



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

KHSAA Form T76
Rev..11/16

School:	Grayson County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	January 12, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-23

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 N A – covid	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The September 26, 2007 and the November 18, 2014 Title IX school visit reports rated the accommodation of student interest and abilities **SATISFACTORY**. In 2007, the school appeared to meet the standard established by Test 3 for the provision of athletic opportunities. In 2014, it appeared that the standard of Test 1 was being met. A review of the annual Title IX reports and the internal audit summaries for the past two years gives strong evidence that the standard established by Test 1 is currently being met. The T-1 form in the annual reports show that the percentage of participation is within 3% of the percentage of enrollment for females who are designated as the underrepresented gender in the internal audit summaries for the past two years. School officials were commended for receiving a 93.7% completion rate on the student athletic interest survey in 2020-21 and a 78.9% completion rate in 2021-22. The T-63 form in the 2021-22 report shows that the indicated interest in some sports—field hockey, bowling, and swimming should be pursued for validity in order for the standard of Test 3 to be met. During the most recent school visit, the Title IX file was reviewed and found to contain a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, game schedules for all varsity teams, usage schedules showing equitable access for all athletic venues shared by gender, guidelines addressing equitable provision of awards and recognition for athletic participation and accomplishments, written designation of the locker room and athletic equipment storage space assigned each team, minutes for two GERD meetings in 2019-20, three meetings in 2020-21, and three meetings in 2021-22. There was also a uniform rotation and/or replacement plan and regulations addressing equity in regard to the mode of transportation and the provision of lodging for student athletes. (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 2007 and 2014 Title IX school visit reports rated this benefit category **SATISFACTORY**. The 2014 report noted that spending within this category appeared to favor the male participants. All the uniforms viewed during the most recent visit were of excellent quality and seemed to be supplied in equitable quantities except for a slight disparity between softball (three game uniforms) and baseball (two game uniforms). A uniform review, rotation, and/or replacement plan was in place showing all teams were on a four-year cycle of replacement except archery and bass fishing which are replaced annually. Interviews with student athletes and coaches indicated knowledge of and adherence to the uniform plan. The 2020-21 and 2021-22 annual Title IX reports show that the school was spending \$284 per male athlete and \$222 per female athlete for equipment and supplies. This spending seems to slightly favor the male participants.

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 2007 and 2014 Title IX school visit reports rated this benefit category **SATISFACTORY**. The 2014 report stated that an equitable usage schedule for the shared soccer field was not available. Information gathered during the most recent visit indicated that the number of competitive events scheduled for teams of "like" sports was comparable. The school currently has five venues that are shared by gender for practice. These include the high school gym, elementary gym, two weight training rooms and the soccer field. A usage schedule for each of these facilities showing equitable female access were in the Title IX file. Interviews with coaches and student athletes confirmed that equitable access was being provided. 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 strive for parity in this endeavor.

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 2007 and 2014 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2014 report requested that the written regulations in this area be expanded to include equitable provision in regard to *mode of transportation* and *lodging*. During the most recent visit, regulations addressing mode of transportation and lodging for student athletes were provided, however, there were **none in place for equity in the provision of meals**. (See *KHSAA Recommended Action*.) The 2020-21 and 2021-22 annual Title IX reports show that \$146 per male athlete and \$144 per female athlete was spent 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 two previous Title IX school visit reports rated this benefit category *SATISFACTORY*. Information gathered during the most recent visit revealed that the principal is 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 showed parity. The T-35 form in the 2021-22 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. Information collected during the most recent visit was used to determine that the coaching ratio for females is 15.5 participants per coach and the ratio for male athletes is 13.5 participants per coach. Other data showed that 38% (3/8) of the head coaches of girls' teams and 63% (5/8) coaches of boys teams are 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: Both the 2007 and 2014 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2014 report documented the need for continued progress in regard to the following issues. (1) Boys teams had four exclusive dressing rooms while girls' teams had two. (2) Girls' and boys' cross country had no equipment storage space. The tour of facilities during the most recent visit revealed a continuing slight disparity in dressing rooms primarily because the boys' basketball team has an exclusive dressing area while girls' basketball shares a dressing room with volleyball. This difference does not seem to create a challenge for either team. All the competitive and practice venues are well-maintained and appear to have equitable amenities. All teams are assigned athletic equipment storage space which seems to reflect the size of the team and proximity to the teams' competitive venues.

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: Both the 2007 and 2014 Title IX school visit reports rated this benefit category *SATISFACTORY*. The school currently has two large well-equipped weight training rooms. Weight room #1 is located in the football field house and weight room #2 is adjacent to the track and cross-country fieldhouse. Usage schedules showing equitable female access were available for both facilities. Interviews with student athletes confirmed that equitable access was provided as well as appropriate training options for females. At the time of the most recent visit, usage schedules were posted at both weight rooms. An athletic trainer is available daily on an equitable basis through a contract with Owensboro Health, Inc. 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 2007 and 2014 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2014 report stated that the school should expand the guidelines in this area to include the equitable provision of athletic awards and post season banquets. The school currently has one varsity cheerleading squad that cheers at all home football games and at away games with district opponents. They also cheer at all Friday night home games, all boy-girl double headers, and at away games with district opponents for both the boys and girls basketball teams. The full band performs at all home football games. The pep band plays at all Friday night girl-boy double header basketball games. The Title IX file contained regulations addressing parity in regard to the posting of banners, the provision of awards, and post-season banquets. There were also criteria required for induction into the school's Athletic Hall of Fame. It was requested that the Gender Equity Review Committee review these guidelines each year for any appropriate updates. The 2021-22 and 2021-22 annual Title IX reports show that the school was spending \$62 per male athlete and \$50 per female athlete for awards and athletic recognition.

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 2007 Title IX school visit report rated this benefit category *DEFICIENT* based on evidence that total athletic spending for the previous three years had favored male athletes along with the lack of administrative oversight of booster spending revealed by interviews with school personnel and a review of policies. The 2014 report documented oversight of booster spending was still needed, but total spending for the previous two years had been within generally accepted parameters for the provision of parity for a football-playing school. The school currently has exclusive coaching offices for girls basketball, boys basketball, softball, baseball, and football. All teams, except boys and girls' tennis and boys and girls track, have active booster clubs. These booster clubs house their funds outside of school accounts. As was the case in 2007 and 2014, there still does not seem to be a specific mechanism in place for the administrative oversight of booster expenditures. A review of the internal audit summaries for the past two years shows that total athletic spending was within generally accepted parameters for the provision of parity for a football-playing school on both a percentage and per athlete basis. (See *KHSAA Internal Audit Summaries—2020-21 and 2021-22*)

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 assessed as a result of the January 12, 20223 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 assessed as a result of the November 18, 2014 Title IX school visit.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Travel and Per Diem Allowances) The school is to submit to KHSAA written regulations addressing the equitable provision of meals for student athletes.	On or before <u>March 20, 2023</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Sutten R. VanMeter	Student Athlete
Houston A. Brooks	Student Athlete
Tony Embry	Coach—Girls and Boys Golf
Matthew T. Hayes	Coach—Boys and Girls Track/Field
Jason Kinkade	Athletic Director
Adam Cox	Assistant. Supt—Federal Programs
Lisa Haycraft	Title IX Committee Member/Librarian
Rusty Ray	Asst. Coach—Boys and Girls Golf
Nancy Mudd	Title IX Committee Member/PE Teacher

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). The plan presented was comprehensive and venue-specific as required by the statute.

As per request, the school was asked to identify the locations of its Automated External Defibrillators. It was confirmed that AED's were (1) on the wall of the gym, (2) on the wall outside the library, (3) on entry wall of alternative school, (4) a portable unit transported by the girls basketball coach, (5) a portable unit transported by boys basketball coach, (6) a portable unit transported by the cheer coach, (7) a portable unit transported by the softball coach, (8) a portable unit transported by the baseball coach, (9) a portable unit transported by the tennis coach, and (10) a portable unit transported by the football coach.

No one from the community attended the Public Comments session which was advertised on the school's website. The athletic director was highly commended for the preparation for this school visit. The meeting was adjourned at 4:15 pm EST.