



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

KHSAA Form T76
Rev..11/16

School:	Rose Hill Christian
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 30, 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 SATISFACTORY	
Test Two – History of Continuing Practice of Program Expansion SATISFACTORY	
Test Three – Full and Effective Accommodation of Interest and Abilities	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The October 7, 2014 Title IX school visit report designated the accommodation of student interest and abilities *Satisfactory* based on data showing the standards established by both Tests 1 and 3 for provision of athletic opportunities were being met. **NOTE:** There is no record at KHSAA that an annual report for school year 2021-22 was ever submitted. The analysis in this report is based on the 2020-21 and 2022-23 annual Title IX reports. A review of the annual reports for those two non-consecutive years show that the school has no documentation that a student athletic interest survey was administered in 2021-22. Conversely, the internal analysis form from KHSAA shows that the standard established by Tests 1 and 2 were being met. In regard to Test 2, the T-2 form in the 2022-23 annual report showed that all sports currently offered at the school were added during the past five years. A review of past reports and/or rosters submitted makes all these additions unlikely. (See ***KHSAA Recommended Action.***) During the most recent visit, the school's Title IX file was reviewed and found to contain the 2022-23 annual Title IX report and the 2014 Title IX school re-visit report. The file also had a board-approved salary schedule for coaches, a listing of the current members of the Gender Equity Review Committee, sample game schedules for all varsity teams, a school-generated athletic handbook for students, a facility usage schedule for the gym, guidelines addressing parity in regard to recognition of student athletes (see ***Publicity*** and ***KHSAA Recommended Action***), written 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 each team (see ***Equipment and Supplies*** and ***KHSAA Recommended Action***), and a statement addressing the provision of meals for student athletes. (See ***Travel and Per Diem Allowances*** and ***KHSAA Recommended Action.***) The athletic director was encouraged to work with the GERC to develop 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 documented that a written uniform review, rotation, and/or replacement plan was not in place at that time. All uniforms inspected during the most recent visit appeared to be of mid-to-high quality and were supplied in equitable quantities. As was the case in 2014, the school still does not have an equitable uniform review, rotation, and/or replacement plan. Interviews with coaches and student athletes indicated that no equitable plan was being followed. The 2022-23 annual Title IX report shows **NO** spending for equipment and supplies for any school teams. The fact that the school does not have an equitable plan for replacement of uniforms and failed to submit required expenditures renders this benefit category *deficient*. (See **Support Services** and **KHSAA Recommended Action**.)

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 only shared practice facility which has separate practice times per gender is the gym. A practice schedule for the gym showing equitable access was found in the Title IX file. The importance of scheduling competitive events during the most opportune playing times on an equitable basis was emphasized to school officials.

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 documented that there were no written regulations addressing equitable provision of per diem (meals and lodging). At the time of the most recent visit, the school had no available equitable regulations addressing the mode of transportation or lodging for student athletes. Interviews with coaches and student athletes did not indicate that any consistent guidelines were being followed within this benefit category. The T-35 form in the 2022-23 annual Title IX report shows no spending for travel and per diem for any athletic teams. The fact that the school does not seem to be developing and/or implementing equitable regulations in this area and did not submit expenditures for this benefit in the annual Title IX report for 2022-23, results in this benefit category being designated **deficient**. (See **Support Services** and **KHSAA Recommended Action**.)

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*. According to administrators, the principal is responsible for evaluation of all head coaches. A written instrument is not currently used for documentation of this process. A review of the extra service pay schedule for coaches indicated parity. The total amounts spent for coaching salaries for teams of “like” sports is comparable as documented on the T-35 form in the 2022-23 annual report. Information gathered during the most recent visit revealed that the coaching ratio is ten participants per coach for females and 6.5 participants per coach for males. This ratio appears to favor male participants. Data provided by the athletic director showed that 33% of the head coaches of girls’ teams and zero per cent of the head coaches of male teams were on-campus employees. This data appears to slightly favor female participants.

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 tour of facilities during the most recent visit showed the following venues: (1) the gym which is shared equitably for practice and competition by volleyball, boys basketball, and archery; (2) the baseball field located at Central Park about three miles from the school; (3) the Diamond Links golf course located about eleven miles from the school and is used by both the boys and girls teams; (4) the Ashland tennis center located about two miles from the school and is shared by both the boys and girls teams; (5) the boys and girls track teams do not have access to a track facility on a regular basis, but they use the Boyd County High School track occasionally. All track meets for boys and girls are away events. All these venues provide equitable and adequate amenities. The school has two large, well-appointed dressing rooms in the gym. These dressing areas are very similar in size and amenities. One dressing room is assigned to all girls' teams, and the other is assigned to all boys' teams. The athletic equipment storage space assigned to each team appears to be 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	NA	
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 report documented that there was no usage schedule for the weight training room in the Title IX file or posted at the facility. During the most recent visit, it was revealed that the school has a small area in the bleachers of the gym which has some weight training equipment. This area is not fully enclosed, and the space is too limited for team use. The training options here are used on an individual basis so no teams are assigned to the area. It was noted during the interviews that there are some training options suitable for females. There are no athletic trainer services available at the school. A local physician provides free physical examinations for student athletes on a specified day each year.

BENEFIT	Satisfactory	Deficient
PUBLICITY	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Support group assignments	NA	
Written regulation for recognition	X	
Equity of spending		X

BENEFITS REVIEW- PUBLICITY: The 2014 Title IX school visit report designated this benefit category *Satisfactory*. The report noted that there were no written regulations addressing parity in regard to the posting of banners for athletic recognition. During the most recent visit, it was learned that the school does not have any cheerleading squads or band. Regulations related to the posting of banners and provision of awards for athletic accomplishments are now in the school's Title IX file. There were no regulations regarding post-season banquets. (See ***KHSAA Recommended Action***). The T-35 form in the 2022-23 annual Title IX report show **zero dollars (\$ 0.00)** spent for awards and athletic recognition. (See ***KHSAA Recommended Action***.)

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 *Satisfactory*. Currently, the school has one large coaching office in the gym that is shared by all the coaches according to the athletic director. Administrators stated there are no booster clubs supporting any athletic teams at the school. Total athletic spending could not be evaluated because **the T-35 form in the 2022-23 annual Title IX report showed no spending for any teams in the benefit areas of *Equipment and Supplies, Travel and Per Diem, or Awards and Athletic Recognition***. Lacking any evidence of total spending in the major component of this benefit category, it is rendered **deficient**. (See *KHSAA Recommended Action*.)

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
<p>(Travel and Per Diem Allowances)</p> <p>(1) The school failed to have evidence of the provision of parity in regard to the mode of transportation and lodging for student athletes.</p> <p>(2) The school failed to submit expenditures for this benefit as required on the T-35 form in the annual Title IX report.</p>	<p>The school is to submit to KHSAA regulations addressing the equitable provision of mode of transportation and lodging for student athletes. This document is to be signed by all members of the GERC and athletic director.</p> <p>(See Support Services in this section of the report)</p>	<p>On or before <u>March 8, 2024</u></p>
<p>(Equipment and Supplies)</p> <p>(1) The school did not have evidence of the provision of equity in regard to the review, rotation, and/or replacement of uniforms.</p> <p>(2) The school failed to submit the required expenditures for this benefit category as required on the T-35 form in the 2022-23 annual Title IX report.</p>	<p>The school is to submit to KHSAA a long-range plan for the replacement of team uniforms that shows equitable cycles for replacement for all “like” teams.</p> <p>(See Support Services in this section of the report.)</p>	<p>On or before <u>March 8, 2024</u></p>
<p>(Support Services)</p> <p>Total support for student athletes could not be evaluated because the school failed to report expenditures in the benefit areas of <i>Equipment and Supplies, Travel and Per Diem, and Awards</i> on the T-35 form in the 2022-23 annual Title IX report.</p>	<p>The school is to submit to KHSAA a T-35 form showing complete and accurate expenditures for all benefit categories for 2022-23. (<u>Note: These expenditures are for the 2021-22 school year.</u>) The total expenditures should be shown on <u>page 2 of the T-35 form.</u></p>	<p>On or before <u>March 8, 2024</u></p>

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 assessed as a result of the October 7, 2014 Title IX school visit report.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Accommodation of Student Interest and Abilities) The school's athletic director is to contact the KHSAA technology coordinator and request assistance to take steps to correct the <i>Historical Matrix</i> upon which the accuracy of Test 2 for the provision of athletic opportunities is based. The school's T-2 form should show correct data in the April 30, 2024 annual Title IX report.	On or before <u>March 8, 2024</u>
(Publicity) The school is to submit to KHSAA regulations addressing the provision of parity in regard to post-season banquets for student athletes.	On or before <u>March 8, 2024</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Isabel Hensley	Student Athlete
Christian Blevins	Student Athlete
David Bush	Girls Tennis Coach
Heather Hensley	Girls Volleyball Coach
Anita Hensley	Athletic Director
Lonnie Laney	School Administrator
Anissa Justus	Parent
Jeweh Stanley	Student Athlete
Collin Wilburn	Student Athlete
Rebecca Smith	Teacher
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 to provide a listing of the locations of its Automated External Defibrillators. It was confirmed that AEDs are in the following locations: (1) on the wall of the gym, and (2) a portable AED is available for checkout by any team from the athletic director.

No one from the community attended the Public Comments session. The meeting was adjourned at 3:15 EST.