



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

KHSAA Form T76
Rev. 11/16

School:	Ryle
Prepared By:	Gary W. Lawson
Date of Re-Visit:	December 4, 2018
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-19

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 October 12, 2006 and the October 11, 2012 Title IX school visit reports rated this area *Satisfactory*. Both reports documented that the school appeared to meet the standard established by Test 3 for provision of athletic opportunities. A review of the school's annual reports for the past two years gives strong evidence that the standard of Test 3 continues to be met. The school currently offers all KHSAA sanctioned sports/sports activities except field hockey and bass fishing. There are a total of 24 teams offered for female participation and 26 teams for male participation. The T-3 forms in the 2016-17 and 2017-18 annual reports, along with the most recent student athletic interest survey, gives strong indication that student athletic interests are being accommodated. The T-63 form in the 2017-18 annual Title IX report shows that an 83.2% completion rate was received on the most recent student athletic interest survey. During the December 4, 2018 visit, the school's Title IX file was examined. It was found to contain the three previous Title IX school visit reports, annual Title IX reports for the past five years, the district's extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, game schedules for all varsity school teams, an athletic handbook for coaches, an athletic handbook for student athletes, a written booster club agreement, facility usage schedules for all shared venues, guidelines addressing equitable provision in regard to posting athletic banners, awarding letters and bars, and entrance into the school's athletic hall of fame. (See *Publicity* and *KHSAA Recommended Action*.) The file also contained the assignment of locker room and athletic equipment storage space for each team, minutes for all Gender Equity Review Committee meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and regulations addressing the equitable provision of travel and per diem. (See *Travel and Per Diem Allowances* and *KHSAA Recommended Action*.) School officials were commended for the development 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 2006 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. All uniforms and equipment inspected during the most recent visit were of high quality and seemed to be supplied in equitable quantities for both genders. The school has a uniform review, rotation, or replacement plan based on a three-year cycle of replacement for all school teams except boys and girls tennis, boys and girls golf, archery, bowling, and boys and girls swimming which are replaced annually. Interviews with coaches and student athletes seemed to confirm knowledge of and adherence to this plan. The 2016-17 and 2017-18 annual Title IX reports show that the school was spending approximately \$80 per female athlete and \$143 per male athlete for equipment and supplies. This spending appears to favor male athletes and should be evaluated and monitored in regard to the provision of equitable benefits.

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: Both the previous Title IX school visit reports rated this benefit category *Satisfactory*. According to information gathered during the most recent visit, the number of competitive events scheduled for teams of "like" sports was comparable. Facility usage schedules showing equitable access for both genders were available for the gyms, the stadium (shared by boys and girls soccer and football), the indoor hitting facility, the weight training room, the multi-purpose room, and the tennis courts. Interviews with administrators and coaches seemed to confirm the accuracy of these schedules. Scheduling competitive events during the most opportune playing times on an equitable basis was discussed with school officials who were encouraged to continue to strive for parity in 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: Both the 2006 and 2012 Title IX school visit reports rated this benefit category *Deficient*. The 2006 report requested that regulations be developed for this category which addressed parity in regard to mode of transportation and per diem (meals and lodging). The 2012 report stated that some regulations were in place for mode of transportation but not meals and lodging. During the most recent visit, regulations addressing equitable provision of mode of transportation and meals and lodging were in the Title IX file. It was requested that the Gender Equity Review Committee evaluate the lodging guidelines in relation to current spending parameters. Interviews with student athletes and coaches indicated limited knowledge of and adherence to these guidelines. School officials and the GERC were cautioned that all coaches should be aware of these guidelines and adhere to them. (See *KHSAA Recommended Action*.) Annual Title IX reports for 2016-17 and 2017-18 show that approximately \$38 per female athlete and \$51 per male athlete was being 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 2006 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The school's athletic director is currently responsible for the evaluation of all head coaches. A written instrument is not used as part of this process at this time. A review of the district's extra service pay schedule for coaches indicated parity. The T-35 form in the 2017-18 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports showed relative parity. According to data gathered during the most recent visit, the coaching ratio is 11.6 participants per coach for female athletes and 10.3 participants for male athletes. The athletic director reported that 60% (6/10) of the head coaches of girls teams and 73% (8/11) 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: This benefit category was rated *Satisfactory* by both the 2006 and 2012 Title IX school visit reports. The 2012 report stated that the assignment of locker room space favored male athletes. The tour of facilities during the most recent visit revealed that the school is addressing the disparity in the assignment of locker room space documented in the previous report. The school is currently renovating a dressing area for the girls' basketball team which will result in girls' basketball and volleyball having exclusive dressing rooms. (See *KHSAA Recommended Action*.) This project will lead to equivalence in the provision of exclusive dressing areas per gender. School teams currently have five dressing areas in the main gym and four dressing areas in the field house. The assignment of this space in terms of amenities provided appears equitable at this time. The school's indoor and outdoor practice and competitive venues are considered to be very good, and the amenities offered appear equitable. The school has equipment storage space for all teams. The assignment of this space is comparable when the size of the team and proximity to the teams' competitive venues are considered.

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 2006 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2006 report noted the need for an equitable usage schedule for the weight rooms, and the 2012 report documented the need for equipment that was suitable for use by females. The facilities tour during the most recent visit revealed that the school currently has a small weight training room located in the upstairs area of the main gym. This area is available to all school teams except football which has a limited amount of weight training equipment in their dressing room. The shared weight training room has an equitable usage schedule posted at the facility and in the Title IX file and has numerous training options suitable for use by female athletes. Interviews with students and coaches seemed to confirm equitable access to the shared training facility. The only factor that appeared to inhibit use of this venue was its small size. The school currently provides equitable access to an athletic trainer on a daily basis through a contract with Baptist Health. Student athletes are responsible for getting their own 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: This benefit category was rated *Satisfactory* by both the 2006 and 2012 Title IX school visit reports. The school currently has one varsity cheerleading squad which is assigned to cheer at all home and away football games and at *selected* home and away boys' and girls' basketball games. The number of games for which they cheer is monitored by the athletic director in an attempt to insure parity. The band performs at all home football games and a pep band plays at select home boys' and girls' basketball games. Again, this number is monitored for parity by the athletic director. The Title IX file contained equitable regulations governing the posting of athletic banners recognizing teams and individual participants and guidelines for entrance into the school's athletic hall of fame. In addition, there were regulations related to the awarding of letters and bars, but none for other types of athletic awards or post season banquets. Interviews with coaches and student athletes indicated differences in the provision of these benefits. (See KHSAA Recommended Action.) Annual Title IX reports for 2016-17 and 2017-18 show that approximately \$17 per female athlete and \$18.50 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	X	
Overall spending for athletic support	X	

BENEFITS REVIEW- SUPPORT SERVICES: Both the 2006 and 2012 Title IX school visit reports deemed this benefit category *Satisfactory*. During the facilities tour on December 4, 2018, it was revealed that the assignment of office space slightly favors male athletes. It was requested that the Gender Equity Review Committee review and evaluate this situation and then school administrators follow up with recommended changes. The school currently has one athletic booster club—The Raider Athletic Club—which supports all school teams. This club houses its funds outside of school accounts. According to school officials, there is no mechanism in place for the oversight (approval) of booster expenditures. Several methods for oversight of booster expenditures for the provision of parity were discussed with school administrators. A review of athletic spending for the past two years shows that 33.36% of the expenditures in 2016-17 were for female athletes who made up 38.24% of the participants and 66.64% of the expenditures were for male athletes who made up 61.76% of the participants. On a per athlete basis, this means that \$347.44 was spent for each female athlete and \$429.87 for each male athlete. This spending is within generally accepted parameters for the provision of parity for a football-playing school. In the following year, 2017-18 \$279.08 was spent per female athlete and \$442.33 per male athlete—a difference of \$163.25 in favor of male participants. This spending is outside of generally accepted parameters for the provision of equitable benefits. Athletic spending should be closely monitored in an attempt to insure that this disparity does not continue over a two-year period.

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 as a result of the December 4, 2018 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 in the area of Travel and Per Diem Allowances on both the 2006 and 2012 Title IX school visit reports appears to have been addressed. (See <i>Travel and Per Diem Allowances</i> in the body of this report.)		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Publicity) The school is to submit to KHSAA regulations addressing the equitable provision of <u>awards and post season banquets</u> for student athletes. Once approved, these guidelines are to become part of the <i>Publicity</i> section of the school's Title IX file.	On or before <u>March 1, 2019</u>
(Travel and Per Diem Allowances) The school is to submit to KHSAA guidelines for this benefit category that are signed by <u>all head coaches, all members of the GERC, and the school and district Title IX coordinators</u> . These signatures confirm knowledge of and adherence to these regulations.	On or before <u>March 1, 2019</u>
(Locker Rooms, Practice and Competitive Facilities) The school is to submit to KHSAA photographs of the newly completed dressing room for the girls basketball team.	On or before <u>March 1, 2019</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Matthew L. Turner	Principal
Jim Demler	Athletic Director
Jim Wihebrink	Track/ Cross Country Coach
Katie Haitz	Basketball Coach
Tasha Lovins	Volleyball Coach
Stefan Clarkson	Student Athlete
Emily Knecht	Student Athlete
Heather Bush	Parent
Ryan Ware	Coach
Pat Roesez	Baseball Coach
Stephen Collins	Girls Tennis, Men's Soccer Coach
Lee Stilkey	Teacher
Barbara Kok	KHSAA

OTHER GENERAL OBSERVATIONS

Although not part of the current Title IX evaluation, as per request, the school was asked for a copy of its Athletic Facility Emergency Medical Plan (KRS 160.445). At the time of this most recent school visit, the school's plan was very comprehensive and venue-specific as requested by the statute. The school's athletic director identified the location of three automated external defibrillators available for use by athletic teams. A permanent AED is on the wall in the main gym. A second permanent unit is on the wall in the commons area. The third permanent AED is in the football coaches' office at the field house.

No one from the community attended the Public Comments session. The school's athletic director was commended for his thorough preparation for the school visit. The meeting was adjourned at 3:10 pm EDT.