



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

KHSAA Form T76
Rev..11/16

| | |
|--------------------|-------------------------------------|
| School: | Gallatin County |
| Prepared By: | Gary W. Lawson |
| Date of Re-Visit: | February 4, 2020 |
| Staff Reviewed By: | Darren Bilberry, Asst. Commissioner |
| School Year: | 2019-2020 |

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 November 2, 2005 and November 26, 2012 Title IX school visit reports designated the accommodations of interest and abilities *Satisfactory* based on information that showed the standards established by 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 provides evidence that the school continues to meet the standards established by both Tests 1 and 3. The T-1 form in the 2018-19 annual report shows that females were 50.6% of the athletic participants and 50.1% of the school's enrollment. Information on the most recent student athletic interest survey indicates that student athletic interests are currently being accommodated (Test 3). The T-63 form in the 2017-18 annual Title IX report shows that an 85% completion rate was received on the most recent student athletic interest survey. During the most recent school visit, the Title IX file was examined. It was found to contain all three of the previous Title IX school visit reports, annual Title IX reports for the past five years, a board-approved extra service pay schedule for coaches, a current listing of the members of the Gender Equity Review Committee, recent game schedules for all varsity teams, facility usage schedules for the gym and weight training room (**see *Scheduling of Games and Practice Times and KHSAA Recommended Action***), guidelines addressing equitable provision in regard to awards and athletic accomplishments (**see *Publicity and KHSAA Recommended Action***), a written assignment of the locker room and athletic equipment storage space for each team, minutes for all GERC 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. (**See *Travel and Per Diem Allowances and KHSAA Recommended Action***.) School officials were commended for the development and maintenance of a comprehensive and well organized 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 2005 and 2012 Title IX school visit reports designated this benefit category *Satisfactory*. All the uniforms seen during the most recent visit were of mid-to-high quality and appeared to be supplied in equitable quantities. The uniform review/rotation plan showed that all varsity teams were on a four-year cycle of replacement except boys and girls golf and boys and girls tennis which are replaced annually. Interviews with student athletes and coaches seemed to confirm adherence to this plan. The 2017-18 and 2018-19 annual Title IX reports show that the school was spending approximately \$60 per female athlete and \$81 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 2005 and 2012 Title IX school visit reports designated this benefit category *Satisfactory*. Information gathered during the recent visit and confirmed by the athletic director indicated that the number of competitive events scheduled for teams of "like" sports was comparable except in the case of baseball (29 games) and softball (18 games). (**See KHSAA Recommended Action.**) Facility usage schedules showing equitable access for both genders were available for the gym and weight training room. One other facility which is shared for practice per gender is the practice soccer field. No usage schedule was available for this venue. (**See KHSAA Recommended Action.**) The scheduling of competitive events during the most opportune playing times on an equitable basis was discussed with school officials who were encouraged to monitor this endeavor closely.

| 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 2012 Title IX school visit reports designated this benefit category *Satisfactory*. The 2012 report documented that the regulations in this category needed to be expanded to include the equitable provision of meals and lodging. At the time of the most recent visit, the Title IX file had equitable written regulations addressing the mode of transportation and lodging for student athletes, but there were no regulations in regard to the provision of meals. (**See KHSAA Recommended Action.**) The 2017-18 and 2018-19 Title IX school visit reports showed that the school was spending \$64 per female athlete and \$52 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 2005 and 2012 Title IX school visit reports designated this benefit category *Satisfactory*. During the most recent school visit, it was learned that the principal and athletic director are responsible for evaluating all head coaches. A written instrument is not currently used for documentation of this process. A review of the district's extra service pay schedule for coaches indicated parity. According to the T-35 form in the 2018-19 annual Title IX report, the total amounts spent for coaching salaries for teams of "like" sports indicated relative parity. Information provided by the athletic director during the most recent visit revealed that the coaching ratio is 12.6 participants per coach for females and 11.5 participants per coach for male athletes. Data gathered during this visit indicated that 63% (5/8) of the head coaches of girl's teams and 50% (4/8) 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 and 2012 Title IX school visit reports designated this benefit category *Satisfactory*. The tour of facilities during the most recent visit revealed that the practice and competitive venues are very well-maintained and appointed. The amenities at the outdoor and indoor facilities appear to be comparable per gender. All the competitive facilities are located on or directly adjacent to the school campus. The baseball and softball fields sit side by side and offer almost identical amenities. The school currently has two dressing rooms in the athletic field house and four in the gym. Two of the dressing rooms in the gym are used exclusively for boys and girls basketball, and all the other dressing rooms are shared. All the dressing areas seemed to offer students a safe and secure environment to prepare for an athletic event or practice. All the shared dressing room appeared to be assigned equitably. There was an adequate amount of well-organized and maintained athletic equipment storage space that was assigned with appropriate consideration of the size of the teams and the proximity of their competitive and practice facilities.

| 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: The 2005 and 2012 Title IX school visit reports designated this benefit category *Satisfactory*. The tour of facilities during the most recent visit revealed that there was a large and very well-equipped weight training room at the athletic field house. This venue is easily accessible and houses numerous training options that are suitable for use by female athletes. There was an equitable usage schedule for both genders in the Title IX file and posted at the facility. Interviews with coaches and student athletes confirmed widespread use of this facility as well as equitable access. Student athletes have equitable access to an athletic trainer one day per week through a contract with University of Kentucky Health. Free athletic physical exams are given on one specified day each year by Triad Health, Inc.

| 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 2005 and 2012 Title IX school visit reports designated this benefit category *Satisfactory*. The 2012 report documented that there were no regulations addressing the criteria for induction into the school's athletic hall of fame. According to information gathered during the most recent visit, the school no longer has a recognized athletic hall of fame. The school currently has one varsity cheerleading squad that is assigned to cheer at all home football games and at all home and class "A" tournament games for both boys and girls basketball. The band performs at all home football games. The pep band plays at an equal number of girls and boys basketball games that are approved by the principal in order to provide parity. The school has equitable written regulations addressing the posting of banners and the provision of awards for athletic recognition and participation. Interviews with coaches and student athletes gave strong evidence that these regulations were being followed. Regulations addressing the equitable provision of post season banquets were not provided at the time of the most recent visit. (**See KHSAA Recommended Action.**) The 2017-18 and 2018-19 annual Title IX reports, the school was spending \$2.50 per female athlete and \$2.25 per male athletes for awards and recognition.

| BENEFIT | Satisfactory | Deficient |
|---------------------------------------|---------------------|--------------------------|
| SUPPORT SERVICES | X | |
| INDIVIDUAL COMPONENTS | Acceptable | Needs Improvement |
| Office access | X | |
| Booster Support | NA | |
| Overall spending for athletic support | X | |

BENEFITS REVIEW- SUPPORT SERVICES: The 2005 and 2012 Title IX school visit reports designated this benefit category *Satisfactory*. The 2012 report documented two issues. One issue being that total athletic spending favored male participants, but this disparity appeared to be influenced by inaccurate reporting on the T-35 form. Secondly, there did not appear to be any administrative oversight of athletic booster spending. Information gathered during the most recent visit and tour of facilities showed that the available office space for coaches was assigned equitably. It was also learned during this visit that the school no longer has booster clubs supporting school teams. All athletic benefits are paid for out of school accounts. According to coaches and administrators, the purchase order process is adhered to strictly. A review of spending for the past two years shows that in 2017-18, approximately \$270 per female athlete and \$318 per male athlete was spent for total athletic support. In 2018-19, approximately \$280 per female athlete and \$336 per male athlete was spent. (See the internal annual report summaries for 2017-18 and 2018-19.) Over the two-year period of this analysis, per athlete spending appears to be 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 designated as a result of the February 4, 2020 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 November 26, 2012 Title IX school visit. | | |
| | | |
| | | |

OTHER ACTIONS NECESSITATED BY THIS VISIT

| Action | Due Date |
|--|------------------------------------|
| <p>(Scheduling of Games and Practice Times)</p> <p>The school is to submit to KHSAA a written explanation for the disparity in the number of softball games played (18) and the number of baseball games (29) in 2018-19. In addition, schedules for softball and baseball for the 2019-20 school year which show equivalence in the relation to the number of games scheduled are to be submitted to KHSAA. These schedules should be signed by both head coaches and all members of the GERC.</p> | On or before <u>August 1, 2020</u> |
| <p>The school is to submit to KHSAA a facility usage schedule for the soccer practice field for the 2019-20 school year which shows equitable female access.</p> | On or before <u>August 1, 2020</u> |
| <p>(Travel and Per Diem Allowances)</p> <p>The school is to submit to KHSAA a written expansion of the regulations within this benefit category addressing the equitable provision of meals for student athletes. Once approved, these regulations are to become part of the school's Title IX file.</p> | On or before <u>August 1, 2020</u> |
| <p>(Publicity)</p> <p>The school is to submit to KHSAA a written expansion of the regulations within this benefit category addressing the equitable provision of post season banquets. Once approved, these regulations are to become part of the school's Title IX file.</p> | On or before <u>August 1, 2020</u> |

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

| Name | Title |
|------------------|----------------------------------|
| Gary W. Lawson | KHSAA |
| Emma Young | Student Athlete |
| Hayden Dickerson | Student Athlete |
| Randy Mefford | Head Coach Girls Basketball |
| Amber Alexander | Girls Tennis Coach |
| Al Poweleit | Assistant Principal |
| Tim Browning | Head Football Coach |
| Brenda Alexander | Assistant Girls Basketball Coach |
| Jon Jones | Principal |
| Linda Edmondson | Athletic Director |

OTHER GENERAL OBSERVATIONS

Although not part of the current Title IX evaluation, per request, the school was asked to provide a copy of its Athletic Facility Emergency Medical Plan (KRS 160.445). The plan presented during this visit was comprehensive and venue-specific as requested by the statute.

As per request, the school was asked to identify the locations of its Automated External Defibrillators. According to the athletic director, a permanent AED is on the wall of the gym, and a portable AED is in the athletic training room.

No one from the community attended the Public Comments session. The school's athletic director, Linda K. Edmondson, was commended for the thorough preparation for the school visit. The meeting was adjourned at 3:15 pm EST.