



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

KHSAA Form T76
Rev..11/16

School:	Lafayette High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	January 30, 2024
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2023-2024

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 most recent Student Interest Survey was conducted during the 2021-2022 school year. Students in grades 9-11 were surveyed with a return rate of 72.2%. According to submitted data, the most recent sport and/or sport activities added have been lacrosse and Esports for both males and females. Other teams added have been dance and a non-varsity level of play of softball for the females. Submitted documentation shows that Lafayette High School currently offers sixteen (16) varsity levels of play for males and fifteen (15) for females. The total number of reported sport and/or sport activity opportunities is twenty-four (24) for both males and females. School administration were reminded of the importance for accurate team and roster submission so that recorded data may provide a complete school analysis for the area of Opportunities.

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: There was written evidence of a uniform review and/or rotation plan for all teams. The plan showed an equitable five-year rotation plan for purchase with the exception of golf and swim which are replaced yearly and retained by the student athlete. However, interviews with coaches indicated that they may purchase uniforms yearly or at any time with the use of booster funds. A review of the most recent T-35 form indicated booster spending in the category of equipment and supplies that exist for all teams except bowling, tennis, and girls' golf. The guideline of Title IX, with regard to the review and/or purchase of uniforms, is to ensure that the quality of all uniforms is equivalent and that uniforms for the like sports of basketball, baseball, softball, track, cross country, golf, lacrosse, soccer, swim, tennis, track, wrestling, and bowling, etc. are reviewed and/or purchased on the same cycle, whether it be one, two, or three years, etc. It appears that coaches, through their booster clubs, are making uniform purchases on a yearly basis and/or off the rotation plan that was viewed. All uniforms viewed appeared to be of excellent quality with a slight advantage to the females with regard to the quantity provided in comparing the like sports. School administration are reminded that, regardless of the source of funding, school or booster clubs, it is the responsibility of the school to provide administrative oversight of the uniform review plan and purchase to ensure overall equivalence for this benefit category. Based on submitted documentation from the T-35 form, for the area of equipment and supplies, it appears that approximately \$50.00 was spent per male athlete and approximately \$108.00 spent per female athlete.

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: There was viewed evidence of all team schedules in the school Title IX file. Current and past viewed schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided for the like sports. There was written evidence showing the equitable scheduling for the shared facilities of the gymnasium, green building, and the stadium field. To ensure equitable usage and access, all schedules are monitored by the athletic director and displayed thru a scheduling program, facilitron, which can be viewed by all coaches.

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: There was written evidence of a travel and per diem guideline. The modes of transportation included school bus, charter bus, vans, and parent/volunteer transport. It was indicated that parent transport is used for all regular season contests. Written documentation indicated that all uses of school and charter bus for post season contests are determined by distance to be traveled and require prior approval by school administration and/or district level administration. The written provision for meals for overnight stay indicated \$50.00 per day allowance. The written provision for housing indicated Hampton Inn type quality that would include interior corridors, free breakfast, two beds in a room, and 3-4 student athletes assigned per room. It was indicated that all overnight trips require the prior approval by school administration and/or district level administration. Based on submitted documentation from the T-35 form, in the area of travel and per diem, it appears that approximately \$55.00 was spent per male athlete and approximately \$53.00 spent per female athlete.

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

BENEFITS REVIEW- COACHING: There was viewed evidence of a school approved salary schedule which showed overall equivalence in coaching stipend amounts and parity for the number of positions provided for the like sports. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 8:1 for females and 11:1 for males. Interviews with administration indicated that coach evaluations are completed at the end of each school year by the athletic director and Principal. Interviews stated that a written document is used by the principal for evaluation. School administration were reminded that, with regard to Title IX and the area of Competence, an evaluation method is used to aid in the growth and development of coaches.

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: There was viewed locker room assignment for all teams except for girls track, boys track, boys' lacrosse, and girls' lacrosse. The written assignment for their dressing area were designated public restrooms at the outdoor stadium. The Title IX guideline for locker room assignment ensures that each student be provided a safe, secure place to dress and to store personal items. There was viewed evidence of storage area for all teams. Viewed locker rooms and storage areas were in fairly close proximity to each practice and/or competitive facility. All locker rooms appeared to be equitable and with similar amenities. The on-campus competitive facilities included those for volleyball, basketball, wrestling, baseball, tennis, softball, lacrosse, football, soccer, and track. The most recent improvement has been the addition of an exclusive locker room, indoor hitting facility, coach's office, and storage area for the sport of softball. This area, on previous audits, had received a deficiency due to the lack of an appropriate facility and amenities for softball. The off-campus competitive facilities include those for cross country, golf, swim, and bowling. The cross-country teams practice on the school campus but utilize the Masterson Station Park for competitions, the golf team practices and competes at the Picadome Golf Course, the swim team practices at the North YMCA or Transylvania with competitions at Asbury College, and the bowling team practices and competes at the Southland Bowling Lanes.

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: There is one (1) weight room that is located in the main school building and close to the gymnasium. There was written evidence of weight room guidelines ensuring the equitable scheduling for all teams, by each season. Schedules for male and female usage and access is on a rotating basis with priority established by the fall, winter, and spring season sports. School administration were reminded that females should only use the hallway access to the weight room since the other accessible point is thru a boys' locker room area. Schedules are monitored by the athletic director, posted at the site and also included on the facilitron master schedule which can be viewed by all coaches. Interviews with student athletes and coaches indicated usage and access to the weight room and expressed that existing equipment was appropriate for female use. Interviews with administration indicated that athletic training services are provided thru a contract with the University of Kentucky (UK). The athletic trainer is available daily, at all home contests and post season events. There was viewed evidence of two (2) training room areas. One is located off the gymnasium and the other located at the outdoor stadium. Both were well equipped and provided equitable access for all student athletes. Interviews with administration indicated that UK provides a day in June for student athletes to obtain a physical exam, at an estimated cost of \$10.00.

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: There was written evidence of a recognition guideline that included the provision for banquets, banners, school awards, and trophy display. Interviews with student athletes and coaches indicated end-of-season banquets that included the issuance of team awards and letters/bars. A written guideline for banquets also included the parameters of spending per person to range between \$15-\$30 and also for facility rental. The written provision included the presentation of banners to senior student athletes on each respective team senior night recognition. It also indicated that team and/or individual banners are displayed for state championships or Mr./Miss Basketball. Trophy display includes those for KHSAA district, regional, state, and national championships. The guideline also included the specifics for the Five-Star General award which is presented to those student athletes that are individual or relay state champions, first team all-state, post season championship MVP, or reach the highest level in their respective sport. Interviews with administration indicated the administrative oversight to ensure the equitable scheduling of cheer, band, and dance as support groups for the teams of football, girls' basketball, and boys' basketball. Based on submitted documentation from the T-35 form, for the area of awards, it appears that approximately \$10.00 was spent per male athlete and approximately \$23.00 spent per female athlete.

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

BENEFITS REVIEW- SUPPORT SERVICES: The availability and assignment of available office space appears to be equitable. Based on submitted documentation and interviews with administration, it appears that all teams, except tennis, bowling, and girls golf, have external booster accounts for each respective sport. There was evidence of signed booster agreements in the school Title IX file that represented each team. Interviews with coaches indicated use of booster funds for direct team support. Interviews with administration and coaches indicated prior school approval for all fundraising activities. A two-year review of overall spending could not be adequately evaluated due to possible roster inaccuracies and lack of correct amounts in the area of coaching expenditures.

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
N/A		

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
N/A		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<p>Uniform Review Plan – The Gender Equity Review Committee should establish a uniform review/purchase plan, for all sports, that is current, real and provides an equivalent cycle of review for the like sports. This review cycle should show the current year purchases for 2023-24 thru 2026-27. Signatures of all head coaches should sign the uniform plan verifying clarity and acceptance of the plan.</p>	<p>Please submit to the KHSAA on or before May 1, 2024. Please send to kjohnston@khsaa.org.</p>
<p>Locker Rooms – The Gender Equity Review Committee should review all designated locker room spaces and make the appropriate assignment for girls’ lacrosse, boys lacrosse, boys track, and girls track. Upon assignment, signatures of coaches should be included to verify the assignment space.</p>	<p>Please submit to the KHSAA on or before May 1, 2024. Please send to kjohnston@khsaa.org</p>
<p>Weight Room Area – The point of access for females to the weight room needs to be established for protection and safety. The other door that provides direct access to the boys’ locker room area should be secured and/or locked while females are in the weight room.</p>	<p>Not for submission. Please update the weight room guidelines indicating access points for males and females.</p>
<p>Support Services - Submit the total dollars expended in the area of coaching salaries for the school year 2021-2022 for all sports. Those amounts should include allocated district funds and booster funds expended for coaching salaries.</p>	<p>Please submit, to the KHSAA, on or before May 1, 2024. Please send to kjohnston@khsaa.org</p>
<p>Emergency Action Plans – The school is to develop a plan for off campus facilities (golf, cross country, swimming and diving, and bowling).</p>	<p>Not for submission. Add to Title IX file.</p>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Anna Clay Denton	Student Athlete – softball, golf, basketball
Narah Wilson	Student Athlete – basketball, volleyball, track/field
Clay Noble	Student Athlete – basketball, golf
Leslie Davis	Head Coach – track/field Assistant Coach – girls' soccer
Chris Langston	Head Coach – volleyball, baseball
Allison Denton	Head Coach – girls' basketball
Dallas Kingsolver	Athletic Director
Rob Sayre	District Athletic Director
Caryn L Huber	Assistant Principal
Alison H Dezern	Bookkeeper
Kathy Johnston	KHSAA – kjohnston@khsaa.org
Greg Lawson	KHSAA

OTHER GENERAL OBSERVATIONS

School administration were well prepared for the visit. The school Title IX file was well organized and complete. The public forum, scheduled for 3:00 pm was held in the school library. With no one in attendance, the audit team left Lafayette High School at approximately 3:10 pm.

There was viewed and written Emergency Action Plans (EAP) for all on-campus facilities. There was no evidence of EAP's for the off-campus practice and/or competitive facilities for golf, cross country, swim, and bowling. There were seven (7) listed AED units for Lafayette High School. Permanent sites for six (6) AED placements included the gymnasium foyer, front main hallway, 2nd floor social studies wing, 2nd floor middle hallway, the middle room at the outdoor stadium, and softball concession area. A portable AED unit is located within the training room and travels with the athletic trainer.