



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

*KHSAA Form T76
Rev..11/16*

School:	Paul Laurence Dunbar High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	February 13, 2024
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2023-2024

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 most recent Student Interest Survey was conducted during the 2021-2022 school year. Students in grades 8-11 were surveyed with a return rate of 64.9%. Documentation showed that the most recent sport and/or sport activities added were lacrosse and dance for both males and females. The T-3 form indicated a strong interest in boys' volleyball which Paul L. Dunbar is currently offering as a club sport. Paul L. Dunbar currently offers thirteen (13) varsity sport and/or sport activities for males and thirteen (13) for females. Reported documentation showed that there are a total of twenty sport level opportunities provided for males and eighteen provided for females. School administration were reminded of the importance for accurate team and roster submission so that data results may provide a complete school analysis for the area of Opportunities.

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: There was written evidence of an equitable uniform review/replacement plan for all uniforms. Documentation showed that uniforms are purchased on a three-year cycle with the provision for needed replacements. Interviews with administration indicated that the boys' and girls' teams of tennis and swim purchase and retain their uniform each year. The written guideline also indicated prior approval by the Gender Equity Review Committee for any team purchase of uniforms and team equipment/supplies. Viewed uniforms were of mid- to high quality and with a slight advantage to the females with regard to the quantity provided. A two-year review of spending, for this category, showed that approximately \$114.00 was spent per male athlete and approximately \$98.00 spent per female athlete.

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: There was viewed evidence of team schedules in the school Title IX file. Current and past schedules showed overall equivalence and parity regarding the number of competitive opportunities provided. There was also written evidence showing the equitable scheduling for the shared facilities of the main gymnasium area, the upper side area of the gymnasium, the stadium field, track, and indoor hitting facility.

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: There was written evidence for the provision of meals and housing (overnight stay), but it did not include the specifics relative to mode of transport for student athletes. The guideline did include that travel by school bus, charter bus, etc. did require prior approval by school administration. Interviews with student athletes and coaches indicated travel to contests by parents or self-driven. The provision for meals was \$45.00/day per student athlete and the provision for housing included approximate cost per night, number of students per room and quality comparable to Courtyard Marriott and or Hyatt Place. Documentation viewed also required prior approval by the Gender Equity Review Committee and District administration for overnight trips. A two-year review of spending, for this category, showed that approximately \$14.00 was spent per male athlete and approximately \$40.00 spent per female athlete.

BENEFIT	Satisfactory	Deficient
COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Compensation	X	
Accessibility	X	
Competence	X	

BENEFITS REVIEW- COACHING: There was written evidence of a school approved salary schedule which showed overall equivalence in stipend amounts and parity for the number of positions provided. There was also a viewed Fayette County Public Schools document that showed the maximum number of allowable coaches per sport. This included board paid and allowable school paid coaches. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is approximately 12:1 for males and 9:1 for females. Interviews with administration indicated that coach evaluations are completed by the Athletic Director and Assistant Principal. Interviews indicated that each coach does a self-evaluation prior to the administrative evaluation. A written document is used for the evaluation process. School administration were reminded that the evaluation of competence, as part of the coaching benefit, should be used to aid in the professional growth and development of coaches.

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 on-campus practice and/or competitive facilities include those for volleyball, basketball, wrestling, football, soccer, track, baseball, tennis, softball, archery, cross country, and lacrosse. The off-campus facilities include those for golf, swim, and bowling. The golf team practices and competes at Kearney Hills Golf Course, the swim team utilized Transylvania University for practices and competitions, and the bowling teams practice and compete at the Southland Lanes. The cross-country team practices on campus with all hosted competitions at Masterson Station Park. There was written and viewed evidence of locker room and storage assignment for all teams. All storage areas were in close proximity to each respective competitive venue. There was also a viewed indoor hitting facility which provided equitable access for softball and baseball. This facility is located at the baseball field playing site, which is approximately a quarter-mile from the main school campus. A schedule was posted at the site and interviews with student athletes indicated usage and access to this facility. In the previous audit of 2015 this benefit area was deemed deficient as there were several identified advantages specific to baseball as compared to softball. Two of these advantages were exclusive locker room access to the dugout for baseball and the exclusive use of the indoor hitting facility. The improvement of usage and access to the indoor hitting facility, the administrative oversight and prior approval with regard to spending for purchases and improvements have aided in deeming this benefit category to be satisfactory, however, the addition of a softball locker room, with direct proximity access to the softball field is necessary to for this category to be considered 'acceptable'. All viewed facilities were excellent and very well maintained. Interviews with administration indicated that all competition venues are in the rotation for post season competitive play.

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: There is one (1) weight room that is located on the main school campus in a separate building by the athletic stadium. A schedule showing equitable usage and access was in the school Title IX file and also posted at the site. The weight room was spacious, well organized, and with equipment appropriate for female use. Interviews with student athletes indicated usage and access to the weight room. Interviews with administration indicated that athletic training services are provided thru a contract with the University of Kentucky Sports Medicine. The main training room is located off the gymnasium. It is very spacious, well equipped, and provides equitable access to all athletes. The trainer is available on a daily basis and at all home, in-town away contests, and post season competitions. Interviews with administration indicated that athletic physicals are the responsible of each student athlete.

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: There was written evidence of an awards/recognition guideline that included the specifics for end-of-season banquets, school awards, monogram awards, banner display, trophy display, college signings, championship rings, and jersey retirement. End-of-season banquets included the parameters for facility rental (if held off campus), cost of meal allowance per athlete, and cost of awards per athlete on general awards presented. The provision for the awarding of monogram letters and bars being was specified by each sport. Banners are displayed in the gym for each sport and recognizes accomplishments on the district, regional, and state level of play. Trophy display in the main gym foyer included those for regional and state championships. District level championship trophies were displayed at each respective venue area. Hall of Fame recognition is given to those that are individual and/or state championship winners as well as 1st team all-state or identified as all-American in their respective sport. School awards include those for sportsmanship, outstanding senior athlete, Army Reserve award, and Marine Corps award. There were written guidelines that included the specific procedures for college athletic signings, jersey retirement, and the individual purchase of championship rings. A two-year review of spending, for this category, showed that approximately \$24.00 was spent per male athlete and approximately \$45.00 spent per female athlete.

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 availability and assignment of office space appeared to be equitable. Interviews with administration indicated that all teams have booster clubs, with external accounts, except for archery, wrestling, tennis, and bowling. There was viewed evidence of booster agreements in the school Title IX file. Specifics within the booster agreements and interviews with administration included the required reporting of expected receipts, expenditures and fund-raising requests by July 15 of each new school year. All fundraisers require prior approval by school administration. There was also viewed documentation that required administrative oversight and prior approval by the Gender Equity Review Committee for any team purchase of equipment, supplies, and for travel. Interviews with coaches indicated knowledge of the process for school approval to purchase items. A two-year review of overall spending showed that approximately 42% of total dollars were spent on females which made up approximately 37% of the total participants. It also showed that approximately \$441.00 was spent per female athlete and approximately \$356.00 spent per male athlete. Based on submitted documentation, it appears that Paul Laurence Dunbar High School has met the acceptable parameters both on a percentage and per athlete basis.

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
N/A		

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
N/A		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<p>Mode of Transportation: Please submit the specific parameters for parent and/or student transport to events. Also, include the parameters for use of a charter or other type transport. This may include, but not be limited to, distance to be traveled, in town or out of town travel, post season, etc.</p>	<p>Submit, on or before, May 1, 2024. Send to kjohnston@khsaa.org</p>
<p>Locker Rooms: Please submit the Fayette County Schools plan for the addition of a locker room and indoor hitting facility at the softball field.</p>	<p>Submit, on or before, May 1, 2024. Send to kjohnston@khsaa.org</p>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Ava Rankin	Student Athlete – volleyball, basketball, softball
Tyler Baker	Student Athlete - baseball
Erik Daniels	Head Coach – girls basketball
Cole Pleasants	Head Coach – girls swimming
Jenni Morgan	Head Coach – volleyball Title IX representative / Asst. Athletic Director
Damon Kelley	Athletic Director
Paul K. Richardson	Assistant Principal
Gary Lawson	KHSAA Title IX Auditor
Kathy Johnston	KHSAA Title IX Auditor – kjohnston@khsaa.org

OTHER GENERAL OBSERVATIONS

School administration were very welcoming and well prepared for the visit. The school Title IX file was well organized and complete. The public forum, scheduled for 3:00 pm, was held in the school library. With no one in attendance, the audit team left Paul Laurence Dunbar High School at approximately 3:10 pm.

There was viewed evidence of Emergency Action Plans (EAP) that included the aid and treatment for all types of possible athletic related conditions and/or injuries. It also included the EAP for all athletic on and off campus related venues. There was written and viewed indication of AED placement access. There are four (4) permanent locations that include the gymnasium, baseball field, softball field, and the weight room. There is also a portable AED unit that is maintained and travels with the athletic trainer.