



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

KHSAA Form T76  
Rev..11/16

School:	Mayfield
Prepared By:	Gary W. Lawson
Date of Re-Visit:	September 26, 2019
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2019-2020

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

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

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The October 12, 2005 Title IX school visit report rated the accommodation of student interest and abilities *Satisfactory* based on evidence showing the standard established by Test 3 was being met. The September 26, 2013 visit report rated this category *Satisfactory* because the data provided strong indication that the standards of both Tests 1 and 3 were being met. A review of the annual Title IX reports for the past two years shows that the school is currently meeting the standard established by Test 3. Both the 2017-18 and 2018-19 annual Title IX reports show that the school has pursued the indicated interests in swimming, bowling, archery, and fishing over the past two school years. The T-63 form in the 2017-18 annual Title IX report shows that a 90.4% completion rate was received on the most recent student athletic interest survey. During the most recent school visit, the Title IX file was reviewed. It contained all the annual Title IX reports for the past five years, the three previous Title IX school visit reports, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, recent game schedules for all varsity teams, a signed booster club agreement, facility usage schedules for all shared athletic venues, guidelines regarding awards and recognition of athletic accomplishments (see *Publicity* and *KHSAA Recommended Action*), a listing of the locker room and athletic equipment storage space assigned each team, minutes for all Gender Equity Review Committee 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 A COMPREHENSIVE AND WELL-ORGANIZED 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 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. All the uniforms viewed during the most recent visit were of mid-to-high quality and seemed to be supplied in equitable quantities. A uniform review, rotation, and/or replacement plan showed all teams were on a two-year cycle of replacement except boys and girls track who have their uniforms replaced every four years and girls and boy's tennis and boys and girls golf which are replaced annually. Interviews with student athletes and coaches gave strong indication of knowledge of and adherence to this comprehensive plan. The 2017-18 and 2018-19 annual Title IX reports show the school was spending the same amount--\$291 per female athlete and \$291 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 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. Information gathered during the most recent school visit indicated that the number of competitive events scheduled for teams of "like" sports was comparable. The school currently has four venues that are shared by the genders for practice. They are the soccer field, the gym, the weight training room, and the indoor hitting facility. A usage schedule for each of these venues showing equitable female access was part of the school's Title IX file. Interviews with coaches and student athletes confirmed that equitable access was being provided. The scheduling of competitive events on an equitable basis during the most opportune playing times was discussed with school officials who were commended for the provision of parity in this endeavor.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>TRAVEL AND PER DIEM</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Mode of transportation	X	
Provision for meals and housing	X	
Equity of spending	X	

**BENEFITS REVIEW- TRAVEL AND PER DIEM:** Title IX school visit reports in 2005 and 2013 rated this benefit category *Satisfactory*. Regulations found in the Title IX file during the most recent visit showed the school had addressed the provision of parity in regard to the mode of transportation, provision of meals and lodging for student athletes. The guidelines that the school is currently using for lodging needs to be re-evaluated and updated by the Gender Equity Review Committee. This guideline should have parameters and requirements that are realistic for today's student athletes. The 2017-18 and 2018-19 annual Title IX reports show that \$59 per female athlete and \$49 per male athlete was spent for travel and per diem.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>COACHING</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Compensation	X	
Accessibility	X	
Competence	X	

**BENEFITS REVIEW- COACHING:** The 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. Information gathered during the most recent visit revealed that the athletic director is responsible for evaluating all head coaches. A written instrument is used for documentation of this process. A review of the district's extra service pay schedule showed parity. The T-35 form in the 2017-18 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. Evidence provided during the visit indicated that the coaching ratio for female athletes was 8.3 participants per coach and the ratio for male athletes was 9.4 participants per coach. Other data showed that 63% (5/8) of the head coaches of girls teams and 71% (5/7) coaches of boys teams were on-campus employees.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Competition and practice venues	X	
Dressing areas	X	
Equipment storage areas	X	

**BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES:** The 2005 school visit report designated this benefit category *Deficient* primarily due to the disparity in the amenities at the softball complex compared to the baseball complex. The 2013 report rated this category *Satisfactory* stating that significant upgrades and improvements had been made at the softball field since 2005. These improvements included the addition of a press box with a public address system, a new lighting system, a concession stand, and safety guard on the fence. The report did mention a concern about the drainage system at the softball field. The most recent visit showed that the school's athletic venues are well-maintained and appointed. The school is currently involved in a large new construction and renovation project at the track facility. The plan calls for several new and improved amenities. Improvements continue to be made at the softball complex. The school is addressing some drainage and fencing issues. New tarps have been added at the softball and baseball fields. The school has an indoor batting cage which is shared by baseball and softball. Baseball also has an outdoor cage adjacent to their field. IT IS RECOMMENDED THAT THE GENDER EQUITY REVIEW COMMITTEE CONTINUE TO MONITOR AND ADDRESS THE ONGOING MAINTENANCE AND UPGRADES AT THE SOFTBALL FIELD. DOCUMENTATION OF THIS PROCESS SHOULD BE LISTED ON THE SCHOOL IMPROVEMENT PLAN ( T-60 form). All other indoor and outdoor athletic facilities appear to provide equivalent amenities. The school has five dressing rooms—four in the gym and one in the athletic field house. These dressing areas appear to be assigned equitably. All school teams have access to an equipment storage area that appeared to be assigned with the size of the team and the proximity to the competitive facilities as priorities.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>MEDICAL AND TRAINING FACILITIES AND SERVICES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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:** Both the 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report noted the need for more training equipment in the weight room that was suitable for use by female athletes. The tour during the most recent school visit revealed that the school has a large and well-equipped weight training room in the athletic field house. School officials were commended for addressing the recommendations in the 2013 report by adding numerous training options suitable for females. These additions include a large universal machine, small kettle weights, small hand weights, two treadmills, and several medicine balls. Interviews with student athletes confirmed widespread usage and equitable access to this venue. A usage schedule which showed equitable female access was in the Title IX file and posted at the facility. An athletic trainer is available on an equitable basis daily through a contract with the Jackson Purchase Medical Center. The local "team doctor" offers athletic physical exams for all students on a designated day in July for ten dollars.

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

**BENEFITS REVIEW- PUBLICITY:** The 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The school has one varsity cheerleading squad that is assigned to cheer at all home and away football and boys' and girls' basketball games. The full band performs at all home football games and a pep band plays at all home boy-girl doubleheader basketball games. A local radio station broadcasts all home and away football and boys' and girls' basketball games. The Title IX file contained excellent written regulations addressing parity in regard to the posting of banners for athletic recognition, the provision of letters, bars, and jackets, the retirement of jerseys, and the provision of awards. It is requested that the Gender Equity Review Committee add to these regulations by developing a guideline that sets standards and/or parameters for parity in the provision of athletic banquets. (See *KHSAA Recommended Action*.) The 2017-18 and 2018-19 annual Title IX reports indicate that the school was spending \$10 per female athlete and \$6.50 per male athletes for awards.

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

**BENEFITS REVIEW SUPPORT SERVICES:** Both the 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The school currently has three exclusive coaching offices. One is for boys' basketball, one is for girls' basketball, and one is for football. There is one booster club at this time that supports all school teams. This booster club houses its funds inside school accounts. All booster club purchases must be approved by the principal and athletic director. According to interviews with school administrators and coaches, the purchase order process is strictly adhered to at Mayfield High School. An analysis of athletic spending for the past two years shows that in 2017-18, \$621.55 per female athlete and \$715.15 per male athlete was spent for total support. In 2018-19, \$676.09 was spent per female athlete and \$745.10 per male athlete. The expenditures during both years of this evaluation appear to be within generally accepted parameters for the provision of parity at a football-playing school.

#### **CURRENT DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to current deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>
No deficiencies were assessed as a result of the 9/26/19 Title IX school visit.		

#### **RECURRING DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to recurring deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>
No deficiencies were assessed as a result of the 9/26/13 Title IX school visit.		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

Action	Due Date
(PUBLICITY) The school is to submit to KHSAA a written regulation addressing the equitable provision of post season banquets which honor athletic participation and achievement. This regulation is to be added to the Publicity section in the school's Title IX file.	On or before <u>December 16, 2019</u>

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

Name	Title
Gary W. Lawson	KHSAA
Erica V. Isbell	Volleyball Coach
Todd Hatchell	Softball
Joe Morris	Athletic Director
Joe Henderson	Superintendent
Zane Cartwright	Student Athlete
Kyler Henson	Student Athlete
Vanessa Fisher	Basketball Coach
Billy Edwards	Principal
Payton Croft	Boys Basketball Coach

### **OTHER GENERAL OBSERVATIONS**

Although not a 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). The plan presented was comprehensive and venue-specific as required by the statute.

As per request, the school was asked for a listing of the locations of its Automated External Defibrillators. It was confirmed that AED's were in the following locations: (1) a portable AED in the soccer press box, (2) a portable AED transported by the athletic trainer, (3) a portable AED in the football coaches' office, and (4) a permanent AED on the wall outside the principal's office.

No one from the community attended the Public Comments session which was advertised in the local newspaper. The school's athletic director was commended for the thorough preparation made for the school visit. The meeting was adjourned at 4:15 EDT.