



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

KHSAA Form T76  
Rev..11/16

School:	Owensboro
Prepared By:	Gary W. Lawson
Date of Re-Visit:	October 23, 2019
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2019-2020

**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>	X

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** Both the February 16, 2006 and November 6, 2013 Title IX school visit reports rated the accommodation of student interest and abilities *Satisfactory*. In both cases, the rating was based on evidence that the standard for Test 3 for the provision of athletic opportunities was being met. A review of the annual Title IX reports for the past two years shows that the standard established by Test 3 continues to be met at this time. Information on the T-3 form seems to be supported by responses on the most recent student athletic interest survey. The school currently offers 18 team participation opportunities for females and 19 for males. The T-63 form in the 2018-19 annual Title IX report shows that an 83% completion rate was received on the most recent student athletic interest survey. During the most recent visit, the school's Title IX file was reviewed and found to contain the three previous Title IX school visit reports, annual Title IX reports for the past five 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, facility usage schedules for athletic venues that are shared per gender, guidelines addressing equitable recognition of athletic participation and accomplishments (see *Publicity* and *KHSAA Recommended Action*), a listing of the locker room and athletic equipment storage space assigned each team, minutes and agendas for all GERC meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and regulations addressing the equitable provision of travel and meals for student athletes. (See *Travel and Per Diem Allowances* and *KHSAA Recommended Action*). School officials were commended for the development and maintenance of comprehensive regulations addressing the equitable provision of 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 2006 Title IX school visit report rated this benefit category *Deficient* noting there was no plan in place for the equitable review and replacement of uniforms and spending in this category significantly favored male participants. The 2013 school visit report rated this category *Satisfactory* based on the implementation of an equitable uniform replacement plan and expenditures that seemed to be within generally accepted parameters for the provision of parity. All uniforms and equipment inspected during the most recent visit appeared to be of excellent quality and supplied in equitable quantities. The Title IX file contains a uniform review, rotation, and/or replacement plan showing a four-year cycle of replacement for all varsity teams except girls and boys tennis, girls and boys swimming, girls and boys golf, and bowling which are replaced annually. Interviews with student athletes and coaches confirmed knowledge of and adherence to this plan. The 2017-18 and 2018-19 annual Title IX reports show that approximately \$135 per female athlete and \$123 per male athlete was spent 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 2006 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report mentioned the lack of a written facility usage schedule for the indoor hitting facility shared by baseball and softball. 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 gyms, the weight training rooms, the indoor batting facility, and the soccer field. Interviews with student athletes gave strong indication that these schedules were being followed. The scheduling of athletic events during optimal playing times on an equitable basis for both genders was discussed with school officials who were encouraged to make this effort a priority.

<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 2006 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. Regulations addressing equitable provision of mode of transportation and meals were made available during the most recent visit. There were no regulations for the provision of parity regarding lodging. Interviews with coaches and student athletes did not indicate that any policies were being consistently followed to provide equitable lodging. (See *KHSAA Recommended Action*.) The 2017-18 and 2018-19 annual Title IX reports show that approximately \$118 per female athlete and \$86 per male athlete was spent for travel and per diem.

<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 2006 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. During the most recent visit, it was learned that the athletic director is responsible for the evaluation of all head coaches. A written instrument is not currently used as part of this process. A review of the district's extra service pay schedule for coaches indicated parity. The T-35 form in the 2018-19 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. Information gathered during the most recent visit revealed that the coaching ratio for females was 12.25 participants per coach and the ratio for males was 12.0 participants per coach. Data provided by the athletic director indicated that 33% (3/9) of the head coaches of girls teams and 60% (6/10) of the head coaches of boys teams are on-campus employees. This benefit appears to slightly favor the male participants.

<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 2006 Title IX school visit report rated this benefit category *Deficient* based on numerous amenities at the baseball field being superior to those for softball. There were also differences listed in the practice facility used by girls' basketball when compared to the practice facility for boys' basketball. Lastly, in 2006, several athletic teams appeared not to have assigned locker room space. The 2013 school visit report rated this benefit category *Satisfactory*. The report noted the construction of a new gym which significantly improved the practice facility for girls' basketball. There was also assigned locker space for all teams. A new softball field had been constructed with improved amenities. Three areas still needing improvement at the softball field were listed. These areas were the scoreboard, the dugouts, and the drop-off behind the bleachers which created a safety issue. The tour of facilities during the most recent visit showed that the remaining areas needing attention at the softball field have been satisfactorily addressed. A new inning by inning electric scoreboard is in place at the field, the dugouts are now enclosed and have safety fence, and the area behind the bleachers has been leveled with concrete and metal fencing installed. A tarp and sprinkler system in the outfield has also been added. Student athletes and school administrators agreed when questioned during the visit that the amenities at the softball field now show equivalence with those at the baseball field. All the other outdoor and indoor competitive facilities show parity. All the venues appear to be very well-maintained. The school has four dressing rooms in the *north* gym which serve all teams except football and wrestling. All of the available locker room space seems to be assigned equitably. Interviews during the visit indicated that at least one coach did not know the location of his team's assigned dressing area. **IT IS IMPERATIVE THAT ALL COACHES AND STUDENT ATHLETES KNOW THE LOCATION OF ASSIGNED DRESSING ROOMS AND EQUIPMENT STORAGE AREAS.** The school has a large amount of equipment storage space that appears to be assigned with the size of the teams and proximity to the teams' competitive/practice areas as high 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:** The 2006 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The tour of facilities during the most recent visit revealed the school has two large, well-equipped weight training rooms. Weight room #1 is located upstairs in the *North* gym and offers numerous training options suitable for female participants and is easily accessible. Weight room #2 is located in the football complex, and is also large and well-equipped. It has fewer female-friendly training options than weight room #1. An equitable usage schedule for both of these venues was in the Title IX file and posted at each facility. Interviews with student athletes and coaches confirmed that female teams use both weight rooms. There services of an athletic trainer are provided equitably on a daily basis through a contract with Orthopedic Sports Medicine of Owensboro. All athletes are responsible for getting their own physical examinations.

<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:** The 2006 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The school currently has two varsity cheerleading squads—the Red squad and the Black squad which are selected at the same time by the same process. Both squads are assigned to cheer at all home football games and at away games that are less than a one-hour drive away from the school. Administrators did not know how the cheer squads were assigned for boys and girls basketball. (See *KHSAA Recommended Action*.) The full band performs at all home football games. A pep band plays at all home boys and girls basketball games versus in-city (Owensboro) opponents. The Title IX file contained detailed guidelines regarding the equitable provision of letters and bars, awards, and the posting of banners for athletic recognition. The guidelines for post season banquets were vague and gave no parameters for equivalence for this benefit. (See *KHSAA Recommended Action*.) The 2017-18 and 2018-19 annual Title IX reports show that the school spent approximately \$12 per female athlete and \$12 per male 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	NA	
Overall spending for athletic support	X	

**BENEFITS REVIEW- SUPPORT SERVICES:** The 2006 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. Based on the tour of facilities and information gathered during the most recent visit, it appears that the assignment of office space slightly favors the coaches of male teams. The football and boys basketball coaches, currently, have exclusive office space. The girls' basketball and volleyball coaches share an office. According to school administrators, there are no athletic booster clubs supporting school teams. All spending for athletic benefits goes through school accounts, and the purchase order process is followed closely. An analysis of spending for the past two years shows that during 2017-18 and 2018-19, total athletic spending favored female participants (underrepresented gender) on both a percentage and per athlete basis. (See the *internal summaries* for the 2017-18 and 2018-19 annual Title IX reports.)

#### **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 the October 23, 2019 Title IX school visit.		

#### **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 deficiencies were designated as a result of the November 6, 2013 Title IX school visit.		

#### **OTHER ACTIONS NECESSITATED BY THIS VISIT**

<b>Action</b>	<b>Due Date</b>
<b>(Travel and Per Diem Allowances)</b> The school is to submit to KHSAA written regulations addressing the equitable provision of lodging for student athletes. This document is to become part of the school's Title IX file along with current regulations for mode of transportation and the provision of meals.	On or before <u>January 8, 2020</u>
<b>(Publicity)</b> The school is to submit to KHSAA written regulations addressing the provision of parity for student athletes in regard to post season ceremonies recognizing athletic participation and accomplishments. These regulations should also become part of the <i>Publicity</i> section of the Title IX file.	On or before <u>January 8, 2020</u>
The school is to submit to KHSAA the specific assignment of both cheerleading squads during the basketball season. support.	On or before <u>January 8, 2020</u>

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Gary W. Lawson	KHSAA
Janyiah Wimberly	Student Athlete
Tucker Hagan	Student Athlete
Melissa Hibbs	Volleyball Coach
Michael Lovett	Girls Soccer Coach
Todd Harper	Athletic Director
John DeLacey	Principal
Austin Gaugh	Student Athlete
Gavin Wimsatt	Student Athlete
Cathy Hoffman	Administrative Assistant
Chris Gaddis	District Title IX
Chandler Worth	Student Athlete
Michelle Mayfield	YSC Coordinator
Char Rhoads	Parent
Angie Leachman	Bookkeeper

**OTHER GENERAL OBSERVATIONS**

Although not a 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 school's plan was venue-specific. UPON RECEIPT OF THIS REPORT, THIS PLAN SHOULD BE REVIEWED AND UPGRADED TO BE MORE COMPREHENSIVE IN REGARDS TO PROTOCOL IN THE CASE OF ILLNESS OR INJURY AT EACH ATHLETIC VENUE.

As per request, the school was asked to indicate the locations of its Automated External Defibrillators. The athletic director reported that there are five permanent AEDs located (1) in the North gym hallway, (2) outside the main school office, (3) inside the school's media center, (4) in the Fine Arts wing, and (5) in the football locker room. There is also a portable AED located in the concession area at Shifley Park (softball, baseball, and soccer complex) that is always carried by the athletic trainer.

No one from the community attended the Public Comments session. The school's athletic director was commended for the thorough preparation for this visit. The meeting was adjourned at 4:30 pm EDT.