



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

KHSAA Form T76  
Rev..11/16

School:	Greenwood
Prepared By:	Gary W. Lawson
Date of Re-Visit:	March 21, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-23

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

<b>OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)</b>	<b>Completed</b>
<b>Test One</b> – Substantial Proportionality	
<b>Test Two</b> – History of Continuing Practice of Program Expansion	
<b>Test Three</b> – Full and Effective Accommodation of Interest and Abilities <b>SATISFACTORY</b>	
<b>Analysis Form Review</b>	<b>X</b>

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The December 15, 2005 Title IX school visit report rated the accommodation of student interest and abilities *DEFICIENT* based on rosters and data submitted showing that Tests 1 and 2 were not being met, and the school's T-3 form indicated the standard for Test 3 was not being met at that time. The October 29, 2013 school visit report documented this area to be *SATISFACTORY* stating that the results of the student athletic interest survey and the information on the T-3 form indicated that the standard established by Test 3 was being met. A review of the annual Title IX reports for the past two years shows that the school has not met the standard established by Tests 1 or 2 during 2020-21 or 2021-22. Test 3 has not been evaluated by KHSAA for the past two years due to covid 19 concerns. A specific review of the annual reports for the past two years show that the school received an 80.7% completion rate on the 2021-22 student athletic interest survey. The T-63 form shows no significant interest in any sport not currently being offered or the interest has been addressed by the school. (See **T-3 form**.) The school currently has 20 total teams for female participation and the same number for male participation. This information strongly indicates that the standard established by Test 1 is likely being met. During the most recent school visit, the Title IX file was examined. It was found to contain a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, recent game schedules for all varsity teams, a copy of a written booster club agreement, a school-generated athletic handbook, facility usage schedules for all shared athletic venues, guidelines regarding awards and recognition of athletic accomplishments (see *Publicity*), a listing of locker room and athletic equipment storage space assigned each team, minutes for all Gender Equity Review Committee meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and regulations addressing provision of equitable travel and per diem. **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 Title IX school visit report rated this benefit category *SATISFACTORY*, but suggested that the school develop and implement a uniform rotation and replacement plan which all purchasing groups follow. The 2013 report rated this category *DEFICIENT* stating that there still was no uniform plan in place that was being followed. All uniforms viewed during this most recent visit were of mid-to-high quality and seemed to be supplied in equitable quantities. A uniform review, rotation, and/or replacement plan was available and showed equitable cycles of replacement for all “like” teams. Interviews with coaches and student athletes indicated uniforms were replaced equitably. The 2020-21 and 2021-22 annual Title IX reports show that the school spent \$247 per male athlete and \$229 per female 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 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. 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 four venues that are shared by gender for practice. They are the soccer field, the gyms, the weight training rooms, and the indoor hitting facility. A usage schedule for each of these venues showing equitable female access was in the Title IX file. Interviews with coaches and student athletes seemed to confirm that equitable access is 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.

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

**BENEFITS REVIEW- TRAVEL AND PER DIEM:** The 2005 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2013 report requested that regulations in this category be expanded to include the equitable provision of the *mode of transportation* for student athletes. During the most recent school visit, it was revealed that the Gender Equity Review Committee had addressed the provision of parity in regard to both transportation and per diem for student athletes. The 2020-21 and 2021-22 annual Title IX reports show the school spent \$39 per male athlete and \$70 per female athlete for travel and per diem.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>COACHING</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Compensation	X	
Accessibility	X	
Competence	X	

**BENEFITS REVIEW- COACHING:** The 2005 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2013 report stated that there was “confusion among administrators as to whether the salary schedule shown during the visit reflected accurate total salaries of individual coaches.” Information gathered during the most recent school visit revealed that the principal and athletic director are responsible for evaluating all head coaches. A written instrument for documenting this process is currently being developed. The district’s extra-service pay schedule appeared to show equitable total amounts allotted for coaches of “like” sports. The T-35 form in the school’s 2021-22 annual report indicated a significant disparity in the total amounts spent for coaching salaries for softball compared to baseball and for boys’ basketball compared to girls’ basketball. The differences in these expenditures appear to favor the male teams. (See *KHSAA Recommended Action*.) Data provided during this visit indicated that the coaching ratio for female athletes was 11.8 participants per coach and for male athletes it was 14.1 participants per coach. Other data showed that 11% (1/9) of the head coaches of girls’ teams and 40% (4/10) of the head coaches of boys’ teams were on-campus employees.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Competition and practice venues	X	
Dressing areas	X	
Equipment storage areas	X	

**BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES:** The 2005 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. School officials were commended in both reports for equitable provision of high quality practice and game facilities. The tour of facilities during the most recent visit showed that the school's venues are very well-maintained and appointed. The locker rooms, practice and competitive facilities are excellent. The football field and track are currently being renovated, and a new turf soccer field is being constructed. All teams have well-maintained, safe, and secure locker rooms for student athletes. All shared dressing areas appear to be assigned equitably. Each team has adequate equipment storage space which seemed to be assigned according to the size of the team and proximity to its practice and competitive facility.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>MEDICAL AND TRAINING FACILITIES AND SERVICES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 *SATISFACTORY*, but documented that at the time of the 2001 and 2005 visits, there was not an equitable usage schedule for the weight training room. The 2013 school visit report rated this category *DEFICIENT* due to the fact that the school showed no evidence of provision of female access to the weight training facility. The report also stated that the weight training facility which is located adjacent to the football dressing room had *minimal* equipment that was suitable for use by female athletes. The most recent tour of facilities revealed that the school has two weight training rooms. A smaller weight room containing training options suitable for females is located near the main gym. A second, larger weight room also has equipment suitable for females is located in the fieldhouse. Equitable usage schedules for both these venues were found in the Title IX file and posted at the facilities. Interviews with coaches and student athletes gave evidence of equitable access to both weight rooms. An athletic trainer is available on an equitable, daily basis through a contract with KORT. Free physical exams are available at the high school by a full-time nurse. In addition, Cumberland Health and KORT offer free physicals on two designated days each school year.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>PUBLICITY</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Support group assignments	X	
Written regulation for recognition	X	
Equity of spending	X	

**BENEFITS REVIEW- PUBLICITY:** Both the 2005 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2013 report requested that the school modify its regulations in this area to give the specific regulations for the retirement of jerseys. Currently, the school has one varsity cheerleading squad that is assigned to cheer at all home and away football games. They also cheer at all home and away boy-girl doubleheader basketball games. The full band performs at all home football games, and the pep band plays at all home boys and girls basketball games versus district opponents. The Title IX file has regulations addressing the posting of jerseys and banners for athletic recognition. Guidelines also address the equitable provision of athletic awards, letters and bars, and post-season banquets. UPON RECEIPT OF THIS REPORT, THE GENDER EQUITY REVIEW COMMITTEE SHOULD UPDATE THE **AWARDS** REGULATIONS BY ADDING MORE SPECIFIC PARAMETERS FOR INDIVIDUAL AWARDS. Criteria for induction into the Athletic Hall of Fame were also included in the Title IX file. The 2020-21 and 2021-22 annual Title IX reports show that \$49 per male athlete and \$51 per female athlete was spent for awards and athletic recognition.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>SUPPORT SERVICES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Office access	X	
Booster Support	X	
Overall spending for athletic support	X	

**BENEFITS REVIEW- SUPPORT SERVICES:** The 2005 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2013 report suggested that the school explore developing a mechanism that would assure administrative oversight of booster expenditures. The tour of facilities during the most recent visit revealed that the school has ten coaching offices. These spaces appear to offer similar amenities, and shared space seems to be assigned equitably. Each sport currently has an active booster club. All booster clubs house their funds outside of school accounts. According to administrators, there is no mechanism in place for oversight of booster spending. It was suggested that the Gender Equity Review Committee look into developing a plan for school approval of booster expenditures. The internal analysis summary for the past two years showed that total athletic spending was well within generally accepted parameters for the provision of parity for a football-playing school. In 2020-21, the school spent \$609.55 per female and \$695.91 per male athlete. In 2021-22, \$440.94 per female athlete and \$444.38 per male athlete was spent.

**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 3/21/23 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
The deficiency designated in the 10/29/13 Title IX school visit report in the benefit category of <b>Equipment and Supplies</b> appears to have been addressed by the development and implementation of an equitable uniform review, rotation, and/or replacement plan.		
The deficiency designated in the 10/29/13 Title IX school visit in the benefit category of <b>Medical and Training Facilities and Services</b> appears to have been addressed by the development and implementation of an equitable usage schedule for both weight training rooms.		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

Action	Due Date
<b>(COACHING)</b> The school is to submit to KHSAA a written explanation for the <b>disparities in salaries for coaches of baseball and softball and boys and girls' basketball</b> in the 2022 annual Title IX report. This explanation should incorporate the school's adherence to the district's extra-service pay schedule.	On or before <b><u>May 15, 2023</u></b>

### PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Ellie Ramsing	Student Athlete
Jake Russell	Student Athlete
Chandler Kinley	Women's Volleyball
Jim Dethridge	Boys and Girls Tennis Coach
Lydia Proffitt	Assistant Volleyball Coach
Julia Clark	Teacher Representative
Adam Hatcher	Principal
Dan Dillingham	Asst. Principal/Athletic Director

### 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 for a listing of the locations of its Automated External Defibrillators. It was confirmed that AED's were in the (1) front office, (2) main gym, (3) cafeteria, (4) control booth in auditorium, (5) indoor hitting facility, (6) softball locker room, (7) fieldhouse locker room.

No one from the community attended the Public Comments session which was advertised in the school newsletter, on the daily announcements, and by flyers posted in the school building. The school's athletic director was highly commended for the thorough preparation for this school visit. The meeting was adjourned at 3:20 pm CDT.