



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

KHSAA Form T76
Rev. 11/16

School:	McCreary Central
Prepared By:	Gary W. Lawson
Date of Re-Visit:	October 16, 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	Satisfactory
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities	
Analysis Form	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES Review: The February 10, 2005 Title IX school visit report rated this area *Deficient*. At that time the school offered no evidence that it was meeting the standards of any of the three tests for provision of athletic opportunities. The February 12, 2013 report rated this area *Satisfactory* stating that the school appeared to meet the minimum standards established by both Tests 1 and 3 at that time. It was emphasized to school officials that accurate and complete team rosters should be submitted to KHSAA, and that in order to continue to meet the standard established by Test 3, the indicated interest in bowling and bass fishing should be pursued for validity. A review of the annual Title IX reports for the past two years indicates that the school is currently meeting the standard established by Test 1. The T-1 form in the 2017-18 annual report showed that females were 49.2% of the athletic participants and made up 46.4% of the school's enrollment. In regard to Test 3, the T-3 form documents steps being taken to address the indicated interest in bass fishing and bowling, but the indicated interest in swimming (24) has not been pursued for validity. The T-63 form in the 2017-18 annual Title IX report shows that an 89% completion rate was received on the most recent student athletic interest survey. During the most recent visit, the Title IX file was examined. It was found to contain the three previous Title IX school visit reports, annual Title IX reports for the past five years, the 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, a copy of a written booster club agreement, facilities usage schedules for the gym and weight training room, guidelines regarding equitable provision of awards and recognition of athletic accomplishments for both genders (see *Publicity*), assignment of athletic equipment storage space for each team (see *Locker Rooms, Practice and Competitive Facilities* and *KHSAA Recommended Action*), minutes for all Gender Equity Review Committee meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and regulations related to provision of equitable travel and per diem. School officials were commended for the development of comprehensive regulations addressing equitable opportunities and benefits 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 2005 Title IX school visit report rated this benefit category *Deficient*. The report documented the school's failure to follow an equitable plan of rotation and review of uniforms and that the spending data reported on the T-35 form for this benefit category seemed to be inaccurate and incomplete. The 2013 report rated this category *Satisfactory* citing improvement in the accurate submittal of expenditures and documentation of a listing of uniform purchases. That listing did not show a full cycle of replacement and review for all school-sponsored teams. All uniforms and equipment inspected during the most recent visit appeared to be of high quality and supplied in equitable quantities. The Title IX file contained a uniform review, rotation, and/or replacement plan showing a full four-year cycle of replacement for all school-sponsored teams except boys and girls golf which replaces uniforms annually. Interviews with student athletes and coaches confirmed knowledge of and adherence to this plan. Data submitted in the 2016-17 and 2017-18 annual reports show that the school was spending approximately \$248 per female athlete and \$228 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 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 two shared venues—the gym and weight training room. School officials were encouraged to continue to schedule competitive athletic events during the most opportune times on an equitable basis.

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 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. Regulations addressing equitable provision in regard to mode of transportation and meals and lodging for student athletes were presented during the most recent visit. Interviews with coaches confirmed knowledge of these regulations. The 2016-17 and 2017-18 annual Title IX reports show that approximately \$60 per female athlete and \$87 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 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report suggested that the district consider the provision of parity in relation to paying extended employment days to coaches of female teams compared to coaches of male teams. It was learned during the most recent visit that the school's athletic director is currently responsible for the evaluation of all head coaches. A written instrument is not used as part of this process. A review of the district's extra service pay schedule for coaches indicated parity. (No coach is paid extended employment days at this time.) Data submitted in the 2017-18 annual Title IX report indicates that the total amounts expended for coaches' salaries for teams of "like" sports is comparable. Information gathered during this visit revealed that the coaching ratio for both male and female athletes is 13 participants per coach. Data showed that 29% (2/7) of the head coaches of girls teams and 29% (2/7) of the head coaches of boys teams are 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 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report rated this category *Deficient* stating that although improvements had been made since 2005, (new fence and press box), there were still disparities in the amenities at the softball field compared to other athletic venues. These differences included the lack of enclosure of the softball dugouts and the inferior quality and greater distance from the playing field of the restrooms at the softball field compared to the those at the baseball field. The 2013 report also noted that the listing of available locker room and athletic equipment storage space found in the Title IX file was not comprehensive. The tour of facilities during the most recent visit revealed that the previous *Deficient* assessment in this category has been addressed. The school has significantly upgraded the softball facility by enclosing the dugouts and adding two attached dressing areas. These improvements, along with the construction of an on-site coaching office and high quality public restrooms, appear to make the softball facility comparable to the one for baseball. School administrators were encouraged to examine and evaluate the feasibility of placing a permanent public address system at the softball field. During the tour of facilities, dressing areas for all school-sponsored teams were seen, but there was not a written listing of locker room space in the Title IX file. (See *KHSAA Recommended Action*.) All of the available locker room space and athletic equipment storage space appeared to assigned equitably and with comparable proximity to the competitive venues. School officials were commended for prioritizing the resolution of the long-term disparity within this benefit area.

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 2005 Title IX school visit report rated this benefit category *Satisfactory*. The 2013 report rated this category *Deficient* because evidence and interviews indicated that females were being denied access to the weight training room. It was also noted that the weight training room contained minimal equipment suitable for use by females. Information, along with observations and interviews during the most recent visit, gave strong indication that equitable access to the weight training room is now being provided. Although there still is not maximum use of the facility by females, there does appear to be significantly increased use since 2013. Interviews with student athletes and coaches seemed to confirm the need for weight training for female athletes. It was noted that several training options that are appropriate for females have been added. Two areas of this facility do need attention. The interior door separating the weight room and the football dressing room was not secure (no lock on either side), and the back area of the weight room has two large, transparent (clear) windows separating that area from the football dressing room. School officials were told that these issues should be addressed with all deliberate speed. (See *KHSAA Recommended Action*.) The school employs a full-time staff member who is a certified athletic trainer and is accessible to all student athletes. Local physicians offer free physical examinations for athletes on a designated day in July.

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 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The school currently has one varsity cheerleading squad that is assigned to cheer at all home football games and at all home games for the boys and girls basketball teams. The full band performs at all home football games, and the pep band plays at all home boys and girls basketball games. A local radio station broadcasts all home and away football games and all home and away games versus district opponents for both the boys and girls basketball teams. The school has equitable written guidelines addressing parity in regard to the posting of athletic banners, awards, and post season banquets. UPON RECEIPT OF THIS REPORT, IT IS REQUESTED THAT SCHOOL OFFICIALS AND THE GENDER EQUITY REVIEW COMMITTEE REVIEW THE GUIDELINES FOR AWARDS IN RELATION TO THE ESTABLISHMENT OF MORE REALISTIC FINANCIAL PARAMETERS. The 2016-17 and 2017-18 annual Title IX reports showed that the school was spending approximately \$9 per female athlete and \$7 per male athlete 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 2005 Title IX school visit report rated this benefit category *Satisfactory*. The 2013 report rated this category *Deficient* documenting that the school's total athletic spending was outside of generally accepted parameters for the provision of parity for the previous three years. Interviews with school administrators at that time indicated that there was a lack of oversight of athletic expenditures. During the most recent visit, information in the Title IX file and observations during the facilities tour revealed that all coaches have access to an on-campus office. The school currently has only one athletic booster club—the *Touchdown Club*—which supports the football team. All purchases made by this club must be approved by the principal. A review of athletic expenditures for the past two years shows that in 2016-17 the expenditures significantly favored female athletes due to over \$700,000 being spent for improvements at the softball field. In 2017-18, forty-eight per cent (48%) of the expenditures were for female athletes who made up 49% of the participants. Fifty-two per cent (52%) of expenditures were for male athletes who comprised 51% of the participants or approximately \$660 per female athlete and \$680 per male athlete. This spending seems to be well within generally accepted parameters for the provision of parity for a football-playing 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 designated as a result of the October 16, 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 deficiencies listed in the February 12, 2013 Title IX school visit report in the benefit categories of <i>Locker Rooms, Practice and Competitive Facilities, Medical and Training Facilities and Services, and Support Services</i> appear to have been successfully addressed by the school. (Refer to these benefit categories in the body of this report.)		

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OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Locker Rooms, Practice and Competitive Facilities) The school is to submit to KHSAA a listing of all available locker room space at the school. A copy of this document should be placed in the Title IX file.	On or before <u>January 11, 2019</u>
(Medical and Training Facilities and Services) The school is to submit to KHSAA photographs of a door that can be locked from both sides where the weight training room and football dressing room connect.	On or before <u>January 11, 2019</u>
The school is to submit to KHSAA photographs of the covering on the clear glass windows at the back of the weight training room that looks into the football dressing room.	On or before <u>January 11, 2019</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Taylor Davis	Student Athlete
Blake Corder	Student Athlete
Sammy Strunk	Girls Basketball Coach
Amy Goins	Volleyball Coach
Sharon Privett	Principal
Rob Jones	Athletic Director
Lucas Ford	Head Football Coach
Wade Davis	Boys Basketball

OTHER GENERAL OBSERVATIONS

Although not part of the current Title IX evaluation, as per request, the school was asked for a copy of its Athletic Facility Emergency Medical Plan (KRS 160.445). At the time of this visit, the plan provided was very comprehensive and venue-specific as requested by the statute. The athletic director indicated the location of eight Automated External Defibrillators. All of these AED's are available for use by athletic teams. The AED's are located on the wall adjacent to the gym; inside the football complex; one portable unit is transported to all home events by the athletic trainer; five portable units are available for any head coach to check out and be transported with teams to away competitions.

No one from the community attended the Public Comments session. School officials were highly commended for steps taken to address the three previous Title IX deficiencies. The athletic director was commended for his thorough preparation for the school visit. The meeting was adjourned at 3:10 pm EDT.