



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

KHSAA Form T76
Rev..11/16

School:	Oneida Baptist
Prepared By:	Gary W. Lawson
Date of Re-Visit:	September 26, 2017
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2017-18

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

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

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: Both the 10/16/03 and 02/02/12 Title IX school visit reports rated this category *Satisfactory*. At the time of these visits, the information indicated the standard established by Tests 1 and 3 were being met. A review of recent Title IX annual reports shows that the standard of Test 3 continues to be met. The internal audit summary for 2016-17 documents that the responses on the T-3 form support information in the most recent student athletic interest survey on which an 83.9% completion rate was received according to the T-63 form. The fact that the information shows that the standard established by Test 3 is being met along with an acceptable completion rate on the survey renders this category to be satisfactory. During the most recent visit, the school's Title IX file was examined. It contained the annual Title IX reports for the past five year, the two 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, current game schedules for all school-sponsored varsity teams, a school-generated athletic handbook for participants, written statements about use of the weight training room (see *Scheduling of Games and Practice Time and Medical and Training Facilities and Services* and *KHSAA Recommended Action*), written guidelines addressing various forms of athletic recognition, written designation of locker room and athletic equipment storage space assigned each team, minutes for only one GERC meeting held during the current school year (see *KHSAA Recommended Action*), written statements addressing future purchases of uniforms (see *Equipment and Supplies* and *KHSAA Recommended Action*), a written regulation addressing the provision of meals for student athletes (see *Travel and Per Diem Allowances* and *KHSAA Recommended Action*), and a copy of the Athletic Facility Emergency Medical Plan (KRS 160.445). School officials were encouraged to work toward development of a comprehensive Title IX file that would be a guide for the provision of proportional opportunities and equivalent benefits.

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 previous Title IX school visit reports in 2003 and 2012 rated this benefit category *Satisfactory*. All uniforms and equipment reviewed during the most recent visit appear to be of high quality and supplied in equitable quantities. The file did not contain a written uniform review, rotation, and/or replacement plan showing a full cycle of replacement for school sponsored teams. Interviews with student athletes and coaches did not reveal consistent replacement of uniforms. (See KHSAA Recommended Action.) According to the 2015-16 and 2016-17 annual Title IX reports submitted to KHSAA, the school was spending approximately \$26 per female athlete and \$59 per male athlete for equipment and supplies. This spending appears to favor male athletes who were designated as the underrepresented gender in 2017-18.

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: Both the earlier Title IX school visit reports designated 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. Shared practice and competitive venues are the gym and soccer field. The school failed to provide an equitable usage schedule for either of these venues. Interviews with student athletes suggested there was equitable use of the gym. (See *KHSAA Recommended Action*.) School officials were commended for the provision of parity in scheduling games during optimal playing times for both genders.

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 two previous Title IX school visit reports deemed this benefit category *Satisfactory*, but it was requested that regulations for this category be expanded to include provision of lodging for athletes. During the most recent visit, the Title IX file contained written guidelines regarding provision of meals to athletes, but none were found in relation to mode of transportation or those requested in 2012 regarding lodging. The failure to develop and implement these regulations renders this benefit category to be deficient. (See *KHSAA Recommended Action*.) Information submitted for the past two years shows that the school spent approximately \$42 per female athlete and \$49 per male athlete 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 2003 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The athletic director is responsible for the evaluation of all head coaches. A written instrument is used as part of this endeavor. A review of the school's extra service pay schedule for coaches indicated parity in regard to salaries and number of compensated coaching positions. Data submitted on the T-35 form in the 2016-17 annual Title IX report indicates that the total amounts spent for coaching salaries for teams of *like* sports shows parity. Data gathered during the visit revealed that the coaching ratio for female athletes is 9.3 participants per coach and for male athletes it is 9.2 athletes per coach. The athletic director reported that all head coaches at the school 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 2002 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report noted several facility improvements that had been made since 2003. The tour of facilities during the most recent visit showed that all outdoor and indoor competitive venues offer comparable amenities for “like” sports. All the competitive facilities, except swimming, are located on the school campus. The school currently has three dressing rooms for athletic teams that are located in the Sparks gymnasium and the Gritton auxiliary gym. The assignment for sharing these limited dressing facilities appears to be equitable. It was requested that the Gender Equity Review Committee review the current dressing room assignments annually. All school-sponsored teams have assigned equipment storage areas. Most of these are in the Sparks gym and appear to allow adequate space and are located in close proximity to the teams’ competitive/practice facilities. There is one office shared by all coaches.

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	NA	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The two earlier Title IX school visit reports deemed this benefit category *Satisfactory*. At the current time, the school has a small weight training room in the Gritton gym. This room has a limited amount of training equipment, but almost all of it is suitable for use by female athletes. The athletic director stated that no school-sponsored teams used the weight room, but interviews with coaches indicated that at least one male and one female team used the facility. Another female team used the equipment from the facility. It was requested that school officials make this facility accessible to all teams and an appropriate and equitable usage schedule be developed. This schedule is to be placed in the Title IX file and posted at the weight room. (See *KHSAA Recommended Action*.) The school does not provide services of an athletic trainer for any athletes. Free transportation to the Burning Medical Facility (15 miles away) is provided by the school for any student needing a physical examination for athletic participation.

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: This benefit category was rated *Satisfactory* in both 2003 and 2012. The most recent visit revealed comprehensive and equitable written guidelines in the Title IX file related to the provision of letters and bars, letter jackets, athletic awards, the posting of athletic recognition banners, and post season "parties." Written guidelines pertaining to induction into the school's Athletic Hall of Fame were also found. The school has one varsity cheerleading squad that cheers at all regular season home games and at all post season games for both boys and girls' basketball. The pep band plays at all home boys and girls basketball games. According to information submitted in the 2015-16 and 2016-17 annual Title IX reports, the school spent approximately \$11 per female athlete and \$11 per male athlete for awards.

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

BENEFITS REVIEW- SUPPORT SERVICES: Both previous Title IX school visit reports allotted a *Satisfactory* rating to this benefit category. The 2012 report noted that current athletic expenditures appeared to favor male athletes. Information gathered during the most recent visit indicated that the school does not have any athletic booster clubs. All athletic teams are supported by the school's general revenue fund. The internal audit summary for the 2015-16 annual Title IX report shows that total athletic spending slightly favored female athletes with approximately \$169 spent per female athlete and \$116 per male athlete. The 2016-17 internal audit summary shows that spending slightly favored male athletes with approximately \$186 spent per male athlete and \$148 per female athlete. Overall, the spending for the two-year period prior to this evaluation was within generally acceptable parameters for the provision of parity for a non-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
Travel and Per Diem Allowances —The school does not have written guidelines addressing all the pertinent areas of this benefit category.	The school is to submit to KHSAA written regulations addressing the equitable provision of mode of transportation and lodging for student athletes.	On or before <u>December 18, 2017</u>

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 designated as a result of the 02/02/2012 Title IX school visit.	NA	NA

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Equipment and Supplies —The school is to submit to KHSAA a written uniform review, rotation, and/or replacement plan showing a full cycle of replacement for all school-sponsored teams.	On or before <u>December 18, 2017</u>
Accommodation of Interests and Abilities —The school is to submit to KHSAA written minutes for three Gender Equity Review Committee Meetings held during the 2017-18 school year.	On or before <u>April 26, 2018</u>
Medical and Training Facilities and Services -The school is to submit to KHSAA a usage schedule for the weight training room that shows equitable access for all teams sharing this venue.	On or before <u>December 18, 2017</u>
Scheduling of Games and Practice Times —The school is to submit to KHSAA written usage schedules for the <u>soccer field and the Sparks gym</u> that show equitable access for all teams that share these venues	On or before <u>December 18, 2017</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Elijah Woods	Student Athlete
Aisha Blyo	Student Athlete
Allie Valldeperas	Volleyball Coach
Kirbee Parkhouse	Girls Soccer/Boys-Girls Swimming
Barb Osterrieder	Principal
Todd Parkhouse	Athletic Director
Timothy Cochran	Tennis Coach
Sharon Grant	Parent
Gary W. Lawson	KHSAA

OTHER GENERAL OBSERVATIONS

No one from the community attended the Public Comments session. The meeting was adjourned at 3:15.