



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

KHSAA Form T76  
Rev..11/16

School:	McCracken County High School
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 16, 2022
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-23

**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>	<b>X</b>

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** McCracken County High School opened in 2012-13. This is the first Title IX visit to this school. A review of the annual Title IX reports for the past two years shows that the school appears not to have met the standards established by Test 1 or Test 2 for the provision of athletic opportunities during either of those years. The internal audit summary compiled by KHSAA indicates that Test 3 was not evaluated due to covid 19 concerns. These two reports show that the school currently offers all sports and sport-related activities sanctioned by KHSAA except field hockey. The T-63 form in the 2022 annual Title IX report shows 33 students had interest in field hockey. However, the fact that there are not enough schools offering this sport in their geographic area makes it unfeasible to have field hockey at the present time. Since this is the case and the school has 20 team opportunities for boys and the same number for girls and received an 80.6% completion rate on its most recent student athletic interest survey, makes it very likely that the standard established by Test 3 is currently being met. During this school visit, the Title IX file was reviewed. It contained Title IX annual reports for the past three years, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all varsity teams, sports programs for fall, winter, and spring sports, a school-generated athletic handbook, written booster club agreements, facility usage schedules for the indoor practice facility, gym, and tennis courts. (See **Scheduling of Games and Practice Times** and **Medical and Training Facilities** and **Services and KHSAA Recommended Action**). The Title IX file also had equitable guidelines for the posting of banners for athletic recognition (see **Publicity** and **KHSAA Recommended Action**), written designation 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 listing of the most recent uniform purchases for all teams (see **Equipment and Supplies** and **KHSAA Recommended Action**), and guidelines for the provision of equitable travel and per diem. The school's athletic director was encouraged to continue to develop equitable written regulations addressing the benefit categories of Title IX.

### 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:** Since McCracken County is a new high school, **there have been no previous Title IX school visit reports.** The uniforms and equipment viewed during this visit were all of high quality and appeared to be supplied in equitable quantities. The school had a listing of the most recent uniform purchases, but **not** a review and/or replacement plan showing equitable cycles for “like” teams. (See **KHSAA Recommended Action.**) The 2020-21 and 2021-22 annual Title IX reports show that the school was spending \$290 per male athlete and \$255 per female 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:** Since McCracken County is a new high school, **there have been no previous Title IX school visit reports.** Information confirmed by the athletic director during the recent visit indicated that the number of competitive events scheduled for “like” sports was comparable. There were usage schedules showing equitable access, per gender, for the indoor practice facility, gym, and tennis courts. Equitable access was **not** verified by the usage schedules for the two weight training rooms, and there was no usage schedule available for the practice soccer field. (See **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.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
TRAVEL AND PER DIEM	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:** Since McCracken County is a new high school, **there have been no previous Title IX school visit reports.** At the time of this visit, there were regulations addressing the equitable provision of mode of transportation and meals and lodging for student athletes in the Title IX file, however, interviews with coaches did not confirm that they were aware of these guidelines. SCHOOL OFFICIALS WERE REMINDED THAT THE GENDER EQUITY REVIEW COMMITTEE AND ALL HEAD COACHES SHOULD BE FAMILIAR WITH THESE POLICIES. The 2020-21 and 2021-22 annual Title IX reports show that the school spent \$107 per male athlete and \$157 per female athlete for travel and per diem.

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

**BENEFITS REVIEW- COACHING:** Since McCracken County is a new high school, **there have been no previous Title IX school visit reports.** During this visit, it was learned that the athletic director is responsible for the evaluation of all head coaches. A written instrument is used for documentation of this process. A review of the district's extra-service pay schedule for coaches showed parity in regard to equitable pay for similar positions for "like" sports and for the number of coaches compensated for "like" sports. The 2020-21 and 2021-22 annual Title IX reports show that the total amounts spent for coaching salaries for teams of "like" sports were comparable. Calculations determined from data provided by the athletic director revealed that the coaching ratio is 9.7 participants per coach for females and 12.7 participants per coach for males. Data also indicated that 56% (5/9) of the head coaches of girls teams and 50% (5/10) of the head coaches of boys teams are 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:** Since McCracken County is a new high school, **there have been no previous Title IX school visit reports.** The venues seen during the tour of facilities during this visit are very well-maintained and appointed. Overall, the locker rooms, and practice and competitive facilities are excellent. The baseball and softball fields offer almost identical amenities. The indoor tennis courts are state of the art. All the indoor facilities are also comparable in regards to the benefits to student athletes. The school has eight exclusive dressing rooms. Four are for girls teams and four are for boys teams. All the shared dressing rooms have adequate space and comparable amenities. All teams have equipment storage space that appears commensurate with the size of the team and proximity to each team's competitive and practice facilities. School officials were commended for the provision of practice and competitive facilities that are a source of pride for student athletes and coaches as well as fans and the community.

<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:** Since McCracken County is a new high school, **there have been no previous Title IX school visit reports.** The tour of facilities during this visit revealed there are two well-equipped weight training rooms. One is located in the high school building near the gym, and the other is inside the indoor practice facility. Both venues are easily accessible and seem to have numerous training options suitable for female athletes. Interviews with coaches and student athletes indicated equitable access to these facilities, but the usage schedules did not confirm that this access was available. (See ***KHSAA Recommended Action.***) Equitable access to an athletic trainer is provided on a daily basis through a contract with The Orthopedics Institute. Free physical examinations are offered to any student athlete by The Orthopedics Institute on three selected days each year.

<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:** Since McCracken County is a new high school, **there have been no previous Title IX school visit reports.** The school currently has two varsity cheerleading squads—the “all girls” squad and the “coed” squad. The “all girls” squad is specifically designated to provide support for school teams. The “co-ed” squad primarily represents the school in cheerleading competitions. The “all girls” squad is assigned to cheer at all home and away football games as well as all home and away boys basketball and girls basketball games. The full band performs at all home football games if they are not participating in a band competition. The pep band is assigned to play at all home boys-girls basketball double header games. The school has equitable regulations addressing the posting of banners for athletic recognition. There are also criteria for awarding an “athletic letter”. The school did not have equitable guidelines for providing post-season banquets or athletic awards. (See **KHSAA Recommended Action.**) The 2020-21 and 2021-22 annual Title IX reports show that \$33 was spent per male athlete and \$41 per female athlete for awards and recognition.

<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:** Since McCracken County is a new high school, **there have been no previous Title IX school visit reports.** The school has seven exclusive and five shared athletic offices. All of these offices appear to have similar amenities with equitably assigned space. According to school administrators, all teams are supported by active booster clubs. All these clubs house their funds off the school campus except boys and girls tennis. There are copies of written booster club agreements in the Title IX file. Administrators stated that all booster purchases are required to go through the **purchase order process** requiring approval by the principal and/or athletic director. Interviews with coaches did not confirm knowledge of this requirement. **IT IS EMPHASIZED THAT THIS REQUIREMENT NEEDS TO BECOME PART OF THE BOOSTER AGREEMENT AND THAT COACHES BE INFORMED AND FOLLOW THIS PROCESS ALSO.** A review of the internal audit summaries and the annual Title IX reports for the past two years shows that total athletic spending is well within generally accepted parameters for the provision of parity for 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 designated as a result of this first Title IX visit to the newly consolidated school which opened in 2012-13.		

**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 previous Title IX school visits.		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

<b>Action</b>	<b>Due Date</b>
<p><b>(Scheduling of Games and Practice Times)</b> The school is to submit to KHSAA an equitable usage schedule for the practice field for boys and girls' soccer.</p>	<p>On or before <b><u>February 15, 2023</u></b></p>
<p><b>(Publicity)</b> The school is to submit to KHSAA regulations addressing the provision of parity in regard to athletic awards. These regulations are to be signed by all members of the Gender Equity Review Committee and all head coaches.</p> <p>The school is to submit to KHSAA regulations addressing the provision of parity in regard to post-season banquets. These regulations are to be signed by all members of the Gender Equity Review Committee and all head coaches.</p> <p>The school is to submit to KHSAA regulations addressing the posting of banners for recognition of <b><u>individual</u></b> athletic accomplishments.</p>	<p>On or before <b><u>February 15, 2023</u></b></p> <p>On or before <b><u>February 15, 2023</u></b></p> <p>On or before <b><u>February 15, 2023</u></b></p>
<p><b>(Medical and Training Facilities and Services)</b> The school is to submit to KHSAA an equitable usage schedule for <b><u>both</u></b> the weight training facilities.</p>	<p>On or before <b><u>February 15, 2023</u></b></p>
<p><b>(Equipment and Supplies)</b> The school is to submit to KHSAA a uniform review/rotation/replacement plan for <b><u>all school teams</u></b> showing an equitable cycle of replacement for all "like" teams. This plan is to be signed by all members of the Gender Review Equity Committee and all head coaches.</p>	<p>On or before <b><u>February 15, 2023</u></b></p>

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Brady Miller	Student Athlete
Piper Mullinax	Student Athlete
Tim Whitis	Volleyball Coach
Jennifer McKenzie	Co-ed Cheer Coach
Brian Bouland	DPP/Title IX Coordinator
Matthew Houser	Principal
Geno Miller	Athletic Director
Mallory Austin	Assistant Athletic Director
Jayme Jones	Director of Public Relations
Natalie Massa	Athletic Secretary
Jenna Henshaw	Student Athlete
Jesse Byrd	Girls Track Coach
Scott Sivills	Girls Basketball Coach
Gary W. Lawson	KHSAA

**OTHER GENERAL OBSERVATIONS**

Although not 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 are in (1) the **front school hallway**, (2) the **hallway adjacent to the library**, (3) the **hallway behind the gym**, (4) outside the **Fall fieldhouse**, (5) outside the **Spring fieldhouse**, (6) outside the **indoor training building**, and (7) inside the **wrestling/tennis building**.

No one from the community attended the Public Comments session which was advertised during school announcements and on the school's web site. The meeting was adjourned at 3:30 CST.