



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

KHSAA Form T76  
Rev..11/16

School:	Newport
Prepared By:	Gary W. Lawson
Date of Re-Visit:	October 30, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2023-24

**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>Analysis Form Review</b>	<b>X</b>

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The accommodation of student interest and abilities was rated *Satisfactory* by the February 12, 2015 Title IX school visit report. The report noted that the standard established by Test 3 for provision of athletic opportunities was being met at that time. A review of the school’s annual reports for the past two years shows no evidence that the standards established by any of the three opportunities tests has been met. In 2022-23, the percentage (43.1%) of female participation (**TEST 1**) was **not** within the five percent of female’s (49.3%) enrollment. The **T-2** form in the 2022-23 annual report shows no teams were added for females during the past five years. The 2021-22 athletic interest survey (**TEST 3**), indicates an interest in swimming (18) and tennis (20). No data was provided to show that these interests had been addressed for validity. Because there was no evidence that any of the three opportunities tests were being met, this area is considered **deficient**. (See **KHSAA Recommended Action**.) During this most recent visit, the school’s Title IX file was reviewed. It contained a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, sample varsity game schedules for all teams, programs for all fall and winter sports, and facility usage schedules for all shared venues per gender. (See **Medical and Training Facilities and Services** and **KHSAA Recommended Action**.) Also included in the Title IX file were guidelines related to posts season banquets and letter jackets (see **Publicity** and **KHSAA Recommended Action**), assignment of locker room and athletic storage space to each team, minutes for three GERC meetings held in 2022-23 and one that has been held at this point in 2023-24, a uniform rotation, review, and/or replacement plan, as well as guidelines addressing the equitable provision of meals for student athletes. (See **Travel and Per Diem Allowances** and **KHSAA Recommended Action**.)

## 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 2015 Title IX school visit report rated this benefit category *Satisfactory* stating that the school had an equitable uniform review/rotation and/or replacement plan, and all uniforms seen during the visit appeared to be provided equitably both in quality and quantity. The uniforms reviewed during the most recent school visit appeared to be of mid-to-high quality and supplied in equitable quantities. The school has a uniform review/replacement plan based on a four-year cycle of replacement for all teams except boys and girls wrestling, boys' and girls' archery, and boys and girls bowling which are all replaced annually. The 2021-22 and 2022-23 annual Title IX reports show the school spent approximately \$126 per female athlete and \$252 per male athlete for equipment and supplies. This spending appears to significantly favor male participants.

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 2015 Title IX school visit report rated this benefit category *Satisfactory*. Information gathered during the most recent visit indicated that the number of competitive events scheduled for teams of "like" sports was comparable except in the case of baseball and softball. Baseball did not field a team in 2022-23 and softball does not yet have a complete schedule for the current year. (See ***KHSAA Recommended Action***.) The school currently has three venues that are shared per gender for practices—the gym, indoor hitting facility, and weight training room. Current usage schedules were available for all three. Schedules for the gym and indoor hitting facility showed equitable access, but the schedule for the weight training room showed **only male** access. (See ***Medical and Training Facilities and Services*** and ***KHSAA Recommended Action***.) The priority of equitable scheduling of competitive events during the most optimal playing times was discussed with school officials who were encouraged to provide 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:** The 2015 Title IX school visit report rated this benefit category *Satisfactory*, but documented that spending in this area could not be evaluated because information provided by the school on the T-35 form in the 2013-14 annual Title IX report was incorrect. During the most recent school visit, regulations in the Title IX file contained a policy for equitable provision of meals, but did not address equivalent mode of transportation and lodging for student athletes. (See ***KHSAA Recommended Action.***) The only expenditures for travel and per diem on the T-35 form in the 2022-23 annual Title IX report were \$963 for boys basketball and \$178 for girls basketball. The school's failure to address student athlete transportation and lodging in this category and the submission of incomplete expenditures renders this area deficient. (See ***Support Services and KHSAA Recommended Action.***)

<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 2015 Title IX school visit report rated this category *Satisfactory*. Information gathered during the most recent school visit revealed that the athletic director is responsible for evaluating all head coaches. A written instrument is currently used to document this process. A review of the district's extra service pay schedule for coaches showed parity. The T-35 form in the 2022-23 annual Title IX report has no listed coaching salaries for girls' softball. It was learned that there was no softball team in 2021-22. All other salaries shown for teams of "like" sports were comparable. Data provided by the school indicated that the coaching ratio was seven participants per coach for females and five participants per coach for males. Other data showed that 50% (3/6) of the head coaches of girls' teams and 50% (3/6) head 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 2015 Title IX school visit report rated this benefit category *Satisfactory*. The report documented some disparities in the amenities at the softball field when compared to those at the baseball field.

- Baseball field had a press box while the softball field had none.
- Baseball field had block dugouts while the softball field had chain link dugouts.

After the 2015 Title IX school visit, it was requested that the differences in these facilities be addressed in the school's Title IX Improvement Plan (T-60 form) submitted by April 30, 2015. As was the case in 2015, the softball field is still located about 2.5 miles from the high school while the baseball field is adjacent to the school campus. No transportation by the school to the softball field is available. This situation, along with the school's lack of progress in addressing the other disparities in these two programs—dugouts and press box—as requested in the 2/12/15 Title IX school visit report, renders this category *deficient*. (See **KHSAA Recommended Action**.) The recent tour of facilities revealed that available dressing room space appears to be assigned equitably. The available equipment storage space seems to be assigned with the size of the team and the proximity to 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:** This benefit category was rated *Satisfactory* in the 2015 Title IX school visit report. The tour of facilities during the most recent visit revealed that the school has a small but very well-equipped weight training room adjacent to the auxiliary gym. This venue appeared to have numerous training options suitable for female athletes; however, the usage schedule for this facility showed access to only one male team—football. Interviews with administrators, coaches, and student athletes confirmed that only one team was using this facility. (See **KHSAA Recommended Action**.) An athletic trainer is available on an equitable, daily basis through a contract with St. Elizabeth Hospital. The district employs a nurse practitioner who offers free physical examinations to student athletes.

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

**BENEFITS REVIEW- PUBLICITY:** The 2015 Title IX school visit report rated this benefit category *Satisfactory*. The school currently has one varsity cheerleading squad which is assigned to cheer at all home and away football games and at all home games for both the boys and girls basketball teams. The full band performs at all home football games and a pep band plays at all home boys and girls basketball games. The Title IX file contained regulations for the provision of parity in regard to post-season banquets and the awarding of letter jackets for both genders, but had no regulations concerning equitable awards, posting of recognition banners, or the criteria for induction into the athletic hall of fame. The T-35 form in the 2022-23 annual report showed **spending for awards** for only two teams—boys' basketball (\$82) and football (\$240). The report showed no spending for awards for any female teams. Information gathered during the most recent visit indicated that the 2022-23 **T-35 form** was inaccurate. The failure of the school to submit evidence of spending to allow a complete evaluation and the lack of regulations addressing equity renders this benefit category deficient. (See *KHSAA Recommended Action*.)

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

**BENEFITS REVIEW- SUPPORT SERVICES:** The 2015 Title IX school visit report rated this benefit category *Deficient* stating that the total athletic pending could not be evaluated because expenditures reported on the T-35 form in the 2013-14 annual Title IX report were incomplete and inaccurate. Information gathered during the most recent school visit revealed that the only office space available was assigned to girls' basketball. School officials stated that, currently, there are no athletic booster clubs. All monies spent for athletics are provided by the school, and the purchase order process is adhered to. The internal analysis summary for the two most recent annual Title IX reports shows that in 2021-22, expenditures for female participants was 38.15% of the total while females were 35.40% of participants or approximately \$680 was spent per female athlete and \$604 per male athlete. In 2022-23, expenditures for females were 30.62% of the total while they were 43.13% of the athletic participants or approximately \$425 was spent per female athlete and \$730 per male athlete. According to data submitted by the school, athletic spending slightly favored females in 2021-22 and significantly favored males in 2022-23. Due to continuing disparities in this benefit category and the errors on the latest T-35 form in the columns for *Awards and Travel and Per Diem*, this benefit category is deemed deficient. (See *KHSAA Recommended Action*.)

**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>
<p><b>(Accommodation of Interest and Abilities)</b> The school failed to provide evidence showing that the standard established by any of the athletic opportunities tests is being met.</p>	<p>The school is to submit to KHSAA a plan for addressing the indicated interest in swimming (18) and tennis (20). The plan should include, but not be limited to, the results of meetings held to ascertain the validity of these interests. The steps to be taken, if the interests prove to be valid, are to be included in the submittal.</p>	<p>On or before <b><u>February 16, 2024.</u></b></p>
<p><b>(Travel and Per Diem Allowances)</b> The school failed to have the requested <b>(1)</b> guidelines addressing the equitable provision of <b>mode of transportation</b>, <b>(2)</b> equitable guidelines for the provision of <b>lodging</b> for student athletes, <b>(3) complete and accurate school expenditures</b> for this benefit category.</p>	<p>The school is to submit to KHSAA <b>(1)</b> written regulations addressing the equitable provision of <b>mode of transportation</b>, <b>(2)</b> written regulations for equitable provision of <b>lodging</b> for overnight trips, and <b>(3) T-35 form for 2021-22</b> showing <b>complete and accurate</b> school expenditures for this benefit category.</p>	<p>On or before <b><u>February 16, 2024.</u></b></p>
<p><b>(Locker Rooms, Practice and Competitive Facilities)</b></p>	<p>The school is to submit to KHSAA <b>(1)</b> a plan to transport student athletes who need it from school to the softball field; <b>(2)</b> a plan for improving the <b>amenities at the softball field</b> to make them equivalent to those at the baseball field. This plan should address the <b>dugouts and press box</b> and include a projected completion date. Updates for this project should be documented in the school's Title IX improvement plan <b>(T-60 form)</b>.</p>	<p>On or before <b><u>February 16, 2024.</u></b></p>
<p><b>(Publicity) (1)</b> The school failed to have equitable regulations addressing the equitable provision of athletic awards, the posting of banners or retirement of jerseys, or the criteria for induction into the athletic hall of fame. <b>(2)</b> The school also failed to submit accurate and/or complete expenditures [for the 2021-22 school year] in this benefit category on the 2022-23 annual Title IX report.</p>	<p>The school is to submit to KHSAA: <b>(1)</b> written regulations addressing equitable provision of athletic awards, posting of banners and/or retirement of jerseys, and the criteria for induction into the athletic hall of fame. <b>(2)</b> a <b>T-35</b> form showing accurate and complete expenditures in the <b>Awards</b> column for the <b>2021-22</b> school year.</p>	<p>On or before <b><u>February 16, 2024.</u></b></p>

### 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
(Support Services) As was the case at the time of the 2015 visit, the school's athletic expenditures could not be evaluated during the 2023 visit because of multiple inaccuracies and/or omissions on the T-35 form.	The school is to submit to KHSAA a T-35 form showing accurate and complete expenditures for the 2021-22 school year. This form should include all benefit categories and be signed by the principal and athletic director verifying its accuracy.	On or before <u>February 16, 2024.</u>

### OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Medical and Training Facilities and Services) The school is to submit to KHSAA a written plan and schedule showing equitable access to the weight training room for all student athletes.	On or before <u>February 16, 2024.</u>
(Scheduling of Games and Practice Times) The school is to submit to KHSAA completed 2023-24 schedules for varsity softball and baseball showing an equitable number of competitive opportunities. These schedules should be signed by the school's Athletic Director.	On or before <u>February 16, 2024.</u>

### PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Irvan Nichols	Student Athlete
Lexy Rice	Student Athlete
Stephanie Atkins	Head Volleyball Coach
Juan McDay	Head Boys and Girls Track Coach
Gary W. Lawson	KHSAA
Michael Hunter	Athletic Director
Tim Greyson	Principal
Kia Gearding	Counselor
Marcus Harding	Girls Basketball Coach

### **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 Medical Emergency Plan (KRS 160.445). The plan presented appeared to be 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 AEDs were in the following locations: (1) wall of auxiliary gym, (2) in school cafeteria, (3) in school auditorium, and (4) in the athletic training room.

No one from the community attended the Public Comments session which was advertised on the school's marquee and Facebook page. The meeting was adjourned at 3:15 EDT.