



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

KHSAA Form T76
Rev..11/16

School:	Glasgow High School
Prepared By:	Barbara Kok
Date of Re-Visit:	November 30, 2022
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-2023

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: The most recent Student Interest Survey was conducted during the 2021-2022 school year. Students in grades 8-11 were surveyed with a return rate of 66.3%. Glasgow High School currently offers eighteen (18) sport levels for males and sixteen (16) sport levels for females. They are to be commended for the many sport opportunities offered to their students. School administrators were reminded of the importance of accurate submission of team rosters providing for a complete and accurate analysis of Glasgow High School.

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: Written evidence present in the Title IX file indicated a four-year rotation plan for uniform replacement/review. An allotment of \$100 per athlete for uniform replacement is provided by the Glasgow School Board. Coaches and athletes interviewed were knowledgeable of the uniform rotation. Viewed uniforms were of high quality and equitable in quantity for all sports. Spending in this category for the 2021-22 school year showed approximately \$83 per male athlete and \$52 per female athlete. All other equipment viewed was 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: There was viewed evidence of all team schedules that appeared to show overall equivalence and parity in the number of competitive contests. There was written evidence showing equitable scheduling for the shared facilities of the gymnasium, indoor athletic facility, and (2) weight rooms. The in-season sport is given priority for usage of the shared facilities. The master schedule for all facilities is monitored and maintained by the Athletic Director.

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

BENEFITS REVIEW- TRAVEL AND PER DIEM: There was written evidence of a travel guideline that included procedure and cost pertaining to travel but did not include specifics to MODE of transportation (see Other Actions). Not included in the Title IX file were specifics and parameters regarding Per Diem and Housing (see Other Actions). A review of spending for Travel benefit category shows approximately \$62 per male athlete and \$87 per female athlete.

COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Compensation	X	
Accessibility	X	
Competence	X	

BENEFITS REVIEW- COACHING: There was written evidence of a school approved salary schedule that appeared to provide equitable compensation and parity in the number of coaches' positions for all sports. There are 4 out of 10 head coaches for males on campus and 5 out of 10 coaches for females on campus. Athletes interviewed indicated communication and access to their coaches is not an issue or problem. The ratio of coach to athlete is 1:10 for males and 1:6 for female athletes. Informal evaluations between the Coaches and Athletic Director are held at the end of the season. The Athletic Director is in the process of developing a written instrument for coaches' evaluation that would encourage growth and development.

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 viewed evidence of locker rooms for all teams. There are two exclusive locker rooms for males and one exclusive locker room for females giving a slight advantage to males. In the fieldhouse is an additional locker room currently used for football officials or visiting teams. To provide parity and equity, it is recommended the Title IX Committee consider reassigning this locker room to softball and girls' track allowing for a dressing area in close proximity to their respective venues. All locker room viewed appeared to provide similar amenities and were well-maintained.

Facilities for football, softball, track, basketball, volleyball and archery are located on campus. Amenities of all practice/competitive facilities appear to be equitable.

Other off -campus practice/competitive venues include Soccer-Glasgow Barren County Soccer Complex, Baseball and Tennis-Gorin Park, Golf-Willow Oaks golf course, Swimming-YMCA, Cross Country-McKinley Field.

The baseball facility in Gorin Park is currently nonplayable due to a fire Spring 2022 destroying the backstop, bleachers, and concession area. (Gorin Park is city owned and maintained) Assessment for repairs are underway and due to be completed by baseball season 2023.

Storage assignments appeared to be equitable and available to all teams.

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: Glasgow has two weight rooms. One is located in the main building and the other is located in the fieldhouse next to the football/track area. Schedule viewed indicated the fieldhouse weight room is male dominated but is open for any teams to use. Both weight facilities were appropriately equipped for female use and easily accessible. Schedule for usage were posted at each site and available for viewing.

The Athletic Director stated athletic physical exams are available thru a local hospital (TJ Sampson Hospital) free of charge. Glasgow has the services of an athletic trainer that is in attendance daily to all events. The training room was easily accessible for all athletes. *It is recommended the athletic trainer make available to the coaches and athletes contact information.*

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 Athletic Director monitors scheduling of cheerleaders and pep band to ensure equitable performance for all teams. Written guidelines for Awards/recognition addressed the criteria for Hall of Fame selection. The guidelines did not address equitable provision of letters and individual awards (bars), display of trophies and banners, or post season recognition (see Other Actions). Spending for the 2021-22 school year was approximately \$20 per male athlete and approximately \$18 per female athlete.

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 available office space for coaches appears to be equitable. Administrators were reminded the importance of access to a private area for off-campus coaches to work and meet with parents/athletes. Glasgow has one Booster Club with an account housed internally. It is for Football and funds are primarily used to provide pre-or-post game meals for the players. Interviews with coaches indicated awareness of procedure to fund raise and purchase items. Expenditures for a two-year period fall within acceptable parameters in both per athlete and percentage basis. Approximately \$406 per male athlete (60%) and \$506 (40%) per female athlete was spent on during this time.

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

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

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<p>Travel and Per Diem: Expand the current policy to include specifics for Mode of transportation. i.e. school bus, school owned vans, commercial or charter transportation.</p> <p>Travel and per diem: Expand the current guidelines to include the specific provisions for lodging (overnight stay). This may include but not limited to number of athletes per room, hotel with free breakfast, cost variances, type of hotel, etc.</p>	<p>Please submit to the KHSAA by or on March 1, 2023 and place completed revision in the Title IX file</p>
<p>Travel and per diem: Expand the current guideline to include the specific provisions for meals. This may include \$ allowance per meal, per day, or per athlete. Amount set by this guideline may also be used to determine value of pre and post -game meals for teams and accurately reported on the KHSAA annual report</p>	<p>Please submit to the KHSAA by or on March 1, 2023 and place completed revision in the Title IX file.</p>
<p>Publicity: Expand the current Awards/recognition policy that provides guidelines regarding banquets (post season programs), banners on display, letters and bars, and display of trophies and jerseys that ensures equity and parity for all athletes.</p>	<p>Please submit to the KHSAA by or on March 1, 2023 and place completed revision in the Title IX file.</p>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Max Lee	Student Athlete-Football
Ashton Botts	Student Athlete-Basketball
Kaleb Crowe	Coach-Softball
Elizabeth Wilson	Coach-Volleyball
Kellie Lee	Title IX Coordinator
Amy Allen	Principal
Bailey Garmon	Athletic Director
Regina Murphy	District Title IC Coordinator
Bart Roberts	Coach-Girls' Golf
Kathy Johnston	KHSAA Auditor
Barbara Kok	KHSAA Auditor bkok@khsaa.org 859-361-2044

OTHER GENERAL OBSERVATIONS

The school administration was very welcoming and well prepared for the visit. The administration was receptive to comments from the KHSAA Audit team. Glasgow High School administration is committed to providing facilities that are equivalent to all teams. They exhibit great pride in continuing to provide equivalence and parity to all teams and athletes.

Emergency Plans viewed in the Title IX file were comprehensive and specific to all athletic practice and competitive venues.

Glasgow has four (4) AEDS available one in the Faculty Lounge and one in the Gymnasium. Two are located at off campus sites Willow Oaks golf course and one at Barren Co./Glasgow Soccer Complex.

No one attended the public forum. Audit team left the school at 3:15.