venue was widely used and provided equitable access. This facility has numerous training options that are suitable for female athletes. Athletic trainer services are not available for either gender. The Hickman Family Clinic offers free athletic physical exams each year during July.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>PUBLICITY</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Support group assignments	X	
Written regulation for recognition	X	
Equity of spending	X	

**BENEFITS REVIEW- PUBLICITY:** The 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report requested that regulations in this area be expanded to include the posting of banners for athletic recognition in the gym. It also requested that these regulations include the specific per athlete formula used to distribute funds for athletic awards. 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. The Title IX file contained excellent written guidelines calling for parity in regard to posting of banners for athletic recognition and the provision of letters and bars, and awards. These guidelines also address post season banquets. UPON RECEIPT OF THIS REPORT, THESE GUIDELINES FOR BANQUETS SHOULD BE MADE MORE SPECIFIC IN REGARD TO THE LOCATIONS AND PROVISION OF FOOD AT THESE EVENTS. The *Publicity* section of the Title IX file indicates the existence of an Athletic Hall of Fame. The step by step process for nomination is detailed, but there is no description of the committee which actually chooses those to be inducted. (See *KHSAA Recommended Action*.) The 2017-18 and 2018-19 Title IX annual reports show that \$3.75 per female athlete and \$4.80 per male athlete was spent for awards.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>SUPPORT SERVICES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Office access	NA	
Booster Support	X	
Overall spending for athletic support	X	

**BENEFITS REVIEW- SUPPORT SERVICES:** The 2005 Title IX school visit rated this benefit category *Deficient* based on the fact that the Gender Equity Review Committee was not functioning. The 2013 school visit report rated this area *Satisfactory* but requested that school officials “monitor closely” the accuracy of expenditures submitted as well as the equitable expenditure of athletic funds. The tour of facilities during the most recent visit revealed that there are no coaching offices at the school currently. The school has one athletic booster club that serves all high school teams. This club houses its funds off the school campus. A policy is in place that no coach can request any booster purchase unless they have written approval from the principal and athletic director. A copy of the form used to request this approval is part of the Title IX file. A review of athletic spending for the past two years shows that in both 2017-18 and 2018-19 the percentage and per athlete spending favored female participants. (See internal annual report summaries for 2017-18 and 2018-19--line #7.)

**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 September 25, 2019 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
The deficiency designated by the September 24, 2013 Title IX school visit report in the area of <i>Equipment and Supplies</i> appears to have been addressed by the development and implementation of an equitable uniform review, rotation, and/or replacement plan.		
The deficiency designated by the September 24, 2013 Title IX school visit report in the benefit category of <i>Travel and Per Diem Allowances</i> appears to have been addressed by the development of regulations for per diem provided for post season tournaments and the submittal of accurate expenditures on the T-35 form for this benefit category.		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

Action	Due Date
<b>(Travel and Per Diem Allowances)</b> The school is to submit to KHSAA minutes from a Gender Equity Review Committee meeting in which there is a discussion of written guidelines addressing parity in relation to the provision of the mode of transportation for student athletes. These minutes should also include a discussion of the development of regulations regarding travel and per diem provided during the regular season.	On or before <u>December 4, 2019</u>
<b>(Publicity)</b> The school is to submit to KHSAA a listing of the members of its Athletic Hall of Fame selection committee.	On or before <u>December 4, 2019</u>

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Gary W. Lawson	KHSAA
Takyiah McNeal	Student Athlete
Joshua Cole	Student Athlete
Luke Jackson	Student Athlete
Madison Emmons	Student Athlete
Leonard Smith	Girls Basketball
Lindsey Bridges	Softball Coach
Wesley Moore	Golf Coach
Julie W. Jackson	Athletic Director
Ellen Murphy	Principal

**OTHER GENERAL OBSERVATIONS**

Although not 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). The plan provided during the most recent visit was comprehensive. IT WAS REQUESTED THAT THE DETAILED STEPS TO BE TAKEN AT THE SPECIFIC ATHLETIC VENUES BE EMPHASIZED.

The athletic director identified the locations of three Automated External Defibrillators that are available at the school. There is one permanent AED on the west wall of the gym lobby. The second one is adjacent to the cafeteria doors. There is a portable AED on the wall of the principal's office.

No one from the community attended the Public Comments session. The school's athletic director was commended for the thorough preparation for the school visit. The meeting was adjourned at 4:20 EDT.