



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

KHSAA Form T76
Rev..11/16

School:	Meade County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 22, 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	
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities NA Covid 19	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The accommodation of student interest and abilities was rated **Satisfactory** by both the December 17, 2007 and October 21, 2014 Title IX school visit reports. In 2007, the information gathered indicated that the standards established by Tests 1 and 3 were being met. In 2014, it appeared that the standard of Test 3 was still being met. The report stated that the total team opportunities had been comparable per gender for the past three years. A review of the annual reports for the past two years shows that the standards established by Tests 1 and 2 have not been meet during 2020-21 or 2021-22. The internal analysis summary compiled by KHSAA states that Test 3 could not be evaluated due to covid 19 concerns. The school received a 60.2% completion rate on the most recent athletic interest survey. The school currently has 24 team opportunities for males and 22 team opportunities for females. It offers all KHSAA sanctioned sports and sport activities for both males and females except field hockey and E-sports. This evidence suggests that the school is currently meeting Test 3. The school is not considered *deficient* since the pandemic hindered the school in receiving the minimal completion rate for full evaluation. (See **KHSAA Recommended Action.**) During the most recent visit, the Title IX file was examined and found to contain 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 copy of the athletic handbook for student athletes, a written booster club agreement, facility usage schedules for all shared athletic venues, regulations addressing parity regarding awards and recognition of athletic accomplishments. (See **Publicity** and **KHSAA Recommended Action.**) The file also had a listing of the locker room and athletic equipment storage space assigned to 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. **SCHOOL OFFICIALS WERE COMMENDED FOR THE DEVELOPMENT AND MAINTENANCE 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: The 2007 and 2014 Title IX school visit reports rated this benefit category **Satisfactory**. All the uniforms reviewed during the most recent visit were of mid-to-high quality and seemed to be supplied in equitable quantities. The uniform review, rotation, and/or replacement plan showed that all teams were on a five-year cycle of replacement except for boys and girls golf, boys and girls' tennis, archery, fishing, and E-sports which are replaced annually. Interviews with coaches and student athletes gave significant indication that the plan is being followed. The 2020-21 and 2022 annual Title IX reports show that the school spent \$262 per male athlete and \$203 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: The 2007 and 2014 Title IX school visit reports rated this benefit category **Satisfactory**. The 2014 report commended the school for the provision of parity in regard to all the components within this area. Information gathered during the most recent visit indicated that the number of competitive events scheduled for teams of "like" sports was comparable. The school currently has three venues that are shared per gender for practice—the gym, weight training room, and indoor hitting facility. A usage schedule was available for each of these venues showing equitable female access. Interviews with coaches and student athletes confirmed the provision of equitable access. 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: The 2007 and 2014 Title IX school visit reports rated this benefit category **Satisfactory**. The 2014 report documented that school regulations did not address the provision of parity in regard to the mode of transportation or overnight lodging for student athletes. The report also noted that the expenditures submitted in 2014 for travel for girls soccer were in error. During the most recent visit, the school had regulations that addressed parity in terms of mode of transportation, meals, and lodging for student athletes. Interviews conducted during this visit confirmed adherence to these regulations. The 2020-21 and 2021-22 annual Title IX reports show that \$195 per male athlete and \$262 per female 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 2007 and 2014 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 and assistant 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 2021-22 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports were comparable. Data provided during the visit was used to determine that the coaching ratio is 9.7 participants per coach of female athletes and 10.9 participants per coach of male athletes. Other data showed that 70% (7/10) of the head coaches of girls teams and 55% (6/11) 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 2007 and 2014 Title IX school visit reports rated this benefit category **Satisfactory**. At the time of the 2014 report, the school was in the final stages of a large renovation project which included several of the on-campus athletic facilities. In 2014, the softball team had no dressing area in the vicinity of the softball field while the baseball team had a dressing room very close to their playing field. During the most recent school visit, the tour of facilities revealed that all athletic venues are very well maintained and appointed. Locker rooms, practice and competitive facilities are excellent and with high quality amenities available on an equitable basis. The softball and baseball fields, both located in in Meade-Olin Park, have comparable amenities. The softball team now has a dressing room inside the indoor hitting facility that is adjacent to their playing field. The school has nine *exclusive* and ten *shared* dressing rooms for student athletes. The amenities at these dressing facilities are comparable for all "like" sports teams. Each team has an equipment storage space that is commensurate with the size of the team and proximity to the team's competitive/ practice facility.

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 2007 Title IX school visit report rated this benefit category **Deficient** as a result of a lack of female access and failure to provide appropriate equipment for females at the weight training facility. The 2014 report indicated the weight training facility had equipment that appeared to be appropriate for female use and the Title IX file had an equitable usage schedule, but it was not posted at the facility. The tour during the most recent visit revealed a large, well-equipped weight training room inside the school. This facility had numerous training options suitable for female use. An equitable usage schedule for this venue was part of the Title IX file and also posted at the facility. Interviews with coaches and student athletes gave evidence of equitable access to the weight training room as well as daily access to an athletic trainer through a contract with Baptist Health. Physical examinations for athletes are offered on one designated day each year at the high school by local physicians for a \$10 charge.

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 2007 and 2014 Title IX school visit reports rated this benefit category **Satisfactory**. The 2014 report documented that regulations in this area did not address the posting of athletic banners, provision of post-season banquets, or criteria for induction into the athletic hall of fame. The school currently has one varsity cheerleading squad that is assigned to cheer at all home and away football games. They also cheer at all home games and at away games versus district opponents for boys' basketball and girls' basketball teams. The full band performs at all home football games. The pep band plays at all home boys' basketball and girls basketball games. The Title IX file had equitable regulations addressing athletic letters, banners for athletic recognition, and criteria for induction into the athletic hall of fame. There were no equitable guidelines for the provision of awards or post-season banquets. (See **Publicity** and **KHSAA Recommended Action**.) The 2020-21 and 2021-22 annual Title IX reports show that \$37 per male athlete and \$42 per female athlete was spent for awards and recognition.

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 2007 and 2014 Title IX school visit reports rated this benefit category **Satisfactory**. At the time of the 2014 report, only one year (2012-13) of the school's expenditures could be evaluated because spending data submitted for 2013-14 was incorrect. The 2014 report suggested that some "mechanism be put in place for administrative oversight of booster spending." The school currently has office space for all head coaches. Two of these offices are exclusive, and the other four are shared by the remainder of the teams. The available space appears to be assigned equitably. There are currently active booster clubs for archery, baseball, boys basketball, football, girls basketball, boys and girls soccer (combined), softball, boys and girls swimming (combined), volleyball, and wrestling. All booster clubs house their funds outside of school accounts. There is a policy requiring that any booster purchase of more than \$1,000 must be approved by the athletic director. A review of the total athletic expenditures submitted for the previous two years show that during 2020-21, 45.5% of expenditures were for female athletes who made up 41.6% of participants. During 2021-22, 44.1% of expenditures were for females who made up 41.9% of participants. These expenditures appear to favor female athletes on a percentage basis for the past two years.

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 11/22/22 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
No deficiencies were assessed as a result of the 10/21/14 Title IX school visit.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Accommodation of Student Interest and Abilities) The school is to submit to KHSAA a written plan of steps to be taken in order to meet the standard established by one of the Opportunities Tests .	On or before <u>March 3, 2023</u>
(Publicity) The school is to submit to KHSAA written regulations addressing the equitable provision of (1) awards for athletic recognition, and (2) post-season banquets.	On or before <u>March 3, 2023</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Mattie Clanton	Student Athlete
Jordan Stull	Student Athlete
Dina Hackert	Girls Basketball
David Craycroft	Girls Soccer
Gary W. Lawson	KHSAA
Chad Pickering	Middle School Athletic Director/Assistant Principal
Iris Stull	Parent Representative
Crystal Tate	Recorder-Secretary
Casey Dawson	Girls Soccer
Todd Clanton	Athletic Director
Bill Adams	Title IX Coordinator

OTHER GENERAL OBSERVATIONS

Although not part of the current Title IX evaluation, as per request, the school provided a copy of its Athletic Facility Emergency Plan (KRS 160.445) The plan presented was comprehensive and venue-specific as required by the statute.

As per request, the school provided a listing of the locations of Automated External Defibrillators. AED's are in the following locations: (1) wall of the main school office, (2) wall of the freshman academy, (3) wall of the football office, (4) concession stand at Meade-Olin Park, (5) office of wrestling coaches, (6) office of track/cross country, (7) portable AED's are given to each head coach and the athletic trainer.

No one from the community attended the Public Comments session which was advertised in the local newspaper. The school was commended for the thorough preparation for the school visit. The meeting was adjourned at 3:20 EST.