



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

KHSAA Form T76
Rev..11/16

School:	June Buchanan
Prepared By:	Gary W. Lawson
Date of Re-Visit:	September 28, 2017
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2017-18

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

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The 10/18/02 Title IX school visit report rated this opportunities category *Satisfactory* because it appeared that the standards established in Test 2 and 3 were being met. The 01/25/12 school visit report designated this area *Satisfactory* because the evidence indicated that Tests 1 and 3 were being met. A review of recent annual Title IX reports documents that the standard established by Test 3 is being met. Both the 2015-16 and 2016-17 annual reports state that it appears that the athletic interests of students are being addressed. The T-63 form in the 2015-16 annual Title IX report shows that a 92.5% completion rate was received on the most recent student athletic interest survey. During the most recent visit, the school's Title IX file was examined. It was found to contain the two previous Title IX school visit reports, annual Title IX reports for the past five years, the extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all school-sponsored teams, facility usage schedules for the gym and weight training room, written guidelines regarding awards and recognition of athletic accomplishments, written designation of the locker room and athletic equipment storage space assigned each team, minutes for GERC meetings for the past three years, a written uniform review, rotation, and/or replacement plan, written regulations addressing the equitable provision of travel and per diem allowances, and a copy of the school's Athletic Facility Emergency Medical Plan. School officials were highly 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: Both the 2003 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. During the most recent visit, all the uniforms reviewed were of high quality and seemed to be supplied in equitable quantities. The Title IX file contained a written plan for the review/replacement of uniforms based on a four-year cycle of rotation for all school-sponsored teams. Interviews with student athletes and coaches confirmed adherence to the written plan. Data submitted in the annual Title IX reports for the past two years showed that the school was spending approximately \$11 per female athlete and \$43 per male athlete for equipment and supplies. This spending appears to favor female athletes.

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 2003 school visit report rated this benefit category *Deficient* because of the lack of girls athletic events being scheduled on prime dates. The 2012 report rated this category *Satisfactory* but did note that while improvements had been made in provision of optimal playing times for females, there was still a need for “emphasis” in relation to this benefit. Information gathered during the most recent visit indicated that the number of competitive events scheduled for teams of “like” sports was comparable. Facility usage schedules for the Alice Lloyd Gymnasium and the weight training room were available. Interviews confirmed equitable access to these facilities. The scheduling of athletic events during optimal playing times was discussed with school officials who were commended for the provision of parity in this regard.

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 previous two Title IX school visit reports deemed this benefit category *Satisfactory*. The 2012 report requested that the written regulations addressing this benefit be expanded in regard to equitable provision of per diem—meals and lodging. Written guidelines pertaining to the equitable provision of mode of transportation, meals, and lodging were found in the Title IX file during the most recent visit. Students, coaches, and administrators provided evidence that these policies were known and being followed. Information in the 2015-16 and 2016-17 annual Title IX reports indicated that the school spent approximately \$13 per female athlete and \$17 per male athlete for travel and per diem.

BENEFIT	Satisfactory	Deficient
COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Compensation	Undetermined	Undetermined
Accessibility	X	
Competence	X	

BENEFITS REVIEW- COACHING: The 2003 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. Currently, the school's athletic director is responsible for the evaluation of all head coaches. A written instrument is used as part of this process. A review of the extra service pay schedule for coaches indicated parity. A comparison of the total amounts spent for coaching salaries for teams of "like" sports could not be completed because some errors were discovered on the T-35 form in the 2016-17 annual Title IX report. (See *KHSAA Recommended Action*.) Information gathered during the most recent visit revealed that the coaching ratio for females is 7.7 participants per coach and the ratio for males is 6.0 participants per coach. Evidence showed that 75% (3/4) of the head coaches of girls teams and 67% (2/3) of the head coaches of boys teams were 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 two previous Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report documented that all competitive venues were of good quality and shared equitably. June Buchanan High School is located on the campus of Alice Lloyd College. Most of the competitive facilities are shared by the college and high school and are all on the campus. A large convocation center is currently being built and will house two gyms and four dressing rooms. The auxiliary gym which has been used for practice was torn down in order to build the new facility. That means that for this one school year it is likely that the two high school varsity teams (boys and girls basketball) will practice during the same allotted time. They will run full court diagonally using side goals on each end of the court. While not ideal for either program, it appears to be the only option until the new gym is finished. All the other competitive venues appear to offer equitable amenities. The school currently has only two dressing rooms (one for all male teams and one for all female teams). The dressing areas provide comparable amenities. New construction has eliminated several athletic equipment storage areas. One athletic equipment storage area in the gym is being used by all school-sponsored sports, and all coaches share one office in the gym.

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	NA
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The 2003 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. At the time of both visits, it was noted that student athletes at the school had access to a large, well-equipped weight training room at the school, but no athletes (male or female) used the facility. Interviews and observations during the most recent school visit revealed that all June Buchanan teams have access to the large, well-equipped weight training room located in the Davis Center on the campus of Alice Lloyd College, and it is currently being used by a number of them. Numerous training options suitable for use by females are available at this facility. A usage schedule for this venue was in the Title IX file and posted at the facility. No athletic training services are offered to student athletes at this time. Physical examinations are provided free of charge to any student athletes by a local physician.

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: Title IX school visit reports from 2003 and 2012 rated this benefit category *Satisfactory*. The 2012 report noted that spending for awards appeared to strongly favor male athletes and that this spending needed to be “monitored for the provision of parity.” There are not enough non-athlete students at the school currently to have a high school cheer squad. Four or five members of the girls basketball team cheer for the boys basketball team at all home games, and the middle school cheerleading squad cheers at all home girls games. The school does not have a pep band or a dance team. The Title IX file contained excellent written regulations addressing provision of equivalence in regard to posting of athletic banners, athletic awards, and athletic recognition ceremonies. Information in the 2015-16 and 2016-17 annual Title IX reports indicate that the school spent approximately \$2.50 per female athlete and \$2.30 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: Both the previous Title IX school visit reports designated this benefit category *Satisfactory*. The school currently has no booster clubs supporting its teams. All athletic funding comes from the school’s internal accounts. The internal audit summary in the 2015-16 annual Title IX report shows that total athletic spending was well within generally accepted parameters for the provision of parity on both a percentage and per athlete basis for a non-football playing school. The 2016-17 summary also indicates that spending was equitable. Over the two-year period evaluated for this report, the school spent approximately \$162 per female athlete and \$158 per male athlete for total support.

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 designated as a result of the 09/28/2017 Title IX school visit.	NONE	NONE

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 designated as a result of the 01/25/12 Title IX school visit.	NONE	NONE

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
COACHING —The school is to submit to KHSAA a written listing of accurate extra-service pay for the following coaches for the 2016-17 school year: boys/girls basketball, boys/girls cross country, boys/girls tennis, and volleyball. <u>This document should be signed by the athletic director and principal.</u>	On or before <u>December 18, 2017.</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Caleb Cox	Student Athlete
Alexis Likens	Student Athlete
Doug Clark	Volleyball and Girls Basketball Coach
Robin Cook	Cross Country
Gary D. Stepp	Athletic Director/Title IX Coordinator
Amanda Clark	Dean
John Reed	Parent
Kate Bentley	Community Member
Diana Likens	Parent

OTHER GENERAL OBSERVATIONS

Note: The internal analysis summaries from the annual reports for the past two school years show that males are the underrepresented gender in regard to athletics at this school during that time period.

No one from the community attended the Public Comments Session. School officials were commended for their thorough preparation for the school visit. The meeting was adjourned at 3:10 pm.

