



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

KHSAA Form T76
Rev. 11/16

School:	Garrard County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	February 5, 2019
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-19

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 February 8, 2005 Title IX school visit report rated this area *Satisfactory*. It appeared that the school was meeting the minimum standard established by Test 3 at that time. The October 18, 2012 school visit report also rated this area *Satisfactory* based on information that indicated the standards of Tests 1 and 3 were being met. The annual report summaries for the past two years document that the standards established by Tests 1 and 3 are currently being met. In regards to Test 1, the 2018 annual Title IX report shows during that year, females were 47.2% of the athletic participants and they were 47% of the total enrollment. That same report also gives strong indication that all current student athletic interests are being addressed. In the last five years, varsity archery, varsity bowling, varsity dance, and varsity fishing have been added. It should be noted that the school currently offers 17 team opportunities for girls and 15 for boys. The T-63 form in the 2017-18 annual Title IX report shows that a 94.3% 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, all the annual Title IX reports 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, current game schedules for all varsity teams, a school-generated athletic handbook for student athletes, and facility usage schedules for all shared athletic venues except the tennis courts. (See *Scheduling of Games and Practice Times* and *KHSAA Recommended Action*.) Also in the file were regulations addressing the posting of athletic banners and signs (see *Publicity* and *KHSAA Recommended Action*), a partial listing of the locker room and athletic equipment storage space assigned each team (see *Locker Rooms and Practice and Competitive Facilities* and *KHSAA Recommended Action*), minutes for Gender Equity Review Committee meetings held during the past three years, a partial plan for the review, rotation, and/or the replacement of uniforms (see *Equipment and Supplies* and *KHSAA Recommended Action*), and some statements addressing travel and meals for student athletes. (See *Travel and Per Diem Allowances* and *KHSAA Recommended Action*). School officials and the GERC were strongly encouraged to work toward the development of guidelines and regulations addressing 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 2012 report rated this category *Deficient* based on the fact that the school was requested in 2001 and 2005 to develop and implement an equitable uniform review, rotation, and/or replacement plan. At the time of the 2012 school visit, this plan was still not in place. All the uniforms inspected during the most recent visit were of high quality, but there seemed to be differences when several "like" teams were compared. The girls' basketball team appeared to have a slight advantage over the boys' basketball team, and the softball team seemed to have a significant advantage over the baseball team. It was also noted that shoes were supplied for two girls' teams and for only one boys team. In all cases noted above, that while having the advantage, girls are currently designated as the underrepresented gender in athletics at this school. It was strongly emphasized to school officials that benefits should show *equivalence* per gender. The uniform rotation, review, and/or replacement plan that was requested by the 2001, 2005, and 2012 Title IX school visit reports was still not in place. The document presented during the most recent visit did not show a full cycle of replacement for all school teams. Those teams that have their uniforms replaced annually are not a part of the document. Interviews with coaches and student athletes gave no indication that a plan that would assure equivalent uniforms was being followed. Because of these continuing challenges, this benefit category is rendered to be deficient. (See *KHSAA Recommended Action*.) The 2016-17 and 2017-18 annual Title IX reports show that \$332 per female athlete and \$248 per male athlete was spent 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 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 gyms, indoor hitting facility, and the weight training rooms. The one remaining facility shared by gender for separate practices, the tennis courts, did not have a usage schedule. (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 continue to make this endeavor a priority.

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 Title IX school visit report rated this benefit category *Satisfactory*. The 2012 report rated this category *Deficient*. That report stated that the school had no written regulations addressing the provision of parity regarding the mode of transportation or the provision of meals and lodging for student athletes. The report also pointed out that the interviews during the visit indicated that inequities existed especially in provision of meals. Information gathered during the most recent visit showed that the written statements addressing the mode of transportation and the provision of meals did not call for parity of these benefits, and lodging for student athletes was not addressed. Because of the continuing challenge of equitable provision of these benefits, this category is rendered to be deficient. (See *KHSAA Recommended Action*.) The 2016-17 and 2017-18 annual Title IX reports show that the school was spending \$76 per female athlete and \$72 per male athlete for travel and per diem.

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

BENEFITS REVIEW- COACHING: The 2005 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report mentioned the need to check all team rosters for accuracy in regards to team offerings for student athletes. This need for *accuracy of team rosters* was again emphasized to school officials during the most recent school visit. The principal and athletic director are responsible for evaluating all head coaches at this time. A written instrument is not currently used as a part of this process. A review of the district's extra service pay schedule indicated parity in the amount of compensation as well as the number of compensated positions for "like" sports. The T-35 form in the 2017-18 annual Title IX report shows *relative parity* in the total amounts spent for coaching salaries for teams of "like" sports. Information gathered during the most recent visit revealed that the coaching ratio for females is 11.8 participants per coach and 9.8 participants per coach for male athletes. Data provided by the athletic director indicated that 25% (2/8) of the head coaches of girls teams and 55% (5/9) of the head coaches of boys teams are on-campus employees. The accessibility to coaching appears to slightly favor male athletes. The number of coaches for "like" teams and the number of off-campus coaches should be reviewed and evaluated by the Gender Equity Review Committee and school administrators.

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 rated this benefit category *Satisfactory*. The tour of facilities during the most recent visit revealed that the indoor and outdoor facilities for student practices and competition offer equitable amenities. The tour of facilities and a listing in the Title IX file indicated there were no dressing facilities for boys and girls' cross country, boys golf, boys and girls track, or boys' and girls' tennis. The failure to provide the basic requirements for these student athletes is perplexing since there are at least two dressing areas in the main gym which are not assigned to any athletes or teams. (See *KHSAA Recommended Action*.) Several of the equipment storage areas seen during the visit appeared to be open and not secured. Boys' and girls' cross country, boys golf, boys and girls track, and boys and girls' tennis apparently do not have assigned equipment storage space. Since both the high school and middle school seem to have space available for this purpose, it seems that this equipment storage space could be provided. (See *KHSAA Recommended Action*.) School officials were reminded that student athletes should have a safe and secure place to dress for an athletic event and a safe and secure place to store belongings and equipment.

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 Title IX school visit report rated this benefit category *Deficient* stating that the "most urgent need relative to this benefit" was the lack of proper weight training equipment suitable for use by female athletes. The 2012 report rated this category *Satisfactory*, but stated there still needed to be improvement in the training equitable suitable for females. The tour of facilities during the most recent visit revealed that the school has two weight training rooms. Weight room #1 is at the high school field house and weight room #2 is at the middle school fieldhouse about 2.5 miles from the high school. Usage schedules for both these facilities indicated some female use. Weight room #1 has very limited equipment that appears suitable for use by female athletes. Interviews with student athletes who actually use the training areas reinforced this perception. Weight room #2 does have several training options that appear to be more suitable for use by females. IT IS RECOMMENDED THAT THE GENDER EQUITY REVIEW COMMITTEE EXAMINE AND EVALUATE THESE TRAINING VENUES AND MAKE SUGGESTIONS TO SCHOOL ADMINISTRATORS REGARDING EQUITABLE PROVISION PER GENDER FOR WEIGHT TRAINING. A REPORT OF THIS EVALUATION AND RESULTING CHANGES SHOULD BE A PART OF THE SCHOOL IMPROVEMENT PLAN (T-60 form) IN THE ANNUAL TITLE IX REPORT. A trainer is available equitably to all student athletes on a daily basis through a contract with KORT Physical Therapy. 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	X	

BENEFITS REVIEW- PUBLICITY: The 2005 Title IX school visit report rated this benefit category *Satisfactory*. The 2012 report rated this category *Deficient* stating that in 2001 and 2005, the school visit reports requested that equitable guidelines be developed to address all aspects of student recognition. These guidelines were not in place at the time of the 2012 visit. The school currently has one varsity cheerleading squad that is assigned to cheer at all home football games and at away games versus district opponents. They also cheer at all home and away games versus district opponents for both the boys and girls basketball teams. The full band performs at all home football games. A pep band plays at all home games versus district opponents for the boys and girls basketball teams. A local radio station broadcasts all home and away football games and all games versus district opponents for the boys and girls basketball teams. Information gathered during the most recent visit indicated that the school has some regulations addressing the posting of banners and signs for athletic recognition. This policy does not address the banners posted in the gym in recognition of basketball players scoring 1,000+ points. There are still no guidelines (as in 2001, 2005, 2012) addressing equitable provision of awards and post season banquets. Interviews with student athletes and coaches gave little indication that parity was provided in relation to these benefits. Because of the continuing inadequacies in the provision of these benefits, this category is again deemed to be deficient. (See *KHSAA Recommended Action*.) The 2016-17 and 2017-18 annual Title IX reports show that \$6 per female athlete and \$6.55 per male athlete was spent 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 2005 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The facility tour during the most recent visit revealed that the available office space for coaches was assigned equitably. According to statements by the athletic director and principal, the school currently has no booster clubs. Interviews with student athletes indicated that some teams at the school pay fees for athletic participation. School administrators and the GERC should review and evaluate the fees being charged, and make sure these fee are equitable for "like" teams. A review of total athletic spending for the past two years shows that in 2016-17, 40% of the expenditures were for female athletes who made up 40% of the participants and 60% of the expenditures were for male athletes who made up 60% of the participants or approximately \$639 per female athlete and \$640 per male athlete. In 2017-18, 43% of the expenditures were for females who made up 47% of the participants and 57% of the expenditures were for male athletes who made up 53% of the participants or approximately \$532 per female athlete and \$633 per male athlete. Based on the rosters and total expenditures submitted by the school, athletic spending over the two-year period of this evaluation appears to reflect the equitable provision of benefits.

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
<i>See Recurring Deficiencies</i>		

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
(Equipment and Supplies) The school did not provide evidence of the development and adherence to an equitable uniform review, rotation, and/or replacement plan in 2001, 2005, 2012, or 2019.	The school is to submit to KHSAA a written uniform review, rotation, and/or replacement plan that shows at least one full cycle of replacement for all school teams. This plan should also include teams whose uniforms are replaced annually. This plan is to be signed by all members of the GERC and all head coaches of varsity teams. These signatures signify both knowledge of and adherence to this plan.	On or before <u>April 15, 2019</u>
(Travel and Per Diem Allowances) The school failed to have evidence of the provision of parity in relation to the mode of transportation and per diem for student athletes in 2005, 2012, or 2019.	The school is to submit to KHSAA regulations addressing equitable provision in relation to <u>the mode of transportation, meals, and lodging for student athletes</u> . These regulations are to be signed by all members of the GERC and all head coaches of varsity teams. These signatures signify knowledge of and adherence to these regulations.	On or before <u>April 15, 2019</u>
(Publicity) The school failed to have evidence of equitable provision in regards to awards and post season banquets for student athletes in 2005, 2012, 2019.	The school is to submit to KHSAA guidelines addressing the provision of parity for student athletes in relation to awards and/or gifts and post season ceremonies recognizing athletic participation and performance.	On or before <u>April 15, 2019</u>

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<p>(Scheduling of Games and Practice Times) The school is to submit to KHSAA a usage schedule for the tennis courts that shows equitable access per gender.</p>	On or before <u>April 15, 2019</u>
<p>(Locker Rooms, Practice and Competitive Facilities)</p> <p>The school is to submit to KHSAA a listing of the specific locations of dressing areas for all school teams.</p> <p>The school is to submit to KHSAA a listing of the specific locations of equipment storage areas for all school teams.</p>	<p>On or before <u>April 15, 2019</u></p> <p>On or before <u>April 15, 2019</u></p>
<p>(KRS 160.445) The school is to submit to KHSAA an Athletic Facility Emergency Medical Plan that meets the requirements set forth by the statute. This plan should be venue-specific.</p>	On or before <u>April 15, 2019</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Todd Montgomery	Softball Coach
Brett DeShon	Girls Soccer
Katy Pozzuto	Student Athlete
Aidan Foley	Student Athlete
Michael Anderson	Principal
David Hoskins	Athletic Director
Kalem Grisham	Director of Federal Programs
Tammy Ellis	Bookkeeper
Sydney Arnold	Counselor

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). At the time of this visit, the school did not have a venue-specific plan. (See *KHSAA Recommended Action*.) The athletic director indicated the location of five Automated External Defibrillators that are available for use by athletic teams. Permanent AEDs are on the wall at the high school field house, on the wall at the middle school field house, on the wall the high school gym, and on the wall of the middle school gym. A portable AED is transported to various venues by the athletic trainer.

School officials were strongly encouraged to follow up on KHSAA school visit reports. The current report documenting three recurring deficiencies emphasizes this need.

No one from the community attended the Public Comments session. The meeting was adjourned at 3:35 pm EST.