



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

KHSAA Form T76
Rev..11/16

School:	Owsley County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	January 4, 2024
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 SATISFACTORY	
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 10, 2014 Title IX school visit report designated the accommodations of student interest and abilities *Satisfactory* based on data submitted by the school that showed the standard established by Test 1 was being met. The report stated that the Test 3 standard also may have been met, but the results of the student athletic interest survey appeared to be inaccurate. A review of the annual Title IX reports for the past two years (2021-22 and 2022-23) show that Test 1 has been met for females both years. **Note: Females were the underrepresented gender in athletics in 2021-22 and males were the underrepresented gender in 2022-23.** The data also indicates that the standard established by Test 3 is being met. The 2021-22 survey of student athletic interest indicates that the current athletic interests are being accommodated. During the most recent school visit, the Title IX file was reviewed, and it contained the 2014 Title IX school visit report and annual Title IX reports for the past two years. Also in the file were 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 school-generated athletic handbook, facility usage schedules for shared venues, regulations addressing the posting of banners for athletic recognition, designation of the locker room and athletic equipment storage space assigned each team, minutes for all Gender Equity Review Committee meetings held during the past three years, a listing of the most recent uniform purchases for all teams (see **Equipment and Supplies** and **KHSAA Recommended Action**), and regulations addressing the equitable provision of travel and per diem. The athletic directors were commended for the development and maintenance of a comprehensive 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 designated this benefit category *Satisfactory*. The report stated that boys and girls' archery and boys and girls golf were not included in the uniform review/rotation/replacement plan. The report also noted that spending in this category could not be evaluated because the school submitted budgeted amounts rather than actual expenditures. All uniforms reviewed during the most recent visit were of mid-to-high quality and seemed to be supplied in equitable quantities. The Title IX file contained a listing of the most recent uniform purchases for each team, but there was no long-range plan for equitable review/rotation/replacement of uniforms. (See ***KHSAA Recommended Action.***) Interviews with student athletes and coaches indicated that uniforms were replaced on equitable cycles for "like" sports. The T-35 forms in the 2021-22 and 2022-23 annual Title IX reports appear to contain actual expenditures and indicate the school spent \$103 per female athlete and \$79 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 designated this benefit category *Satisfactory*. Information gathered during the most recent visit revealed that the number of competitive events scheduled for teams of "like" sports was comparable. The school currently has two venues that are shared per gender for practices—the gym and weight training room. A usage schedule for both these venues showing equitable female access was found in the Title IX file. Interviews with coaches and student athletes confirmed that equitable access was available. School officials were encouraged to continue to strive for equivalence in regard to scheduling competitive events during the most optimal 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 designated this benefit category *Satisfactory*. The report noted that there were no regulations on file addressing equitable provision of the *mode of transportation* of student athletes. Also documented was the lack of evaluation of the spending component of this category because no spending for this benefit had been reported for the previous three years. During the most recent visit, documentation in the Title IX file showed that the school had addressed the provision of equivalence in the mode of transportation and provision of meals and lodging for student athletes. The GERC was reminded that these regulations should be reviewed regularly and updated if needed. Expenditures for travel and per diem in the 2022-23 annual report appear to be complete. The 2021-22 and 2022-23 annual reports show the school spent \$118 per female athlete and \$68 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 designated this benefit category *Satisfactory*. Information gathered during the most recent visit revealed that the principal and athletic directors are responsible for evaluating all head coaches. A written instrument is not currently used for documentation of this process. A review of the district's extra-service pay schedule for coaches indicated parity in the amount of compensation of coaches of teams of "like" sports and also in regard to the number of compensated coaches for "like" teams. The T-35 form in the 2022-23 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. Data provided during the most recent visit indicated that the coaching ratio was 6.0 female participants per coach and 5.0 male participants per coach. Other data showed that 67% (4/6) of the head coaches of girls' teams and 80% (4/5) 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 2014 Title IX school visit report designated this benefit category *Satisfactory*. The report noted that there was a disparity between the dugouts at the softball field and those at the baseball field. The tour of facilities during the most recent school visit revealed that the on-campus baseball and softball fields now offer very comparable amenities. Current construction projects at the baseball and softball fields (projected completion date of spring 2024) will have new dressing rooms, public restrooms, and additional equipment storage space at each venue. All the other competitive and practice venues have equitable amenities. All current dressing rooms offer similar amenities for “like” sports. A large room adjacent to the gym contains large, lockable wooden cabinets that provide equipment storage space for each team. The school continues to make significant progress in providing equitable locker rooms, practice, and competitive facilities.

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 2014 Title IX school visit report designated this benefit category *Satisfactory*. The school currently has a well-equipped weight training room adjacent to the gym. The weight room has numerous training options that are suitable for use by female athletes. A usage schedule for this venue showing equitable female access was in the Title IX file and also posted at the facility. Interviews with student athletes and coaches confirmed the implementation of the usage schedule. The school does not have an athletic trainer at this time. 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 designated this benefit category *Satisfactory*. It was noted that the regulations for this benefit category did not address the equitable posting of banners for athletic recognition. The report also stated that the annual reports for the previous two years did not show any spending for awards and athletic recognition. The school currently has one varsity cheerleading squad that is assigned to cheer at all home boys and girls basketball games and at away games versus district opponents. The band plays at all home girls' and boys' basketball games. The Title IX file contained regulations addressing the posting of banners for athletic recognition. According to Title IX file and interviews with administrators, there are no post-season banquets or awards given for athletic recognition for either gender. Because there are no expenditures for awards or banquets, spending within this benefit area is minimal.

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 designated this benefit category *Deficient*. This rating was based on not being able to evaluate total spending because the school failed to submit complete and accurate expenditures for *Awards, Travel and Per Diem Allowances, and Equipment and Supplies*. The currently available office space for coaches seems to be assigned equitably. There are no athletic booster clubs providing financial support for any teams. The 2021-22 and 2022-23 annual Title IX reports appear to contain complete and accurate expenditures for all benefit categories. A review of the total spending for the past two years shows that approximately \$441 per female athlete and \$225 per male athlete was spent for total support. The following year, 2022-23, approximately \$491 per female and \$502 per male athlete was spent. When these expenditures are averaged over the two-year period of this analysis, total athletic spending seems to be well within generally accepted parameters for 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
No deficiencies were assessed as a result of the January 4, 2024 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
The deficiency designated for the <i>Support Services</i> benefit category 11/10/2014 Title IX school visit report seems to have been successfully addressed. It appears that complete and accurate expenditures for this benefit category have been submitted for the past two years and indicate equivalence of benefits.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Equipment and Supplies—The school is to submit to KHSAA a uniform review, rotation, and/or replacement plan showing at least one full cycle of replacement for <u>all</u> teams. Upon approval, this plan is to become a part of the school's Title IX file.	On or before <u>March 15, 2024</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Carly Smith	Student Athlete
Jacob McCoy	Student Athlete
Sylvia McIntosh	Cross Country Coach/ Boys & Girls
Kyle Bobrowski	Girls Golf Coach/Co- A.D.
Lincoln Spence	Principal
Travis Smith	Athletic Director
Jessica Brewer	Cheer Coach
Becky McQueen	Finance Officer
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 venue-specific and comprehensive 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 (1) in the front high school office, (2) in the school nurse's station, and (3) on the wall in the gym.

No one from the community attended the Public Comments session which was advertised through the school's "all call" system and on the school's Facebook page. The athletic directors were commended for the thorough preparation for this school visit. The meeting was adjourned at 3:15 EST.