



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

KHSAA Form T76
Rev..11/16

School:	Owensboro Catholic
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 15, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2023-24

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 SATISFACTORY	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The November 19, 2014 Title IX school visit report rated the accommodations of interest and abilities *SATISFACTORY*. This rating was based on information offered by the school showing that the standards of both TESTS 1 and 3 for the provision of athletic opportunities were being met. A review of the annual Title IX reports for the past two years gives strong indication that the standard established by Test 3 is currently being met. Based on the most recent Student Athletic Interest survey, it is recommended that the Gender Equity Review Committee investigate the feasibility of adding a bass fishing program at the school. During the most recent visit, the Title IX file was inspected. It contained all of the previous Title IX school visit reports, a board-approved salary schedule for coaches, a listing of current members of the GERC, recent game schedules for all varsity teams, a school-generated handbook for student athletes, facility usage schedules for all venues shared per gender, regulations addressing recognition of athletic accomplishments (see *Publicity* and *KHSAA Recommended Action*). The file also included written designation of the location of all locker room and athletic equipment storage space assigned each team, minutes for all GERC meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and guidelines addressing equitable travel and per diem for student athletes. (See *Travel and Per Diem Allowances* and *KHSAA Recommended Action*.) SCHOOL OFFICIALS WERE COMMENDED FOR THE DEVELOPOMENT 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 2014 Title IX school visit report rated this benefit category *SATISFACTORY*. The report stated that the uniform review and replacement plan did not include all school-sponsored teams. Boys and girls swimming, girls and boys golf, and boys' and girls' tennis were not included. During the most recent visit, all the uniforms viewed were of mid-to-high quality and seemed to be supplied in equitable quantities except in the case of boys' and girls' basketball and boys' and girls' soccer. In both of these situations, the females appeared to have a slight advantage in the quantities supplied. The school has a uniform review, rotation, and/or replacement plan based on a four-year cycle for all teams except boys and girls swimming, boys' and girls' tennis, and boys and girls golf which are all replaced annually. Data in the 2021-22 and 2022-23 annual Title IX reports indicated that the school spent \$31 per female athlete and \$41 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 2014 Title IX school visit report rated this benefit category *SATISFACTORY*. The report noted that the school did not have an equitable usage schedule for the soccer field which was shared for practices by the boys' and girls' teams. 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 by per gender for practice—the gyms, soccer practice field, and the weight training room. A usage schedule for each of these venues showing equitable female access was found in the Title IX file. Interviews with coaches and student athletes confirmed that equitable access is being provided. School officials were encouraged to continue to emphasize equity in regard to scheduling competitive events during the most opportune playing times.

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 2014 Title IX school visit report rated this benefit category *SATISFACTORY*. The report stated that the regulations for this benefit did not adequately address the equitable provision of *mode of transportation or lodging* for student athletes. Regulations found in the Title IX file during the most recent visit indicated that the school does have equitable regulations address meals and lodging, but still has no regulations addressing equitable *mode of transportation*. (See *KHSAA Recommended Action*.) The 2021-22 and 2022-23 annual Title IX reports show that the school spent approximately \$88 per female athlete and \$51 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 2014 Title IX school visit report rated this benefit category *SATISFACTORY*. Interviews With school administrators during the most recent visit revealed that the principal and athletic director are responsible for evaluating all head coaches. At this time, a written instrument is not used for documentation of this process. A review of the extra-service pay schedule for coaches indicated parity. The T-35 form in the 2022-23 annual Title IX report shows relative parity in total amounts spent for coaching salaries of teams of "like" sports. Evidence gathered during the most recent visit revealed that the coaching ratio for both male and female athletes was ten participants per coach. Other data showed that 20% (2/10) of the head coaches of girls' teams and 54% (6/11) of the head coaches of boys' teams are on-campus employees. This indicates a slight advantage for male athletes in regard to this component for accessibility of coaching.

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 2014 Title IX school visit report rated this benefit category *SATISFACTORY*. The report documented some minor disparities: (1) the baseball dressing was heated and softballs was not; (2) there was some confusion about the availability of a girl's dressing room at the Sports Center at KY Wesleyan University where most of their games are played.

The tour of facilities during the most recent visit showed that neither the baseball nor softball dressing areas are currently heated. The tour and interview with coaches confirmed that both the boys' and girls' basketball teams have dressing rooms at the Owensboro Sports Center where their games are played. These dressing areas appear to offer similar amenities. All other dressing areas for student athletes seem to have similar amenities for "like" teams. All teams have equipment storage areas that are assigned equitably in regard to the size of the team and proximity to practice and/or competitive facilities. One area that did create a question about equity was the indoor hitting facilities used by baseball and softball. The venue for softball was recently damaged by storms. The athletic director addressed this concern by explaining that the softball facility is in the process of being repaired. In addition, a plan is being implemented to build an entirely new softball indoor hitting facility for softball. (See *KHSAA Recommended Action*.)

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 2014 Title IX school visit report rated this benefit category *SATISFACTORY*. The facilities tour during the most recent visit revealed that the school has a large, very well-equipped weight training room located near the main gym. There was an equitable usage schedule for this facility in the Title IX file and posted at the venue. Interviews with coaches and student athletes confirmed female use of this benefit component. The weight room has numerous training options that seem suitable for female athletes. An athletic trainer is available daily on an equitable basis through a contract with O.S. M. O. All students are responsible for getting their own athletic physical examinations.

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 2014 Title IX school visit report rated this benefit category *SATISFACTORY*. The report noted that there were no regulations addressing the equitable provision of post-season banquets. This issue has been addressed, and regulations regarding post-season banquets are now in the Title IX file. The school currently has one varsity cheerleading squad that is assigned to cheer at all home football games and at away games versus in-city opponents. They also cheer at all home boys and girls' basketball games. The full band performs at all home football games. The pep band plays at all home boys and girls basketball games. A comprehensive set of regulations for this benefit category were found in the Title IX file. However, one area not addressed was the posting of banners for athletic accomplishments. (See *KHSAA Recommended Action*.) The 2021-22 and 2022-23 annual Title IX reports show that \$12 per female athlete and \$21 per male athlete was spent for awards and recognition.

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: The 2014 Title IX school visit report rated this benefit category *SATISFACTORY*. The current office space available for coaches appears to be assigned equitably. According to administrators, the school has no booster clubs supporting athletic **teams at this time**. The internal analysis summaries for the past two years show that total athletic spending during this period slightly favored female participants. (See the *2022-23 Internal Audit Summary* from KHSAA.)

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 by the 11/15/23 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 designated by the 11/19/14 Title IX school visit report.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(TRAVEL and PER DIEM ALLOWANCES) The school is to submit to KHSAA regulations addressing parity in regard to the <i>mode of transportation</i> provided student athletes. After appropriate approval, this document should be added to the Title IX file.	On or before <u>January 31, 2024</u>
(PUBLICITY) The school is to submit to KHSAA regulations addressing equity in the posting of banners for recognition of student athletes and/or athletic teams. After appropriate approval, this document should be added to the Title IX file.	On or before <u>January 31, 2024</u>
(LOCKER ROOMS, PRACTICE, AND COMPETITIVE FACILITIES) The school is to submit to KHSAA a plan for the repair and replacement of the indoor hitting facility for the softball team. This plan should include realistic project completion dates. Updates on the progress of this project should be included on the T-60 form in the school's annual Title IX report.	On or before <u>January 31, 2024</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Elizabeth Hayden	Student Athlete
Vince Carrico	Student Athlete
Michael Robertson	Girls Basketball Coach
Jenny Burns	Girls Golf Coach/ Asst. Cheer Coach
Jason Morris	Athletic Director
Edward Miller	Title IX Coordinator
John Hayden	Parent
Natalie Hayden	Director of Advancement
Julie Banin	Controller
Debbie James	Human Resources Director
Tom Lilly	President
George Powell	Principal
Gary W. Lawson	KHSAA

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 Emergency Medical Plan (KRS 160.445) The plan presented was comprehensive and venue-specific as required by statute.

As per request, the school was asked for a listing of the locations of its Automated External Defibrillators. AEDs were in the following places: (1) the concession stand at the football field; (2) a potable unit stays with the athletic trainer; (3) the central office of the high school; (4) the athletic director's office; (5) the school nurse's office.

No one from the community attended the Public Comments session which was advertised in the campus e-mail sent to all parents, on the school marquee, and on social media. The athletic directors were commended for their preparation for the visit. The meeting was adjourned at 3:15 CST.