



KHSAA TITLE IX RE-VISIT
FIELD VISIT REPORT

KHSAA Form T76
Rev. 11/16

School:	Knott County Central
Prepared By:	Gary W. Lawson
Date of Re-Visit:	December 18, 2018
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-19

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

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

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The November 3, 2004 Title IX school visit report rated this area *Deficient* based on evidence that the school was not meeting the standards established by any of the three opportunities tests. There was a significant issue with the accuracy of calculations submitted by the school. The December 5, 2012 school visit report rated this area *Satisfactory* documenting that it appeared the school was meeting the standard established by Test 1. This report noted that some of the team rosters appeared to contain errors. A review of the school's annual Title IX reports for the past two years indicates that the standard established by Test 1 is currently being met. It seems that there are still some minor inaccuracies in the team rosters that were submitted. It was again emphasized to school officials that the total Title IX evaluation is dependent on the accuracy of rosters. The standard established by Test 3 could have been met if indicated interest in bowling and soccer had been pursued for validity. The T-63 form in the 2017-18 annual Title IX report shows that a 98% 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 three previous Title IX school visit reports, annual Title IX reports for the past five years, 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 all varsity teams, facility usage schedules for the gym and the two weight training rooms, guidelines for the posting of banners for athletic recognition, a listing of the locker room and athletic equipment storage space assigned each team, minutes for GERC meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and regulations addressing the equitable provision of travel and per diem. (See *Travel and Per Diem Allowances*.) School officials were commended for the development and maintenance of comprehensive regulations addressing the equitable provision of opportunities and benefits for student athletes.

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 2004 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report documented that spending in this category significantly favored male participants. All the uniforms and equipment viewed during the visit were of mid-to-high quality and seemed to be supplied in equitable quantities. The school has a uniform review, rotation, and/or replacement plan based on a three-year cycle of replacement for all school teams. Interviews with coaches and student athletes indicated knowledge of and adherence to this plan. Due to the possibility of inaccurate submittal of team rosters for 2016-17, that annual report will not be used for this analysis. According to information in the 2017-18 annual Title IX report, the school was spending approximately \$98 per female athlete and approximately \$132 per male athlete for equipment and supplies. This spending is slightly outside of acceptable parameters for the provision of parity and should be monitored in regard to equitable benefits.

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 two previous Title IX school visit reports rated this benefit category *Satisfactory*. Information gathered during the most recent visit revealed that the number of competitive events scheduled for teams of "like" sports was comparable. Facility usage schedules showing equitable access for both genders were available for the gym and the two weight training rooms. Student athletes and coaches confirmed knowledge of and adherence to these schedules. The scheduling of competitive events during the most opportune playing times on an equitable basis was discussed with school officials who were encouraged to strive to achieve parity in this endeavor.

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: This benefit category was rated *Satisfactory* by both the 2004 and 2012 Title IX school visit reports. The 2012 report documented that the regulations for this category did not include the equitable provision of lodging for student athletes. Guidelines for equity in regard to mode of transportation and meals and lodging were available during the most recent visit. Interviews with coaches and student athletes gave some indication that the regulation addressing mode of transportation did not stipulate guidelines for all forms of transportation used. Upon receipt of this report, THE GENDER EQUITY REVIEW COMMITTEE SHOULD REVIEW THIS REGULATION AND RECOMMEND ANY CHANGES NEEDED IN ORDER TO PROVIDE COMPLETE COVERAGE AND EQUITY OF THIS BENEFIT. Due to possible inaccuracies in the rosters for 2016-17, only information in the 2017-18 annual Title IX report was used for this evaluation. That report indicated that approximately \$98 per female athlete and \$93 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 two previous Title IX school visit reports rated this benefit category *Satisfactory*. The school's athletic director is currently responsible for evaluating all head coaches. A written instrument is used as a part of this process. A review of the district's extra service pay schedule for coaches indicated parity. The 2017-18 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. Information gathered during the most recent visit revealed that the ratio for female athletes is 14.5 participants per coach and the ratio for male athletes is 12.5 participants per coach. Data provided by the athletic director indicated that 57% (4/7) of the head coaches of girls teams and 42.8% (3/7) 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: This benefit category was rated *Satisfactory* by the 2004 and 2012 Title IX school visit reports. The 2012 report noted that since the original visit in 2002, "The school has made much progress in relation to equity of provision in this benefit category." The progress that began with the construction of a new on-campus softball field was followed by the construction of an excellent tennis complex which has been further enhanced by the building of a new indoor hitting facility for the softball teams. It now appears that the amenities at all the indoor and outdoor athletic facilities show equivalence. Several locker rooms—three in the gym and one each at the football field house, the baseball complex, and the softball complex offer equitable amenities for both genders. All shared locker room space seems to be assigned equitably. Each school team has what appears to be secure athletic storage space. These storage areas are assigned with consideration of the size of the team and proximity to its competitive venues as priorities.

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 and 2012 Title IX school visit reports designated this benefit category *Satisfactory*. The tour of facilities during the most recent visit revealed that the school has two weight training rooms—Weight Room 1 is in the field house and Weight Room 2 is adjacent to the gym. Equitable usage schedules were in the Title IX file and posted at both facilities. Interviews with student athletes seemed to confirm female usage of and equitable access to both venues. Weight Room 2 appeared to have more training options available for female athletes. The school does not currently have an athletic trainer. On one designated day each fall, local physicians offer free physical exams to all student athletes at the school.

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: This benefit category was rated *Satisfactory* by both the 2004 and 2011 Title IX school visit reports. At the time of the 2012 report, the school had no athletic banquets and gave no awards for athletic recognition. The school currently has one varsity cheerleading squad that cheers at all home games for the football and boys and girls basketball teams. The band plays at all home football and home boys and girls basketball games. A local radio station broadcasts all home football and home boys and girls basketball games. The school's Title IX file contained regulations calling for parity in regard to the posting of athletic banners for athletic recognition. According to school officials in 2012 and during the most recent visit, no awards or post season banquets are provided for student athletes. The 2017-18 annual Title IX report showed no spending for athletic awards or post season banquets.

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 Title IX school visit report rated this benefit category *Satisfactory*. The 2012 report rated it *Deficient* stating that the school's athletic spending had disproportionately favored male athletes for the past three years. It was apparent that at least part of this disparity was due to the inaccurate submittal of the number of participants on team rosters. The school currently has booster clubs for almost all school teams. All the booster clubs house their funds within school accounts. The purchase order process is used as a mechanism for oversight of booster expenditures. An analysis of athletic spending for the past two years show that in 2016-17, 45.11% of spending was for female athletes who were 57.96% of the participants and 54.89% of the expenditures were for male athletes who were 42.04% of the participants. There was a difference of approximately \$171 per athlete in favor of male participants [\$252 per female and \$423 per male]. These expenditures appear to significantly favor males. IT SHOULD BE NOTED THAT ACCORDING TO THE ROSTERS SUBMITTED, MALES WERE THE UNDERREPRESENTED GENDER IN ATHLETICS DURING THAT SCHOOL YEAR. During the 2017-18 school year, 43.18% of spending was for female athletes who made up 50.13% of the participants and 56.82% of spending was for male athletes who made up 49.87% of the participants. This means that \$268.53 was spent per female athlete and \$355.26 per male athlete making a difference of \$86.73 in favor of male participants. This spending is within generally accepted parameters for the provision of equitable benefits for a football-playing school. DUE TO THE WIDE VARIATIONS IN SPENDING AND THE PAST CHALLENGES IN RELATION TO THE SUBMITTAL OF ROSTERS, IT IS STRONGLY RECOMMENDED THAT PER ATHLETE SPENDING BE CLOSELY MONITORED AND ADDRESSED IN FUTURE SCHOOL IMPROVEMENT PLANS (T-60 form).

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 December 18, 2018 Title IX school visit report.		

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 December 5, 2012 Title IX school visit report.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(KRS.160.445) The school is to submit to KHSAA an Athletic Facility Emergency Medical Plan which is <u>venue-specific</u> as required by the statute.	On or before <u>March 7, 2019</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Jada Higgins	Student Athlete
Caleb Justice	Student Athlete
Sandra Higgins	Track Coach
Jeff Honeycutt	Girls Basketball
Robert Pollard	Principal
Cavanaugh Trent	Athletic Director
Raymond Justice	Parent
Larry Maggard	Football Coach
Kathy Johnston	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) At the time of this visit, the plan was very comprehensive but not venue-specific as required by the statute. (See *KHSAA Recommended Action*.)

School officials were requested to identify the locations of all Automated External Defibrillators used by athletic programs. According to the Athletic Director, permanent AED's are located on the wall in the gym, inside the football fieldhouse, in the office of the baseball coach, and in the concession stand at the football field.

It was strongly emphasized to school officials that the Gender Equity Review Committee is a critical part of the Title IX process. This committee should be a viable component of the decision and policy making process. This process should include student input for the effective functioning of this group.

The school's athletic director was commended for his thorough preparation for the school visit.

No one from the community attended the Public Comments session. The meeting was adjourned at 3:15pm EST.