



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

KHSAA Form T76
Rev..11/16

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| School: | Paducah Tilghman |
| Prepared By: | Gary W. Lawson |
| Date of Re-Visit: | January 10, 2018 |
| 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 | |
| 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 September 16, 2003 and the February 7, 2012 Title IX school visit reports rated this category *Satisfactory*. Both ratings were based on evidence that the standard established by Test 3 for the provision of athletic opportunities was being met. A review of annual Title IX reports for the past two years give strong indication that the standard of Test 3 continues to be met. School officials are encouraged to continue to take the necessary steps to determine if the current interest indicated in bowling and fishing are valid. Action taken to address these indicated interests should be documented on the T-3 form in the annual report. The T-63 form in the 2015-16 annual Title IX report showed that an 80.6% completion rate was received on the most recent student athletic interest survey. During the most recent visit, the school's Title IX file was examined. It was found to contain the two previous Title IX school visit reports, copies of the annual Title IX reports for the past five years, a listing of the current members of the Gender Equity Review Committee, current game schedules for all varsity teams, a school-generated athletic handbook for coaches, a program for the school's fall and winter sports, written booster club agreements, facility usage schedules for the gym and weight training room, guidelines addressing letters and bars and posting of athletic banners (see *Publicity and KHSAA Recommended Action*), written designation of locker room and athletic equipment storage space assigned each team, and agendas with accompanying notes for all GERC meetings held during the past three years. School officials were reminded that written minutes need to be kept for all these meetings. Also in the file were written projections about future uniform purchases (see *Equipment and Supplies and KHSAA Recommended Action*), and some vague statements regarding travel and per diem for student athletes. (See *Travel and Per Diem Allowances and KHSAA Recommended Action*.) The school did not make available a venue specific Athletic Facility Emergency Medical Plan—KRS 160.445. (See *KHSAA Recommended Action*.) School officials were encouraged to develop a comprehensive Title IX file containing equitable regulations regarding the provision of athletic 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: The 2003 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report documented that the school's uniform rotation plan did not include equitable cycles of review for teams of "like" sports and did not offer evidence that equivalence was provided. All the uniforms and equipment reviewed during the most recent visit was of mid-to-high quality and seemed to be supplied in equitable quantities. The Title IX file contained a plan for future athletic purchases with no record of previous purchases. Some of the purchase cycles on this plan did not match the information given by the athletic director regarding actual purchases. Interviews with student athletes and coaches offered inadequate evidence that a plan was being followed. (See *KHSAA Recommended Action*.) Data in the 2015-16 and 2016-17 annual Title IX reports show that the school was spending approximately \$99 per female athlete and \$118 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 previous Title IX school visit reports 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. There were equitable usage schedules for both the gym and weight training room which are currently the only venues shared by male and female athletes in which separate practice times are necessary. The scheduling of competitive events during optimal playing times for both genders was discussed with school officials who were encouraged to continue to strive for parity in regard to this endeavor.

| 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 2003 Title IX school visit report rated this benefit category *Satisfactory*. This report requested that equitable regulations be developed regarding this benefit. The 2012 school visit report rated this category *Deficient* stating that the requested regulations had not been developed and that spending for this benefit significantly favored male athletes. Examination of the Title IX file during the most recent visit showed that there were some written statements regarding travel by charter bus and provision of some per diem for post season. There continued to be no evidence of written regulations addressing equitable mode of transportation or meals and lodging. Interviews with student athletes and coaches gave no indication that equitable regulations were being followed. The lack of these regulations being developed and implemented in 2003, 2012, and 2018 result in this benefit category being deemed **deficient**. It should be noted that this benefit category will be reported as a **recurring deficiency**. (See *KHSAA Recommended Action*.) Information in the 2015-16 and 2016-17 annual Title IX reports shows that approximately \$84 per female athlete and \$83 per male athlete was spent 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 school's athletic director is responsible for evaluating all head coaches. A written instrument is used as documentation of this process. A review of the district's extra service pay schedule indicated parity. The total amounts spent for coaching salaries for teams of "like" sports on the T-35 form in 2016-17 annual Title IX report shows parity. Data gathered during the most recent visit revealed that the coaching ratio for female athletes is 11 participants per coach and the ratio for male athletes is 13.4 participants per coach. Information provided by the athletic director indicated that 22% (2/9) of the head coaches of girls teams and 40% (4/10) of the 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 two previous Title IX school visit reports rated this benefit category *Satisfactory*. At the time of the 2003 report, the “softball and baseball fields were not comparable.” The 2012 report documented that a new softball field about six blocks from the school was being completed. Although the baseball field still appeared to offer some superior amenities, “recognizable” progress was being made. The tour of facilities during the most recent visit revealed that the practice and competitive venues at the school are deemed above average and very well maintained. As was true in 2012, the only venues for “like” sports that showed a disparity in the quality of amenities were those for softball and baseball. The softball field has been a work in progress, and much improvement has been made since 2012. There is still a need for public restrooms at this facility. It is also recommended that long range plans be developed to address the disparity in amenities including, but not limited to, the construction of an enclosed press box and on-site dressing facility. The school has assigned dressing rooms for all school teams except boys and girls soccer. There is dressing space at the school available for both these teams. UPON RECEIPT OF THIS REPORT, EQUITABLE DRESSING SPACE IS TO BE ASSIGNED TO THE BOYS AND GIRLS SOCCER TEAMS. The school seems to have adequate equipment storage space for all teams and the assignment of this space appears equitable.

| 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 2003 Title IX school visit report rated this benefit category *Satisfactory* but requested that an equitable usage schedule for the weight training room be developed and posted at the facility. The 2012 report rated this category *Deficient* stating that the school, at that time, had one weight training area exclusively for male athletes and a second weight room without any documented provision of access for female athletes despite the request by the 2003 school visit report. The school currently has a weight training room at the field house which has equipment that is suitable for use by female athletes. There was an equitable usage schedule for this venue in the Title IX file and posted at the facility. An athletic trainer is available on a daily basis through a contract with the Orthopedic Institute. Free physical examinations are provided by the Orthopedic Institute for any student athlete on one designated day each year.

| 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 previous Title IX school visit reports rated this benefit category *Satisfactory*. The school currently sponsors one varsity cheerleading squad which is assigned to cheer at all home and away football games. They also cheer for the boys' and girls' basketball teams at all home games and at away games versus district opponents. The band plays at all home football games. The pep band performs at all home games versus district and regional opponents for both the boys' and girls' basketball teams. A local radio station carries all home and away games for football and boys' and girls' basketball. The Title IX file contained equitable regulations addressing the provision of letters and bars. There were also guidelines for the posting of athletic banners. However, the banners posted in the gym were not in compliance with the guidelines in the file. (See *KHSAA Recommended Action*.) There were no regulations in the file addressing athletic awards or post season banquets. (See *KHSAA Recommended Action*.) Data in the 2015-16 and 2016-17 annual Title IX reports show that the school was spending approximately \$22 per female athlete and \$23 per male athlete for awards.

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

BENEFITS REVIEW- SUPPORT SERVICES: The school visit reports from 2003 and 2012 rated this benefit category *Satisfactory*. The 2012 report emphasized to school officials that all athletic expenditures should be monitored for the provision of equitable benefits. The school currently has office space for girls' basketball, boys' basketball, girls track, boys track, wrestling, and football. All school teams have booster clubs except archery, girls and boys track, wrestling, girls' and boys' cross country, and girls and boys swimming. Some of the booster clubs house their funds in school accounts and others have local bank accounts. It was recommended that school officials look into the possibility of creating a process for obtaining administrative approval for all booster expenditures from off-campus accounts. The 2015-16 annual Title IX report shows that total athletic spending for that year was well within generally accepted parameters for the provision of parity for a football-playing school. The report shows that approximately \$641 per female athlete and \$630 per male athlete was spent for total support. The internal analysis report for 2016-17 shows that spending again indicated equitable benefits with approximately \$545 per female athlete and \$493 per male athlete was spent.

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 |
|--|---|---|
| The January 10, 2018 Title IX school visit resulted in a deficiency in the benefit area of Per Diem Allowances . (See <i>Recurring Deficiencies</i> below.) | | |
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| | | |

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 |
|---|---|---|
| (Travel and Per Diem Allowances) The school failed to produce adequate evidence of equitable provision in regard to mode of transport, meals, and lodging. | The school is to submit to KHSAA written regulations addressing provision of equity in regards to mode of transportation, meals and lodging for student athletes. These regulations are to be signed by the school's athletic director, principal, members of the Gender Equity Review Committee, and all head coaches. | On or before <u>March 26, 2018</u> |
| | | |
| The deficiency designated by the February 7, 2012 Title IX school report in the area of Medical and Training Facilities and Services appears to have been addressed by the provision of equitable access to the weight training facility. | | |

OTHER ACTIONS NECESSITATED BY THIS VISIT

| Action | Due Date |
|--|------------------------------------|
| (Publicity) The school is to submit to KHSAA regulations addressing the provision of equity in relation to posting of athletic <u>banners</u> and provision of athletic <u>awards</u> and post season <u>banquets</u> for student athletes. | On or before <u>March 26, 2018</u> |
| (Equipment and Supplies) The school is to submit to KHSAA a written uniform review, rotation, and/or replacement plan showing an accurate full cycle of replacement for all school teams. <u>This document is to be signed by all head coaches.</u> | On or before <u>March 26, 2018</u> |
| (KRS 160.445) The school is to submit to KHSAA a copy of the school's Athletic Facility Emergency Plan that is <u>venue specific</u> as required by statute. | On or before <u>March 26, 2018</u> |

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

| Name | Title |
|-------------------|-------------------------------|
| Gary W. Lawson | KHSAA |
| Steve Dreher | Girls Basketball Coach |
| Carl Eligio | Girls Volleyball Coach |
| Lance Butler | Student Athlete |
| Nautica Beasley | Student Athlete |
| Amie Tooley | Title IX Director |
| Art Davis | Principal |
| Tim Jones | Parent |
| Mark H. Thomison | Parks and Recreation Director |
| Kristopher Durfee | Athletic Director |

OTHER GENERAL OBSERVATIONS

Four community members attended the Public Comments session. They had numerous questions regarding general Title IX issues and some that were specific to their high school. The discussion ended, and the meeting was adjourned at 4:50 pm EST.