



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

KHSAA Form T76
Rev..11/16

School:	George Rogers Clark High School
Prepared By:	Barbara Kok
Date of Re-Visit:	January 16, 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	
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: According to the information and data submitted, George Rogers Clark High School has met the standard for Test 3 for provision of opportunities. The school currently offers 19 sport levels for males and 19 sport levels for females. The 2019-20 Student Interest Survey has been administered and results compiled. The Title IX file was well organized and contained all policies and guidelines pertaining to George Rogers Clark High School athletics.

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 uniform review/replacement viewed indicated a four-year rotation for all teams. (exception Golf, Tennis, Swimming purchased annually and retained by athletes). It is the responsibility of the Athletic Director to educate the Booster Clubs on the uniform guidelines and rotation schedule. Uniforms viewed were of high quality and appeared to be equivalent in quantity for "like sports". All other equipment viewed appeared to be well maintained and suitable for the specific sport.

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: Game schedules viewed appeared to be equitable in number of competitive events for "like sports". Included in the Title IX file was a schedule for the shared facilities (auxiliary and main gymnasiums and two weight rooms) indicating priority for usage is given to the team that is in season and appears to provide equity to all teams. On completion of the construction project (main gymnasium and two weight rooms), a revised schedule for shared facilities that will ensure equitable usage for all teams should be written and placed in the Title IX file.

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: A written policy for travel/per diem provides guidelines for mode of transportation and meals. To ensure equity for all teams, guidelines pertaining to parameters for housing need to be expanded and included in the Title IX file. Guidelines could include number to room, type of motel, range in spending, breakfast included, etc. These guidelines will ensure all teams and Booster Clubs are providing equitable accommodations on over- night trips.

See KHSAA Recommendations

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

BENEFITS REVIEW- COACHING: The Clark County Board approved salary schedule viewed in the Title IX file appeared to be equitable in compensation and number of coaching positions for all teams. There are 1 out of 12 head female coaches on campus and 2 out 12 head coaches for male athletes are on campus. Interviews with the athletes indicated communication and access to their coaches was not an issue or problem. Data provided showed the athlete to coach ratio, with regard to accessibility, is 7:1 for females and 9:1 for males. The Athletic Director uses a written tool to evaluate coaches post -season.

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: There was written assignment and diagrams of locker room and storage designation for all teams in the Title IX file. Locker room and storage for volleyball, girls' basketball and boys' basketball will be located in the new gymnasium. Softball and baseball will have storage and a locker room behind each dugout. All other teams will be provided locker rooms and storage space in the newly constructed field house.

Competitive venues on campus include gymnasium (volleyball and basketball), football, soccer, 8 lane track, 6 tennis courts, softball and baseball fields.

Off campus venues include:

- Cross Country Lykins Park
- Golf G-Winchester Country Club
- B-Castle creek Course
- Swimming College Park
- Bowling Mt. Sterling
- Archery Mt. Carmel Christian Church
- Fishing Cave run and various lakes

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: Two weight rooms under construction appeared to be spacious and located with easy access for all athletes. New equipment that is appropriate for all has been ordered and will be put in place upon completion of the project. It is recommended the GERC and Athletic Director revise the current schedule for the weight rooms providing for equitable usage for all teams. The new schedule needs to be placed in the Title IX file and posted on site. GRC has the services of an athletic trainer contracted through Drayer Physical Therapy who attends practice daily and all home competitive events. Contact information for the trainer is posted on the training room door. Free Physical are offered to all athletes.

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: George Rogers Clark has one cheer squad that attends all home football games and girls' and boys' basketball games. Attendance to athletic events by the cheerleaders and pep band is monitored by the Athletic Director to ensure equity for all teams.

Written guidelines for Recognition/display were excellent and addressed banners in the gym, Senior night, individual awards, retired jerseys, trophy display and team pictures. The guideline pertaining to post season banquets or recognition programs stated ALL teams will have a banquet. On the 2018-19 Annual report several teams reported "0" expenditure in the Awards column giving the appearance they did not have a post season banquet. Administrators interviewed said they were not required to have a post season event. **It is recommended the GERC review the current Awards policy and make appropriate revisions as to what is expected of coaches pertaining to Awards and post season events.**

Spending in the Awards category slightly favors the female athletes.

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 assignment of offices for coaches appears to be equitable and provide like amenities for all teams. Several teams have Booster Club with accounts housed outside the school. Written agreements were contained in the Title IX file. It appeared there is no procedure in place for prior approval from school administrators for Booster expenditures. Even though monthly bank statements are provided by Boosters to the financial office, it is recommended the school administration develop guidelines for Booster expenditures.

Overall spending for a two-year period falls within acceptable parameters on both a percentage and per athlete basis.

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 observed		

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 observed		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Travel and per diem: It is recommended the school develop a policy that includes guidelines for parameters for housing that ensures equity for all teams.	Please submit to the KHSAA by <u>April 30, 2020.</u>
Publicity: It is recommended the school develop a policy establishing guidelines for end of season recognition programs. This will ensure consistency and equity for all teams for post season events.	Please submit to the KHSAA by <u>April 30, 2020.</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Kennedy Igo	Student
Azariah Isreal	Student
Robbie Graham	Girls Basketball Coach
Alexis Powell	Girls Soccer Coach
David H. Bolen	Principal
Donald Stump	District Title IX Director
Jamie Keene	Athletic Director
Gordon Parido	Board Member
Gary Lawson	KHSAA
Barbara Kok	KHSAA

OTHER GENERAL OBSERVATIONS

Interviews with student athletes and coaches were conducted during the visit. The female athletes expressed concern about a physical education class held in during sixth period. It was her perception that the class was structured solely as benefit to the boys' basketball team allowing for extra practice time thus creating a disparity with the girls' program. The administrators stated this was not the case with that class. The issue of the sixth period physical education class warrants the assessment and monitoring by the Athletic Director and the GERC. The following questions should be answered:

- 1) Are students other than members of the basketball team enrolled in the class?
- 2) Are female students in the class?
- 3) Do the boys basketball team members wear practice uniforms?
- 4) Are they participating in basketball skill drills?

The information obtained in the assessment regarding the sixth period class should be documented and submitted in writing, signed by the Athletic Director and Boys' basketball coach by April 30, 2020.

Mr. Keene, the Athletic Director, is to be commended for a very organized and informative Title IX file. He provided the auditors with complete and comprehensive information about the facilities under construction. Emergency actions plans viewed were comprehensive and available for all athletic venues. AEDs are available on campus.

No one attended the public forum.