



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

KHSAA Form T76
Rev..11/16

School:	Martin County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 3, 2022
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-23

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality SATISFACTORY (Females and Males)	
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: NOTE: Martin County High School was previously SHELDON CLARK HIGH SCHOOL. Name changed in 2019. The accommodation of student interest and abilities was rated *SATISFACTORY* by both the November 16, 2004 and the November 28, 2012 Title IX school visit reports. The 2004 report documented that the school appeared to meet the standard established by both Tests 1 and 2 for provision of athletic opportunities. The 2012 report indicated that both Tests 1 and 3 were being met. A review of the annual Title IX reports for the past two years yielded the following information: (1) The internal audit summary for 2020-21 and 2021-22 shows that males are designated as the underrepresented gender in athletics for both years. (2) The data and rosters submitted show that the school is meeting the standard established in Test 1 for the provision of athletic opportunities for both males and females at the present time. (3) The information on the T-2 form makes it very difficult to ascertain if Test 2 is currently being met. (4) The T-63 form in the 2022 annual report shows that there is not a significant athletic interest that has not been pursued. This information, along with the fact that an 81.5% completion rate was received on the most recent student athletic interest survey, makes it likely that the standard of Test 3 is also being met. During the most recent school visit, the Title IX file was reviewed. It contained a board-approved salary 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 football/soccer field (see ***Medical and Training Facilities and Services and KHSAA Recommended Action***), guidelines addressing the posting of team banners (see ***Publicity and KHSAA Recommended Action***), written assignment of locker room and athletic equipment storage space for each team (see ***Locker Rooms, Practice and Competitive Facilities and KHSAA Recommended Action***), agendas for some Gender Equity Review Committee meetings held during the past three years (see ***KHSAA Recommended Action***), a uniform review, rotation, and/or replacement plan, and regulations regarding equitable travel and per diem.

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 and 2012 Title IX school visit reports rated this benefit category **SATISFACTORY**. Information in the 2012 report showed that the spending in this area slightly favored male athletes. The uniforms reviewed during the most recent school visit revealed that there was an advantage for female participants when girls' and boys' basketball were compared. Girls are provided practice kits and boy players are not. Baseball seemed to have a slight advantage over softball since baseball players were provided game pants and softball players purchased their own. All other uniforms seen were of mid-to-high quality and seemed to be supplied in equitable quantities. The Title IX file had a uniform review, rotation and/or replacement plan showing a three-year cycle for all varsity teams except wrestling, boys' tennis, girls' tennis, boys golf, and girls golf which are replaced annually. Information in the 2020-21 and 2021-22 annual Title IX reports show that the school spent \$171 per male athlete and \$89 per female athlete for equipment and supplies. This spending appears to significantly favor male athletes. **NOTE:** ACCORDING TO THE KHSAA INTERNAL ANALYSIS FORM, MALES HAVE BEEN THE UNDERREPRESENTED GENDER IN ATHLETICS FOR TWO YEARS.

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: Both 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 and football/soccer field. (See **Medical and Training Facilities** and **Services and KHSAA Recommended Action.**) The scheduling of competitive events during the most opportune playing times on an equitable basis was discussed with school officials who were encouraged to continue to strive for 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 two previous Title IX school visit reports rated this benefit category **SATISFACTORY**. The 2012 report listed two concerns in this area. (1) The school had no regulations in place addressing the equitable provision of lodging for student athletes. (2) The T-35 form appeared to contain inaccurate information regarding expenditures for this benefit. During the most recent visit, equitable regulations addressing the mode of transportation and the provision of meals and lodging were made available. Information in the 2020-21 and 2021-22 annual Title IX reports show that the school spent \$109 per male athlete and \$101 per female 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 2004 and 2012 Title IX school visit reports rated this benefit category **SATISFACTORY**. During the most recent visit, it was learned that the principal is responsible for the evaluation of all head coaches. A written instrument is not currently used as part of this process. A review of the district's extra service pay schedule for coaches indicated relative parity. Data on the T-35 form in the 2021-22 annual 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 for females was 14 participants per coach and 8 participants per coach for males. This component of accessibility seemed to significantly favor males and should be addressed by the G E R C. Data provided by the athletic director indicated that 57% (4/7) of the head coaches of girls' teams and 86% (6/7) of the head coaches of boys' teams are on-campus employees. THIS COMPONENT ALSO SIGNIFICANTLY FAVORS MALE ATHLETES.

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 and 2012 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2012 report noted that a new, very well-appointed softball and baseball complex had been constructed at a nearby middle school. These venues had appropriately similar amenities that eliminated several concerns raised by the 2004 report. The tour of facilities during the most recent visit revealed that the new gym had four large and well-equipped dressing rooms which were used exclusively by boys' basketball, girls' basketball, volleyball, and wrestling. Two small dressing rooms in the ROTC area are shared—one for boys' teams (baseball, golf, and tennis) and the other for girls' teams (softball, golf, and tennis). The football team has a dressing area in the fieldhouse near the field. A dressing room in the fieldhouse which is not well maintained and offers few amenities is used for girls' soccer. When a girls' soccer participant was interviewed during the most recent visit, she did not realize her team had a dressing room. (See **KHSAA Recommended Action**.) The available equipment storage space at the school seemed to be assigned equitably. All the other outdoor and indoor competitive venues appeared to have comparable amenities.

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: The 2004 and 2012 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2012 report stated that an equitable usage schedule for the weight training room was not posted at that venue. The school currently has a well-equipped weight training room located near the gym that is shared by all school teams except football. This facility has several training options suitable for females. There was no usage schedule available for this weight training room during the visit. (See ***KHSAA Recommended Action.***) Interviews with student athletes and coaches indicated equitable access to this facility. The tour of facilities also revealed that there is some weight training equipment in the football dressing room. The school does not currently have an athletic trainer for any of its athletes. A local nurse practitioner offers free physical examinations for student athletes on a designated day each year.

BENEFIT	Satisfactory	Deficient
PUBLICITY	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Support group assignments	X	
Written regulation for recognition	?	
Equity of spending	?	

BENEFITS REVIEW- PUBLICITY: The 2004 and 2012 Title IX school visit reports rated this benefit category **SATISFACTORY**. The 2012 report listed two **areas of concern** within this category. (1) The school appeared to have no regulations addressing the requirements for posting banners in the gym that recognize athletic accomplishments. (2) The T-35 apparently had some inaccurate data listed in the **Awards** column. The school currently has one varsity cheerleading squad that is assigned to cheer at all home football games and at away games with district opponents. They also cheer at all home boys' and girls' basketball games and at away games with district opponents. The full band performs at all home football and all home boys' and girls' basketball games. The Title IX file had guidelines for the posting of athletic banners recognizing teams but not individual athletes. (See **KHSAA Recommended Action**.) Information gathered during the most recent visit regarding athletic awards and post-season banquets was not clear even after requesting additional clarification. The athletic director stated multiple times that no awards or post season ceremonies were provided for student athletes, however, the most T-35 form submitted to KHSAA for the 2021-22 school year indicates that \$7,896 was spent for **Awards and Recognition**. No explanation could be obtained for this large expenditure of funds. (See **KHSAA Recommended Action**.) The 2020-21 and 2021-22 Annual Title IX reports showed that \$16.50 per female and \$26 per male athlete was spent for awards and recognition.

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

BENEFITS REVIEW- SUPPORT SERVICES: Both the 2004 and 2012 Title IX school visit reports rated this benefit category **SATISFACTORY**. The tour of facilities during the most recent visit revealed that two coaching offices are available—one for girls' basketball and one for boys' basketball. According to the athletic director, the school has no athletic booster clubs at this time. The internal analysis summary for the two most recent annual Title IX reports show that in 2020-21, approximately \$796 per female athlete and \$957 per male athlete was spent for total support. In 2021-22, approximately \$325 per female athlete and \$470 per male athlete was spent for total support. When this data is averaged over a two-year period, it appears that athletic spending favors male athletes. This area is not considered **deficient** at the present time since the KHSAA Internal Analysis form indicates that males are currently the underrepresented gender in athletics.

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- 11/3/22 Title IX school visit report		
Note: Body of report indicates males are underrepresented gender at this school.		

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- 11/28/12 Title IX school visit report		

OTHER ACTIONS NECESSIATED BY THIS VISIT	DUE DATE
<p>(Medical and Training Facilities and Services)</p> <ol style="list-style-type: none"> 1. The school is to submit to KHSAA a user-friendly usage schedule for the weight training room near that shows equitable access for both genders. 2. The school is to submit to KHSAA a picture of the usage schedule posted at the weight room facility. 	<p>On or before <u>January 6, 2023</u></p> <p>On or before <u>January 6, 2023</u></p>
<p>(Publicity)</p> <ol style="list-style-type: none"> 1. The school is to submit to KHSAA an equitable set of guidelines addressing the posting of athletic banners for <u>individual</u> athletes. 2. The school is to submit to KHSAA regulations addressing the equitable provision of athletic awards and banquets—if they are provided. If they are <u>not</u> provided, a detailed explanation of the expenditure(s) for \$7,896 shown on the T-35 form for 2021-22 in the Awards column must be submitted. These regulations and/or explanation are to be signed by the <u>athletic director and principal</u>. 	<p>On or before <u>January 6, 2023</u></p> <p>On or before <u>January 6, 2023</u></p>
<p>(Locker Rooms, Practice, and Competitive Facilities) The school is to submit to KHSAA a written listing of the locker room space made available to all varsity teams. This list is to be signed by all members of the Gender Equity Review Committee and the school's head coaches.</p>	<p>On or before <u>January 6, 2023</u></p>
<p>(Accommodation of Athletic Interest and Abilities) The school is to submit to KHSAA minutes for at least three Gender Equity Review Committee meetings held during the 2022-23 school year. These minutes are to be signed by all members in attendance.</p>	<p>On or before <u>April 27, 2023</u></p>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Brayden McKenzie	Student Athlete
Sophia McCoy	Student Athlete
Emily Patrick	Head Volleyball Coach
Robin Newsome	Head Basketball Coach
Charles White	Athletic Director/School Title IX
Larry James	Superintendent
Joshua Horn	Assistant Football Coach
Gary W. Lawson	KHSAA

OTHER GENERAL OBSERVATIONS

Although not part of the current Title IX evaluation, per request, the school provided a copy of its Athletic Facility Emergency Medical Plan (KRS 160445). The plan was presented and reviewed during this visit.

As per request, the school indicated the locations of its Automated External Defibrillators. AED's were found in the football/soccer concession stand; in the gym training room; in the baseball/softball concession stand; and a portable AED is available for the head coaches of tennis.

No one from the community attended the Public Comments session which was announced on the district's "all call" system. The meeting was adjourned at 3:25 EDT.