



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

KHSAA Form T76
Rev..11/16

School:	Magoffin County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	October 24, 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 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 April 23, 2003 Title IX school visit report rated this area *Satisfactory* because it appeared that the school was meeting the standard established by all three opportunities tests. The December 15, 2011 report also rated this area *Satisfactory* based on data which showed that the standard established by Test 1 was being met. A review of recent annual reports indicates that the school is still meeting the standard established by Test 1. The 2016-17 internal audit summary shows that the percentage of participation is within 5% of the percentage of enrollment for both genders. It should also be noted that according to internal audit summaries, males are the underrepresented gender in regard to athletics for the past two school years. The 2016-17 internal analysis summary documents that in order to meet the standard of Test 3, evidence must be provided that the indicated interests in bowling (16) and swimming (22) are being addressed for validity. The T-63 form in the 2015-16 annual Title IX report shows that an 87.6% 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 school district's 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 varsity teams, facilities usage schedules for the gym and weight training room, written guidelines addressing the equitable provision of awards, documentation of locker room and athletic equipment storage space assignments for all teams, minutes for only one GERC meeting which was held during the 2017-18 school year (see *KHSAA Recommended Action*), a written uniform review, rotation, and or replacement plan, written regulations addressing the equitable provision of per diem—meals and lodging (see *Travel and Per Diem Allowances*), and a copy of the school building emergency management plan which did not address athletic venues. (See *KHSAA Recommended Action—KRS 160.445*). School officials seem to be progressing toward the development 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 2011 Title IX school visit reports rated this benefit category *Satisfactory*. The 2011 report showed that spending within the category favored the male athletes. The most recent visit revealed that the school has a written plan for review/replacement of uniforms based on a four-year cycle of rotation for all teams except girls and boys' cross country, girls and boys track, and girls' and boys' tennis which are replaced annually. Interviews with coaches and student athletes indicated adherence to this plan. All uniforms and equipment reviewed during the visit appeared to be of high quality and to be supplied in equitable quantities. According to information in the 2015-16 and 2016-17 annual Title IX reports, the school was spending approximately \$82 per female athlete and #103 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 2003 school visit report designated this benefit category *Deficient*. The lack of provision of optimal playing times for girls' sports compared to boys was designated as a major factor. The 2011 report rated this category *Satisfactory*. The report documented improvement in the provision of equitable playing times. The report also stated that "no written evidence (Facility usage schedule) was provided to show equitable sharing of the gym." According to information gathered during the most recent visit, the number of competitive events scheduled for teams of "like" sports was comparable. Facility usage schedules showing equitable access for both genders were provided for the two shared venues—gym and weight training room. Optimal playing times for student athletes was discussed with school officials who were commended for the provision of 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: Both the previous Title IX school visit reports deemed this benefit category *Satisfactory*. The 2011 report requested that the written regulations addressing the provision of meals and lodging for student athletes be clarified and expanded. Written guidelines regarding equitable provision of per diem (meals and lodging) were found in the Title IX file. The importance of informing the Gender Equity Review Committee and coaching staff about these regulations was emphasized to school administrators. UPON RECEIPT OF THIS REPORT IT IS REQUESTED THAT THE REGULATIONS FOR THIS BENEFIT CATEGORY BE EXPANDED TO INCLUDE EQUITABLE PROVISION OF "MODE OF TRANSPORTATION" FOR STUDENT ATHLETES. Data in the 2015-16 and 2016-17 annual Title IX reports show that the school was spending approximately \$60 per female athlete and \$59 per male athlete 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 previous two Title IX school visit reports rated this benefit category *Satisfactory*. The school's athletic director and principal jointly evaluate all head coaches. A written instrument is not part of this evaluation. A review of the district's extra service pay schedule for coaches showed parity. According to the T-35 form in the 2016-17 annual Title IX report, the total amounts spent for coaching salaries for teams of "like" sports were comparable. Based on information provided by the athletic director, the coaching ratio for female athletes is 12.5 participants per coach and the ratio for male athletes is 10 participants per coach. This ratio slightly favors the males. Information gathered during the visit revealed that 33% (2/6) of the head coaches of girls teams and 33% (2/6) 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 2003 and 2011 Title IX school visit reports rendered this benefit category *Satisfactory*. The 2011 report documented that the school's listing of available locker room and athletic storage space was incomplete. The most recent visit revealed that there has been significant progress made since the 2011 visit in regard to provision of practice and competitive facilities. Located on the school campus is a new, very well-appointed gym, a new football facility with synthetic turf, a new eight lane track with a synthetic cork surface. About 1.5 miles from the high school at Magoffin Middle School are new state-of-the-art softball and baseball fields which offer excellent and very similar amenities. Also at the middle school is a high quality group of four lighted tennis courts. The construction of these facilities reflect an emphasis on equity. The school's gym houses four large, well-appointed dressing rooms. One dressing room is assigned to girls' basketball and a second one is assigned to boys' basketball. The remaining two dressing rooms are used for the other school sponsored sports except football. One of the dressing rooms is shared by boys' teams and the other is shared by girls' teams. The football team has an assigned dressing area in the school's field house. All school teams have an assigned equipment storage area. These areas appear to be appropriate in regard to size and proximity to the teams' practice venues. There are two coaching offices—one shared by boys' and girls' basketball and the other is assigned to football. School officials were commended for the excellent and equitable facilities available to their student athletes.

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 previous Title IX school visit reports rated this benefit category *Satisfactory*. At the time of both visits, the usage schedule for the weight training room was not posted at the facility. The 2011 report also noted that there was a lack of weight training equipment that was suitable for use by females. The most recent visit revealed that the school has a large, very well-equipped weight training room in the field house. The training area is easily accessible from anywhere on the school campus. The room contains numerous training options that are appropriate for use by female athletes. An equitable usage schedule was posted at the facility. Interviews with student athletes verified equitable access but only limited use by male and female teams. The school does not provide regular access to an athletic trainer. Student athletes are offered free physical examinations on one designated day each year at the Paul B. Hall Hospital in Paintsville.

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: Both the 2003 and 2011 Title IX school visit reports deemed this benefit category *Satisfactory*. The school currently has one varsity cheerleading squad that is assigned to cheer at all home football and boys' and girls' basketball games. They also cheer for the boys' and girls' basketball teams at away games versus district opponents. The band performs at all home football and boys' and girls' basketball games. A local radio station broadcasts all home and away football games. They also attempt to broadcast all home and away boys' and girls' basketball games. A local TV station broadcasts all home football games. They also broadcast all home girls' and boys' basketball games plus away games versus district opponents for both teams. The Title IX file contained equitable written regulations addressing provision of athletic awards. The school does not post banners for athletic recognition, and they do not have post season banquets. According to data in the 2015-16 and 2016-17 annual Title IX reports, the school was spending approximately \$5.30 per female athlete and \$12 per male athlete for awards. This might appear to suggest a disparity, but the school policy calls for awards to be given to seniors only. In 2016-17, there were no senior players on the girls' basketball team.

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 two earlier Title IX school visit reports rated this benefit category *Satisfactory*. The 2011 report noted that athletic spending for the past two years favored males. The school currently has one athletic booster club that supports the football team. The school does not have any guidelines in place for administrative oversight of booster club spending. The internal audit summary for 2015-16 shows that total athletic spending favored male athletes. Approximately \$343 was spent per female athlete and \$525 per male athlete. In 2016-17, the report showed that spending was within generally accepted parameters for the provision of parity for a football playing school—approximately \$272 per female athlete and \$353 per male athlete. It was emphasized to school officials that spending should be closely monitored in regard to provision of equitable benefits on a consistent basis. It is noted again that during the 2015-16 and 2016-17 school years males were designated as the underrepresented gender in regard to athletics at the 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

No deficiencies were assessed as a result of the October 24, 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 December 15, 2011 Title IX school visit report.	None	None

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Accommodation of Interest and Abilities) The school is to submit to KHSAA written minutes for at least <u>three</u> Gender Equity Review Committee meetings held during the 2017-18 school year.	On or before <u>April 25, 2018</u>
(KRS 160.445) The school is to submit to KHSAA a copy of its Athletic Facility Emergency Medical Plan. This plan, as required by the statute, is to be <u>venue specific</u> .	On or before <u>January 16, 2018</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Kyle Howard	Student Athlete
Alexis Montgomery	Student Athlete
Tonya Ward	Cross Country/Track Coach
Doug Greene	Girls Basketball Coach
Chris Meadows	Principal
Niel West	Athletic Director
Billy Mullins	Parent/Coach
Ryan Mullins	Student Athlete
Marci C. Kazee	Counselor
Gary W. Lawson	KHSAA

OTHER GENERAL OBSERVATIONS

No one from the community attended the Public Comments session. The school's athletic director was commended for the thorough preparation for the school visit. The meeting was adjourned at 3:15 EDT.