



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

KHSAA Form T76  
Rev. 11/16

School:	Hickman County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	September 26, 2018
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-2019

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

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

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** IT SHOULD BE NOTED THAT FOR SCHOOL YEARS 2016-17 AND 2017-18, BOYS WERE DESIGNATED AS THE UNDERREPRESENTED GENDER IN ATHLETICS AT HICKMAN COUNTY HIGH SCHOOL. The October 18, 2004 Title IX school visit report rated this area *Deficient*. The school had been visited on September 15, 2003 and then again on October 18, 2004. At the time of both these earlier visits, the evidence indicated that the school was not meeting the minimum standard established by any of the three opportunities tests. The school's athletic director was given specific guidelines as to the steps that should be taken to meet these standards. The visits indicated that accurate counting and calculations were a significant issue. The November 7, 2012 school visit report rated this area *Satisfactory* based on evidence the school was meeting the standards established by both Tests 1 and 2. A recent review of Title IX annual reports for 2016-17 and 2017-18 show that it is likely that the standards established by both Tests 1 and 3 are currently being met. The annual report summary for 2017-18 states that in order to continue to meet the standard established by Test 3, the indicated interest in tennis should be pursued for validity. During the most recent visit, the Title IX file was reviewed. It contained the annual Title IX reports for the past five years, three previous Title IX school visit reports, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for school-sponsored varsity teams, written facility usage schedules for all shared athletic venues, guidelines regarding awards and recognition of athletic accomplishments (see *Publicity*), written designation of locker room and athletic equipment storage space assigned each team, two sets of minutes and several agendas for GERD meetings held during the past three years (see KHSAA Recommended Action), and regulations regarding the equitable provision of travel and per diem. School officials were commended for the development of a comprehensive and well-organized Title IX file. The information and regulations made available for this school visit were a vast improvement compared to previous visits.

**BENEFITS REVIEW**

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>EQUIPMENT AND SUPPLIES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Uniform review / replacement plan	X	
Status of uniforms and equipment	X	
Equity of spending	X	

**BENEFITS REVIEW- EQUIPMENT AND SUPPLIES:** The 2004 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report documented that the school had no written plan for the equitable review or replacement of uniforms. The most recent visit revealed that the school now has a written plan for the replacement of uniforms every three years except in the case of boys and girls golf which replace their polo shirts annually. Interviews with coaches and student athletes indicated strongly that there is knowledge of and adherence to the written uniform plan. All the uniforms viewed during this visit were of mid-to-high quality and appeared to be supplied in equitable quantities. The 2016-17 and 2017-18 annual Title IX reports show that the school was spending approximately \$108 per female athlete and \$91 per male athlete for equipment and supplies.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>SCHEDULING OF GAMES AND PRACTICE TIMES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Like sports scheduling	X	
Scheduling of shared practice facilities	X	
Optimal playing times	X	

**BENEFITS REVIEW- SCHEDULING OF GAMES AND PRACTICE TIMES:** The 2004 Title IX school visit report rated this benefit category *Deficient* stating that the scheduling of competitive events during the most opportune playing times favored male athletes. The 2012 report rated this benefit category *Satisfactory* stating that the scheduling of competitive events at that time appeared comparable. According to information gathered during the most recent school visit, the number of competitive events for teams of "like" teams was comparable. Facility usage schedules showing equitable access for both genders were available for the two shared venues—the gym and the weight training room. This documentation of equitable access is, again, a significant improvement over previous visits. After reviewing recent game schedules, the need to continue the provision of equitable opportune playing times for student athletes was emphasized to school officials.

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 2004 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report noted that the school's Title IX file contained no regulations addressing parity in regard to the mode of transportation or the provision of per diem for student athletes. Information gathered during this visit revealed the school now has written regulations addressing the mode of transportation, meals, and lodging for student athletes. Interviews with coaches and student athletes confirmed adherence to these regulations. The 2016-17 and 2017-18 annual Title IX reports show that the school was spending approximately \$54 per male athlete and \$50 per female athlete 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 2004 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report stated that the school district's extra service pay schedule did not show a salary supplement for varsity or junior varsity volleyball. The athletic director is responsible for evaluating all head coaches. A written instrument is used for documentation of the evaluation. A review of the district's extra service pay schedule for coaches indicated parity. The current extra service pay schedule does list salary allotments for varsity and junior varsity volleyball coaches. The T-35 form in the 2017-18 annual Title IX report shows that the total amounts spent for teams of "like sports" indicated relative parity. According to information gathered during this visit, the coaching ratio for male athletes is ten participants per coach and the ratio for female athletes is 9.2 participants per coach. Data offered by the athletic director indicated that 40% (2/5) of the head coaches of girls teams and 50% (2/4) of the head 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:** The 2004 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report noted that the Title IX file did not contain documentation of the locker room space assigned each team, and the listing of athletic equipment storage space was not complete. The most recent visit revealed that the practice and playing venues at the school were well-maintained. The on-campus baseball and softball fields are excellent and have equitable amenities. The need for public restroom facilities at the baseball-softball complex was mentioned during the Gender Equity Committee meeting. Both softball and baseball have a covered and lighted hitting facility. Both the cross country teams and the girls and boys golf teams practice at the Oak Hill Country Club located approximately a mile and a half miles from the school. The Title IX file contained written designation of the location for all locker rooms and athletic equipment storage areas. The school currently has two small dressing rooms in the gym—one on the north end of the gym is shared by all boys teams and the one at the south end is shared by all girls teams. These dressing rooms are similar in size and offer the same amenities. A large, well-appointed dressing room is in the basement below the gym. This room is used only to dress for game competitions by all school teams. The school has a large amount of equipment storage space. The assignment of this space appears to take the number of participants on the team and proximity to the team's competitive facility into consideration.

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	NA	
Physical Exams	X	

**BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES:** The 2004 Title IX school visit report rated this benefit category *Satisfactory*. The 2012 report rated this category **Deficient** stating that at the time of the 2003, 2004, and 2012 visits, the school had never provided a usage schedule showing equitable access to the weight training room. The report stated that the third attempt in 2012 to get the school to show equitable access was not successful. The school currently has a small, well-equipped weight training room located directly below the gym that contains several training options that are suitable for use by female athletes. An equitable usage schedule for this facility was in the Title IX file and posted at the facility when the school was most recently visited. This schedule is indicative of significant improvement in making equity a priority at this school. Interviews with student athletes confirmed female use of this training facility. The school does not provide regular access to an athletic trainer. A local physician offers physical examinations to student athletes for a \$10 fee on a designated day during June.

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 2004 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report noted that the Title IX file contained no equitable regulations for the posting of banners for athletic recognition. The school currently has one varsity cheerleading squad that cheers at all home and away games for both boys and girls basketball teams. There is no band at this time. Written regulations regarding parity in the posting of athletic banners and the provision of letters, bars, awards, and post season banquets were found in the Title IX file. Upon receipt of this report, it is recommended that the guidelines for post season banquets be expanded to include the location of the banquets and the provision of food at these events.

The 2016-17 and the 2017-18 annual Title IX reports show that the school was spending approximately \$8 per female athlete and \$3.75 per male athlete for awards.

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 2004 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The school currently has one athletic booster club that supports all school-sponsored teams. This club houses all its funds outside of school accounts. Current school policy requires that all booster purchases be approved by the athletic director. The 2016-17 Title IX annual report summary showed that athletic spending significantly favored male participants. The \$153 difference in per participant expenditures for the genders favored males. (It should be noted that this is a non-football playing school.) The expenditures shown in the 2017-18 Title IX annual report summary indicate that there is a difference of \$50 spent per participant that favored female athletes. For the two-year period of this evaluation, the per athlete expenditures for males is \$522 and the per participant expenditure for females is \$471. This spending appears to slightly favor male athletes.

**CURRENT DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to current deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>
No deficiencies were designated as a result of the September 26, 2018 Title IX school visit.		

**RECURRING DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to recurring deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>
<b>(Medical and Training Facilities and Services)</b> The deficiency in this benefit category designated in the November 7, 2012 Title IX school visit report appears to have been addressed by the school. (See <i>Medical and Training Facilities and Services</i> in the body of this report.)		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

<b>Action</b>	<b>Due Date</b>
<b>(Accommodation of Interests and Abilities)</b> The school is to submit to KHSAA written minutes for at least <u>three</u> Gender Equity Review Committee meetings held during the 2018-19 school year.	On or before <u>April 26, 2019</u>

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Gary W. Lawson	KHSAA
Kadey Grace Wilkey	Student Athlete
Jackson Midyett	Student Athlete
Shayne Midyett	Girls basketball
Lisa Britton	Softball
Shane Bizzle	Principal
Jeff Boaz	Athletic Director
Casey Henderson	Superintendent
Heather Spillman	Assistant Principal
Lynn Yarkin	Cheer Coach

**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) School officials offered a plan that appears to be both comprehensive and venue-specific. The athletic director pointed out the locations of five Automated External Defibrillators which are found on the gym wall in the elementary school; a portable unit in the softball concession stand; a portable unit in the baseball concession stand; a portable unit in the high school gym; and a portable unit at the golf course which is used for golf and cross country.

No one from the community attended the Public Comments session. The school's athletic director was commended for his thorough preparation for the school visit. The meeting was adjourned at 4:15 EDT.