



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

KHSAA Form T76
Rev..11/16

School:	Lawrence County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	October 24, 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	
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 November 4, 2004 Title IX school visit report rated this area *Satisfactory*. At that time, the information from the school indicated that the minimum standards established by Tests 1 and 2 for provision of athletic opportunities were being met. The September 27, 2012 report rated this area *Satisfactory* stating that it appeared the standards for Tests 1 and 3 were being met. Both of these previous reports documented issues concerning proper submittals and documentation in this category. The 2004 report noted a lack of minutes for Gender Equity Review Committee meetings and numerous forms in the Title IX file that were incomplete or incorrect. The 2012 report stated that the team rosters that were submitted were inaccurate. A review of the annual Title IX reports for the past two years indicates that the standard established by Test 3 is currently being met. The annual report summary for 2017-18 documents that the school is in the process of addressing the indicated interest in bowling and swimming. Further documentation of this process to establish the validity of this interest should be included in the 2018-19 annual Title IX report. The T-63 form in the 2017-18 annual Title IX report shows that an 82.1% completion rate was received on the most recent student athletic interest survey. During the most recent visit, the Title IX file was examined and found to contain annual Title IX reports for the past five years, the three previous Title IX school visit reports, a board-approved salary 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 all athletic venues shared by both genders, and some guidelines addressing recognition of student athletes. (See *Publicity* and *KHSAA Recommended Action*.) The file also contained written designation of the locker room and athletic equipment storage space assigned each team, minutes for Gender Equity Review Committee meetings held during the past three years, a uniform review, rotation, and/or replacement plan (see *Equipment and Supplies* and *KHSAA Recommended Action*), and regulations addressing per diem for student athletes. (See *Travel and Per Diem Allowances*.) School officials were encouraged to continue to develop and maintain comprehensive guidelines to insure parity 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: The 2004 Title IX school visit report rated this benefit category *Deficient* stating that expenditures listed for this area were inaccurate and interviews with school officials, students, and GERC members failed to verify adherence to the existing uniform review/rotation plan. The 2012 report rated this category *Satisfactory*. The report stated that interviews indicated that the uniform replacement plan was being followed more closely than in 2004. Although expenditures submitted seemed to be more accurate, the total spending for this category favored the male participants. All the uniforms and equipment seen during the most recent school visit appeared to be of mid-to-high quality and supplied in equitable quantities. It should be noted that one team—girls basketball—is provided shoes for practices and games and one team—volleyball—is provided a travel suit. Both of these items are purchased by booster clubs. This visit also revealed that the school has a uniform review, rotation, and/or replacement plan that showed a full four-year cycle of replacement for all teams except bass fishing, girls and boys golf, and girls and boys tennis which are replaced annually. Interviews with athletes and coaches indicated that this plan was not being strictly adhered to by all teams. It appeared that some booster clubs were allowed to purchase uniforms for years not designated by the plan. (See *KHSAA Recommended Action*.) Data in the 2016-17 and 2017-18 annual Title IX reports show that the school was spending approximately \$166 per female athlete and \$218 per male athlete for equipment and supplies. This spending continues to slightly favor male participants.

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 2004 and 2012 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, soccer field, weight training room, and the indoor hitting facility. The scheduling of competitive events during optimal playing times was discussed with school officials who were encouraged to strive for equity 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: The 2004 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report documented that the school had no regulations addressing per diem for student athletes. During the most recent visit, school officials did provide written regulations showing equitable spending parameters for food and lodging for student athletes. These regulations did not address equity in regards to *mode of transportation*. UPON RECEIPT OF THIS REPORT THE REGULATIONS FOR TRAVEL AND PER DIEM ARE TO BE EXPANDED TO INCLUDE EQUITABLE PROVISION OF THE MODE OF TRANSPORTATION. The 2016-17 and 2017-18 annual Title IX reports show that approximately \$250 per female athlete and \$141 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 2004 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The principal and athletic director work together to evaluate all head coaches, and a written instrument is not currently being used as a part of this process. A review of the district's extra service pay schedule for coaches indicates parity. The T-35 in 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 coaching ratio is 8.2 participants per coach for female athletes and 8.7 participants per coach for male athletes. It was learned that 50% (4/8) of the head coaches of girls teams and 75% (6/8) 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 2004 Title IX school visit report rated this benefit category *Deficient* primarily because of the continued disparity between the benefits provided to the baseball and softball programs. There also appeared to be disparities in the assignment of locker room and athletic equipment storage space. The 2012 report rated this category *Satisfactory* stating that documentation indicated parity in regard to locker rooms and equipment storage, and the softball field had been renovated and offered benefits equivalent to those at other outdoor competitive venues. The tour of facilities during the most recent visit revealed that the school has continued to make progress in this benefit category. The competitive venues for student athletes are considered excellent. There were slight differences noted in the scoreboards and outfield fences at the baseball and softball fields. These disparities favored male participants. There are four well-appointed dressing rooms in the gym that seem to be shared equitably. The softball and baseball teams have dressing areas adjacent to their competitive facilities. The softball area is shared with visiting football teams, and the baseball dressing room is shared with boys' cross country. The school has added athletic equipment storage space since the 2012 visit. This space appears to be assigned equitably with the size of the team and proximity to the playing area as priorities. The Gender Equity Review Committee and school officials were commended for improvements within this benefit category.

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 *Deficient*. At that time, the school did not have an equitable usage schedule for the weight training room, and there did not appear to be any female access granted to the facility. The 2012 report noted that a usage schedule was in place, and interviews with coaches and student athletes indicated the schedule was being followed. The most recent visit revealed that the school has a large weight training room located in the fitness center along with the indoor hitting facility. This room has some equipment that seems to be suitable for use by female athletes. An equitable usage schedule for this venue was in the Title IX file, but it was not posted at the facility. (See KHSAA Recommended Action.) Interviews with student athletes and coaches confirmed that equitable access was available. The school does not have regular access to an athletic trainer. On two designated days each summer, the Riverside Medical Clinic gives free physical examinations for all prospective student athletes.

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 emphasized the need for regulations in this category to address the posting of banners, retirement of jerseys, and the provision of awards and post season banquets. The school currently has one varsity cheerleading squad which is assigned to cheer at all home football games. They also cheer at all home and away games versus district opponents for both the girls and boys basketball teams when they have double headers. The full band performs at all home football games, and a pep band plays at home boy/girl doubleheader basketball games versus district opponents. The school has equitable guidelines addressing the posting of banners, retirement of jerseys, and induction into the baseball Hall of Fame. The lack of policies and/or regulations addressing equivalence in relation to awards and post season banquets continues. (See *KHSAA Recommended Action*). It is incumbent on the school to insure that parity is provided when these activities take place. The 2016-17 and 2017-18 annual Title IX reports show that approximately \$16 per female athlete and \$13 per male athlete was spent 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 Title IX school visit report rated this benefit category *Satisfactory*. The 2012 report rated this benefit category *Deficient*. The rating was based on athletic spending that significantly favored male athletes in 2011-12, and the school's failure to offer evidence that booster spending was being monitored as requested in the 2004 report. The school currently has booster clubs supporting all school-sponsored teams except boys and girls cross country and boys and girls track. These booster clubs maintain all their funds off the school campus. According to data submitted for the past two years, the school appears to be providing equitable benefits at this time. It should be noted for future reference that the school still does not have a mechanism in place for oversight of booster spending as requested by the 2012 report. A review of spending for the past two years showed that athletic expenditures in 2016-17 were well within acceptable parameters for the provision of parity for a football-playing school. The annual report summary for 2017-18 indicates parity showing that total expenditures actually favor female participants on a percentage and per athlete basis.

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 October 24, 2018 Title IX school visit.		

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
The deficiency in the benefit category of <i>Support Services</i> identified in the 2012 Title IX school visit report was not designated in the current report only because athletic spending for the past two years is well within generally accepted parameters for the provision of parity for a football-playing school. As was noted in the body of this report, <u>past performance does indicate the need for administrative oversight of athletic booster spending.</u>		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Publicity) The school is to submit to KHSAA written regulations addressing the provision of parity in relation to athletic awards and post season banquets.	On or before <u>January 9, 2019</u>
(Equipment and Supplies) The school is to submit to KHSAA a copy of the uniform review, rotation, and/or replacement plan that is signed by all head coaches, all members of the Gender Equity Review Committee, presidents of all athletic booster clubs, and the principal. These signatures indicate knowledge of and adherence to this plan.	On or before <u>January 9, 2019</u>
(Medical and Training Facilities and Services) The school is to submit to KHSAA a photograph of the usage schedule for the weight training room that is posted at the facility.	On or before <u>January 9, 2019</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Lillian F. Kinser	Student Athlete
Tyler S. Maynard	Student Athlete
Autumn Blevins	Volleyball Coach
Christy Moore	Principal
Travis Feltner	Athletic Director
Brad West	Bass Fishing Coach/Parent
Alexis Ratliff	Student Athlete
B. Alan Short II	Head Football Coach
Kate Cecil	Student
Kim Cecil	Faculty/Parent/Secretary

OTHER GENERAL OBSERVATIONS

Although not part of the current Title IX evaluation the school was asked to provide a copy of its Athletic Facility Emergency Medical Plan (KRS 160 445). At the time of the visit the plan presented was very comprehensive and venue-specific as requested by the statute.

School officials were also requested to identify the locations of all Automated External Defibrillators used by the athletic programs. According to the athletic director, two portable AEDs in the main high school office are available to be signed out by the coach of any team. A permanent AED is in the board office (used by tennis). Another permanent AED is in the main high school office near the gym. The third permanent unit is located in the football locker room.

No one from the community attended the Public Comment session. The meeting was adjourned at 3:20 p.m. EDT.