



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

KHSAA Form T76
Rev..11/16

School:	Holmes High School
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 9, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2023-24

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	Satisfactory
Test Three – Full and Effective Accommodation of Interest and Abilities	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The December 2, 2014 title IX school visit report rated the accommodation of student interest and abilities *SATISFACTORY* based on data showing that the standard established by Test 3 for the provision of athletic opportunities was being met. A review of the student rosters at that time seemed to support this conclusion. A review of the annual Title IX reports for the past two years indicate that the standard established by Test 2 is currently being met. The T-2 form in the 2022-23 annual report shows that by the addition of freshmen girls' volleyball, freshman girls' basketball, varsity E-Sports, and varsity girls soccer teams, the percentage of female participation has increased by 26.2%. The school might meet the standard established by Test 3 if there was evidence that the indicated interest in tennis (12) was being pursued for validity. During this most recent school visit, the Title IX file was reviewed. It contained 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, and facility usage schedules for the gym and weight training room (see ***Scheduling of Games and Practice Times*** and ***KHSAA Recommended Action***). The file also contained regulations addressing awards and recognition of athletic accomplishment, a listing of the locker room and athletic equipment storage space assigned to each team, minutes for GERD meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and regulations regarding the equitable provision of 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 2014 Title IX school visit report rated this benefit category *SATISFACTORY*. At the time of that visit, all individual components reviewed were satisfactory. All uniforms reviewed during the most recent visit were of mid-to-high quality and appeared to be supplied in equitable quantities except in the case of soccer in which the boys' team was supplied two pairs of game pants, and the girls were provided one pair. A uniform review, rotation, and/or rotation plan showed all varsity teams were on a four-year cycle of replacement except girls and boys golf which are replaced annually. Note: This uniform replacement plan **COULD NOT BE VERIFIED BY INTERVIEWS WITH STUDENT ATHLETES AND COACHES**. The 2021-22 and 2022-23 annual Title IX reports show that the school spent \$236 per female athlete and \$207 per male 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 2014 Title IX school visit report 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 three venues that are shared per gender for practice—the gym, weight training room, and indoor hitting facility. An equitable usage schedule for all these venues, except the indoor hitting facility, were in the Title IX file. (See ***KHSAA Recommended Action***.) School officials were encouraged to continue to emphasize equity regarding the scheduling of events during optimal playing times.

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 2014 Title IX school visit report rated this benefit category *SATISFACTORY*. The report documented that the school did not have equitable regulations in place addressing the lodging of student athletes. Regulations found in the Title IX file during the most recent visit showed that the school has addressed the provision of parity in regard to the mode of transportation, meals, and lodging for student athletes. These regulations were verified by interviews with student athletes and coaches during the most recent school visit. The 2021-22 and 2022-23 annual Title IX reports show that \$10 per female athlete and \$17 per male 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 2014 Title IX school visit report rated this benefit category *SATISFACTORY*. Interviews with school administrators during the most recent visit revealed that the athletic director is responsible for the evaluation of all head coaches. A written instrument is not currently used to document this process. A review of the district's extra-service pay schedule showed parity in the amount of compensation for coaches of "like" sports and the number of compensated positions for "like" sports. 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 were comparable. Data gathered during this visit indicated that the coaching ratio was 8.2 participants per coach for female athletes and 9.7 participants per coach for male athletes. Other data showed that 75% (6/8) of the head coaches of girls teams and 80% (8/10) of 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 2014 Title IX school visit report rated this benefit category *SATISFACTORY*. The report listed needed improvements at both the baseball and softball fields. The tour of facilities during the most recent visit showed that all teams are assigned equipment storage areas that appeared to be equitable for “like” sports. All assigned locker room space seemed to indicate parity, however, the locker rooms assigned to baseball and softball did not provide adequate student safety or equitable amenities. According to school officials, the softball and baseball teams are assigned to the same dressing area in the auxiliary gym. (See *KHSAA Recommended Action*.) The competitive facilities inspected during the tour showed parity except for baseball and softball. As documented in the 2014 school visit report, there were disparities noted between these venues. Unfortunately, these disparities have significantly increased since 2014. The following describes the current disparities:

- The fully turfed baseball field is located adjacent to the school campus. The softball field is at the Glenn O. Swing Elementary School about 1.5 miles from the high school.
- The baseball facility (Meinken Hall) has block dugouts—the softball field has chain link dugouts.
- The baseball facility has a sophisticated lighting system—the softball field has no lights.
- Meinken Field has a large state of the art press box—the softball field has no press box.
- The baseball field has a permanent Public Address system—the softball field has none.
- The scoreboard at the baseball field is significantly superior to the one at the softball field.

At the time of the 2014 visit, the school did not own the baseball field and was not allowed to use several of the amenities (lights, press box, and PA system). Also in 2014, the baseball field was shared with another local high school for both practices and games. Currently, according to administrators, the school does now solely own the baseball field and has access to all amenities. At the previous school visit, KHSAA representatives were told there was a plan in place to vastly improve the amenities for softball. Because the disparities between these two venues continue to exist and have even increased significantly, this benefit category is considered deficient. (See *KHSAA Recommended Action*.)

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: The 2014 Title IX school visit report rated this benefit category *SAATISFACTORY*. The most recent visit revealed that the school has a large weight training room located near the auxiliary gym. An equitable usage schedule for the facility was in the Title IX file and posted at the facility. Inspection of the venue indicated a need for more training options that are suitable for use by female athletes. (See *KHSAA Recommended Action*.) An athletic trainer is available on an equitable daily basis through a contract with Nova Care, 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 2014 Title IX school visit report rated this benefit category *SATISFACTORY*. The report noted that the school had no official, written criteria for induction into its athletic Hall of Fame. The school currently has one varsity cheerleading squad that is assigned to cheer at all home football games and at all home boys' and girls' basketball games except those played by either team on Saturdays. The full band plays at all home football games. The pep band plays at all home boys and girls basketball games except those played on Saturdays. A comprehensive set of written guidelines for this benefit category are now part of the Title IX file. These guidelines address the provision of letters and bars, letter jackets, posting of recognition banners, and equitable awards and post-season banquets as well as the process for selection to the athletic Hall of Fame. Data in the 2021-22 and 2022-23 annual Title IX reports show that \$6 per female athlete and \$3.50 per male athlete was spent for awards and recognition.

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

BENEFITS REVIEW- SUPPORT SERVICES: The 2014 Title IX school visit report rated this benefit category *SATISFACTORY*. At that time, the report noted that the school had no active athletic booster clubs, and total spending appeared to be well within generally accepted parameters for a football-playing school. The office space for coaches seen during the most recent visit appeared to be assigned equitably. According to school administrators, there are no booster clubs supporting athletic teams at this time. Analysis of total athletic expenditures for the past two years yields the following information:

- During 2021-22, 38.75% of spending was for females who made up 36.93% of the participants or about \$707 per female athlete and 61.25% of the spending was for males who made up 63.07% of the participants or about \$655 per male athlete for total support.
- During 2022-23, 38.99% of the spending was for females who made up 40.39% of the participants or \$588.55 per female athlete and 61.01% of the spending was for males who made up 59.61% of the participants or approximately \$624 per male athlete for total support.

As was the case in 2014, it appears that athletic spending is well within generally accepted parameters for the provision of parity for a football-playing school.

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>(Locker Rooms, Practice and Competitive Facilities)</p> <p>(1) Significant disparities exist between the benefits provided at the baseball and softball fields.)</p>	<p>The school is to submit to KHSAA a written plan for addressing the disparities in amenities at the softball and baseball fields. (See listing in the body of this report – <i>Locker Rooms, Practice, and Competitive Facilities.</i>) This plan should include specific steps to be taken and proposed completion dates for each step of the plan. Progress toward completion of these projects should be documented on the T-60 form in the annual Title IX report. This plan should be signed by the athletic director, principal, and all members of the Gender Equity Review Committee.</p>	<p>On or before <u>January 31, 2024</u></p>
<p>(2) The current assignment of the shared dressing room by softball and baseball appears to be inadequate and unacceptable.</p>	<p>The school is to submit to KHSAA a plan for separate locker/dressing room space for softball and baseball. This document should be signed by the softball coaches, baseball coach, athletic director, and members of the GERC.</p>	<p>On or before <u>January 31, 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>No deficiencies were assigned as a result of the 12/02/2014 Title IX school visit.</p>		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Medical and Training Facilities and Services) The school is to submit to KHSAA a long-range plan for the addition of training options to the school's weight training room that are more appropriate for use by females.	On or before <u>January 31, 2024</u>
(Scheduling of Games and Practice Times) The school is to submit to KHSAA a usage schedule showing equitable access to the indoor hitting facility in the auxiliary gym.	On or before <u>January 31, 2024</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Carrington L. Kinman	Student Athlete
Mark McCutchen, Jr.	Student Athlete
Jaida N. Barnes	Student Athlete
Brittany Vancini	Volleyball
Jon Hopkins	Track
Ken Ellis	Athletic Director
David Hartman	Asst. Principal H.S./ CTE Director
Tina Stevens	Assistant to Athletic Director
Gary Huhn	Athletics and Eligibility

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 submitted 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 are in the following locations: (1) a portable unit remains with the athletic trainer, (2) one is in the training room at the field house, and (3) in the wrestling room, and (4) at the football field, and (5) in the baseball storage room, and (6) in the front hallway of the high school, and (7) on the third floor of the high school adjacent to the elevator, and (8) on the wall adjacent to the cafeteria, and (9) in the nurse's station at the administration building, and (10) a portable unit travels with the softball team.

No one from the community attended the Public Comments session which was advertised on the school web site, on social media, and on the board of education web site.