



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

KHSAA Form T76  
Rev..11/16

School:	Hancock County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	December 12, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2023-24

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

<b>OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT) DEFICIENT</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>Analysis Form Review</b>	<b>X</b>

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The September 19, 2016 Title IX school visit report designated the accommodation of student interest and abilities *Satisfactory*. This assessment was based on the information submitted by the school that indicated the standard established by Test 1 for provision of athletic opportunities was being met.

A review of the annual Title IX reports for the past two years indicates that the standards established by Tests 1 and 2 are not being met. The data is questionable regarding the student athletic interest survey which is the support document for Test 3. The following information in regard to Test 3 needs to be investigated.

- The student athletic interest survey shows zero (0) interest in eight sports—five of which are not offered at the school;
- Survey shows 126 students were interested in soccer—an unusually high number;
- The T-63 form in the 2021-22 annual report shows a 100.3% completion rate on the Student Athletic Interest Survey;
- The T-3 form in the 2022-23 annual Title IX report shows the school is pursuing the indicated interest in bowling, but the 2021-22 student athletic interest survey shows zero (0) interest in bowling;

The combination of factors listed above makes it impossible to determine if the standard in Test 3 is actually being met. This data, along with the school's Internal Analysis Summary for 2022-23, shows that the standards of Tests 1 and 2 are not being met and renders this category **deficient**. (See ***KHSAA Recommended Action***).

During the most recent visit, the school's Title IX file was inspected and found to contain annual Title IX reports for the past five years, a board-approved salary schedule for coaches, a listing of the current members of the Gender Equity Review Committee, recent game schedules for all varsity teams, a school-generated code of conduct for student athletes, facilities usage schedules for all athletic venues shared per gender, and regulations addressing the recognition of athletic accomplishments and participation. (See ***Publicity*** and ***KHSAA Recommendation***). The file also contained a listing of the locker room and athletic equipment storage assigned to each team, minutes for all Gender Equity Review committee meetings held during the past three years, a uniform review, rotation, and/or replacement plan (see ***Equipment and Supplies***), and guidelines regarding equitable provision of travel and per diem. The athletic director was commended for the development of a comprehensive 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 2016 Title IX school visit designated this benefit category *Deficient*. The assessment was based on the following information:

- the school did not provide a uniform review/replacement plan showing a full cycle of replacement for all teams. (The absence of this document was noted in the revisit report in 2011 also);
- interviews with student athletes indicated that “equitable cycles of uniform replacement were not being followed;
- the review of uniforms during the 2016 visit revealed a disparity in quantity of uniforms between “like” sports—baseball and softball.

All uniforms seen during the most recent school visit were of mid-to-high quality and appeared to be supplied in equitable quantities. The uniform review/rotation and or replacement plan found in the Title IX file indicated that all teams have uniforms replaced on a four-year cycle except for boys and girls track and boys and girls cross country which are on a five-year cycle. The plan provided did not list those teams having their uniforms replaced annually. UPON RECEIPT OF THIS REPORT, the GERC IS TO EXPAND THE UNIFORM REPLACEMENT PLAN TO INCLUDE ALL TEAMS HAVING UNIFORMS REPLACED ANNUALLY. Interviews with student athletes and coaches gave significant indication that a purchase plan for uniforms is being followed.

Spending for this benefit category could not be evaluated due to inaccurate data that was submitted for some teams--\$40,910 for softball. (See *Support Services* and *KHSAA Recommended Action*.)

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 2016 Title IX school visit report designated 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 two venues that are shared per gender for practice. These facilities are the gym and weight training room. A usage schedule for both of these venues showing equitable female access was 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 was discussed with school officials who were encouraged to strive for equivalence 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 2016 Title IX school visit report designated this benefit category *Satisfactory*. The report noted that coaches who were interviewed did not appear familiar with regulations addressing the individual components of this benefit category.

Regulations found in the Title IX file during the most recent visit showed the school had addressed the provision of parity in regard to modes of transportation, and meals and lodging for student athletes. **It is requested that the GERC review and update these regulations in regard to equitable parameters for the provision of parity.**

Spending for this benefit category could not be analyzed due to inaccuracies and/or omissions (zero dollars--\$0) reported for football travel). (See ***Support Services*** and ***KHSAA Recommended Action***).

<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 2016 Title IX school visit report designated this benefit category *Satisfactory*.

Information gathered during the most recent visit revealed that the principal and athletic director are responsible for the evaluation of all head coaches. A written instrument is used for documentation of this process. A review of the district's extra-service pay schedule for coaches showed parity. The T-35 form in the 2022-23 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable.

Data provided during the most recent visit indicated that the coaching ratio is 7.0 participants per coach for female athletes and 8.6 participants per coach for male athletes. Other data revealed that 43% (3/7) of the head coaches for girls teams and 29% (2/7) head coaches of boys teams are on-campus employees.

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

**BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES:** The 2016 Title IX school visit report designated this benefit category *Satisfactory*. The report documented the following concerns:

- interviews with coaches and student athletes at that time did not confirm the listing of locker space found in the Title IX file;
- equipment storage space assigned for basketball was significantly superior to that for softball.

The tour of facilities during the most recent visit revealed that the practice and competitive facilities are in very good to excellent condition and very well-maintained. Both of the last two visits has shown definite progress in the condition, maintenance, and amenities of the practice and competitive facilities. The softball field, baseball field, cross country, and tennis courts are all located at the Vastwood County Park which is about one mile from the school. The baseball and softball fields offer similar amenities and both teams have their own indoor hitting facilities. The tennis courts at Vastwood Park are impressive. According to the athletic director, all teams have assigned locker room space as documented in the Title IX file. There are a total of seven dressing areas assigned that offer similar amenities for “like” teams. The equipment storage spaces assigned all teams show equity for “like” teams and assignment seems to be based on the size of teams and distance from practice and competitive facilities.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>MEDICAL AND TRAINING FACILITIES AND SERVICES</b>	<b>X</b>	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Weight room location and access	<b>X</b>	
Weight room usage schedule	<b>X</b>	
Appropriate equipment for female use	<b>X</b>	
Athletic Training services	<b>X</b>	
Physical Exams	<b>X</b>	

**BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES** The 2016 Title IX revisit report designated this benefit category *Satisfactory*. The report noted that the usage schedule for the weight training room was not posted at the facility, and the weight room was in need of more training options suitable for use by females.

The tour during the most recent visit revealed that the school has a large and well-equipped weight training room in the athletic complex. School officials were commended for addressing the recommendations in the 2016 Title IX school visit report by adding several training options appropriate for female athletes. Interviews during this visit with student athletes confirmed widespread use and equitable access to this venue. A usage schedule showing equitable female access was in the Title IX file and posted at the facility. An athletic trainer is available to all participants on Wednesday afternoons. The trainer attends all football, volleyball, and girls and boys basketball games. The trainer is provided through a contract with Owensboro Sports Medicine. Free athletic physical examinations are offered by a local nurse practitioner on a designated day each year.

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

**BENEFITS REVIEW- PUBLICITY:** The 2016 Title IX school visit report designated this benefit category *Satisfactory*.

The school currently has one varsity cheerleading squad that cheers at all *home* and away football games. They also cheer at all *home* boys basketball games and girls basketball games and at *away* games versus district opponents for both teams. The full band performs at all *home* football games, and the pep band plays at five *home* boys basketball and five *home* girls basketball games. The Title IX file contained regulations addressing parity in regard to athletic banquets, the posting of athletic banners, criteria for induction into the school's athletic hall of fame, and qualifications for letters and bars, however, other types of awards for recognition were not addressed. (See ***KHSAA Recommended Action.***)

The 2021-22 and 2022-23 annual Title IX reports show that the school spent \$21 per female athlete and \$9 per male athlete for awards and athletic recognition.

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

**BENEFITS REVIEW- SUPPORT SERVICES:** The 2016 Title IX school visit report designated this benefit category *Satisfactory*.

The school currently has exclusive office space for boys basketball, girls basketball, and football. According to school administrators, all teams receive booster club support except archery, E-sports, and bass fishing. All these booster clubs, except softball, house their funds within school accounts. The purchase order process is strictly adhered to for all spending from school accounts. Due to the inaccurate data submitted in the benefit columns of ***Equipment and Supplies*** and ***Travel and Per Diem*** on the T-35 form in the 2022-23 annual Title IX report, total athletic spending could not be evaluated and results in this benefit category being rendered **deficient**. (See ***KHSAA Recommended Action.***)

**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
<p><b>(Accommodation of Student Interest and Abilities)</b>                      The 2022-23 annual Title IX report does not contain evidence documenting that the standards established by any of the standards established by any of the three Title IX opportunities tests are being met.</p>	<p>The school's Title IX coordinator is to contact the KHSAA technology coordinator before submitting the April 30, 2024 Title IX annual report to request support and guidance to provide appropriate and accurate results of the student Athletic Interest survey. After this is accomplished, the school should address any indicated interest in Section 5 of the T-3 form. Subsequent to this action, the Title IX coordinator is to contact Gary Lawson, Title IX auditor, to inform him of the successful submittal of this information.</p>	<p>On or before <u>April 15, 2024</u></p>
<p><b>(Support Services)</b> The school submitted incorrect or incomplete expenditures on the T-35 form in the 2022-23 annual Title IX report.</p>	<p>The school is to submit to KHSAA a completed T-35 form showing complete and accurate expenditures for all benefit categories as required for the 2022-23 annual Title IX report. These expenditures will reflect those made during the 2021-22 school year.</p>	<p>On or before <u>April 15, 2024</u>.</p>

**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
<p><b>(Equipment and Supplies)</b> The deficiency assessed by the 2016 Title IX school visit report in this benefit category appears to have been successfully addressed. See <i>Equipment and Supplies</i> in the body of this school visit report.</p>		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

Action	Due Date
<p><b>(Publicity)</b> The school is to submit to KHSAA written regulations addressing the provision of parity regarding <i>awards</i> for athletic participation and/or recognition. Once approved, these regulations should become a part of the <i>Publicity</i> section in the Title IX file.</p>	<p>On or before <u>April 15, 2024</u></p>

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Kathy Johnston	KHSAA
Tristan French	Student Athlete
Ella House	Student Athlete
Wes Meserve	Track/XC Coach
Ginger Estes	Principal
Danny Gray	Athletic Director
Nick Boling	District Title IX Coordinator
Gary W. Lawson	KHSAA

**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 following locations: (1) main hallway of high school; (2) entry hall of the Athletic Complex; (3-4) two portable AED's are available for check out in the Athletic office.

No one from the community attended the Public Comments session which was advertised in the local newspaper. The meeting was adjourned at 4:15 EST.