



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

KHSAA Form T76
Rev..11/16

School:	Sayre
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 28, 2017
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 SATISFACTORY	
Test Two – History of Continuing Practice of Program Expansion SATISFACTORY	
Test Three – Full and Effective Accommodation of Interest and Abilities SATISFACTORY	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The January 15, 2002 and the September 27, 2011 Title IX school visit reports rated this area *Satisfactory*. At the time of both visits, the evidence indicated that the school was meeting the standard established by Test 3 for the provision of athletic opportunities. A review of the recent Title IX annual reports shows that the school seems to meet the standard established by all three opportunities tests. In regard to Test 1, the 2016-17 report shows that females made up 49% of the athletes at the school, and they were 48.6% of the school's enrollment. Under Test 2, the addition of girls' varsity lacrosse, girls' junior varsity soccer, and girls varsity and junior varsity volleyball during the past five years has increased female participation by 39.3%. In relation to Test 3, the responses on the T-3 form appear to be fully supported by the information in the most recent student athletic interest survey. The T-63 form in the 2015-16 annual Title IX report shows that an 82.8% completion rate was received on the most recent student athletic interest survey. School officials were commended for the information indicating that equitable opportunities are being provided for all student athletes. During the most recent visit, the school's Title IX file was examined. It was found to contain both the previous Title IX school visit reports, annual Title IX reports for the past five years, a listing of salaries paid to individuals who filled coaching positions (see *Coaching and KHSAA Recommended Action*), a listing of the current members of the Gender Equity Review Committee, recent game schedules for all varsity teams, a school-generated athletic handbook for student athletes, a written facility usage schedule for the gym (see *Medical and Training Facilities and Services and KHSAA Recommended Action*), written regulations addressing equitable provision of awards (see *Publicity and KHSAA Recommended Action*), written designation of locker room space assigned some teams (see *Locker Rooms, Practice, and Competitive Facilities and KHSAA Recommended Action*), written designation of the athletic equipment storage space assigned some teams (see *Locker Rooms, Practice and Competitive Facilities and KHSAA Recommended Action*), minutes for one Gender Equity Review Committee meeting held in 2014 (see *KHSAA Recommended Action*), a uniform review, rotation, and/or replacement plan (see *Equipment and Supplies and KHSAA Recommended Action*), and an Athletic Facility Emergency Medical Plan (KRS 160.445). School officials were strongly encouraged to work toward the development of a comprehensive Title IX file with regulations that are implemented for the benefit of student athletes.

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 2002 and 2011 Title IX school visit reports rated this benefit category *Satisfactory*. All uniforms examined during the most recent visit appeared to be of high quality and supplied on an equitable basis. The school had a uniform review, rotation, and/or replacement plan showing equitable cycles of replacement for “like” sports. UPON RECEIPT OF THIS REPORT, THIS PLAN IS TO BE UPDATED TO INCLUDE ALL UNIFORMS THAT ARE REPLACED ON AN ANNUAL BASIS AND TO INCLUDE BOYS AND GIRLS LACROSSE. The 2015-16 and 2016-17 annual Title IX reports show that the school was spending approximately \$89 per female athlete and \$73 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	?	
Optimal playing times		X

BENEFITS REVIEW- SCHEDULING OF GAMES AND PRACTICE TIMES: The two 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 was an equitable usage schedule for the gym, but there was no usage schedule for the weight training room. (See *Medical and Training Facilities and Services* and *KHSAA Recommended Action*.) The scheduling of athletic competitions during the most optimal playing times was discussed with school officials who were strongly encouraged to work toward the provision of 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: The 2002 and 2011 Title IX school visit reports rated this benefit category *Satisfactory*. The 2011 report documented that the school's Title IX file did not contain any equitable guidelines addressing the provision of per diem. The most recent review of the file revealed there were no written regulations addressing the mode of transportation or provision of equitable meals and lodging. Interviews with student athletes and coaches gave no indication that any equitable guidelines were being followed. Because the school failed to offer evidence of any regulations in this area in 2011 or during the most recent visit, this benefit category is currently **deficient**. (See *KHSAA Recommended Action*.) The 2015-16 and 2016-17 annual Title IX reports show that the school was spending approximately \$29 per female athlete and \$32 per male athlete for travel and per diem.

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

BENEFITS REVIEW- COACHING: The two earlier Title IX school visit reports rated this benefit category *Satisfactory*. The school's athletic director is currently assigned to evaluate all head coaches. A written instrument is used as part of this process. The school did not provide an extra service pay schedule for coaches—only a listing of payments to individuals who held coaching positions. (See *KHSAA Recommended Action*.) According to the T-35 form in the 2016-17 annual Title IX report, the total amounts spent for coaching salaries for teams of "like" sports were comparable. Data gathered during the most recent visit indicated that the coaching ratio for female athletes is 7.5 participants per coach, and the ratio is 7.4 participants per coach for male athletes. Information provided by the athletic director indicated that 38% (3/8) of the head coaches of girls teams and 38% (3/8) of the head coaches of boys teams were 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 all the individual components of this benefit category *Satisfactory*. The boys and girls basketball teams play and practice in the school's gym. The golf teams practice and compete at the Tates Creek Country Club located about 10 miles from the school. Bus transportation is provided to practice and home matches. The girls and boys swim teams compete and practice at Northside YMCA located a few blocks from the school. The track team practices at Transylvania University, Lexington Christian High School, and the Sayre Athletic Complex. All other teams sponsored by the school play and practice at the Sayre Athletic Complex located approximately nine miles from the school. Bus transportation is provided to the complex for practices. The complex is well-appointed and maintained. All the competitive and practice venues appear to have been constructed with equitable benefits in mind. The tour of facilities during the most recent visit revealed that the dressing rooms at the school and athletic complex were assigned equitably. During the tour, it appeared that some athletic equipment storage space was assigned for each team. It is recommended that the assignment of storage space be evaluated in relation to equitable size for "like" teams and proximity to the practice and playing venues for teams. It should also be noted that the Title IX file did not contain a complete listing of locker room or equipment storage space assigned each team. (See *KHSAA Recommended Action.*)

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	NA	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The 2002 and 2011 Title IX school visit reports rated this benefit category *Satisfactory*. The most recent visit revealed that the school has a weight training facility consisting of two rooms. One of these rooms contains cardiovascular equipment, and the other one has mostly weight training equipment. Both these rooms contain numerous training options that are very suitable for use by female athletes. Interviews with students and coaches confirmed that some female teams use this facility. However, unlike the past Title IX visit, the school did not have a usage schedule for this venue, and the school-based interviews gave no indication that equitable access for females was emphasized. (See *KHSAA Recommended Action.*) A certified trainer available through a contract with the University of Kentucky is provided on an equitable basis to all student athletes. Physical examinations are the responsibility of the student athletes at Sayre.

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

BENEFITS REVIEW- PUBLICITY: The two previous Title IX school visit reports rated this benefit category *Satisfactory*. The school currently sponsors one varsity cheerleading squad that is assigned to cheer at all home boys and girls basketball games and at away games versus teams within the city of Lexington. The Title IX file contained excellent guidelines for provision of parity in regard to athletic awards. There were no regulations related to post season banquets, posting of athletic banners, or criteria for entrance into the school's athletic hall of fame. (See *KHSAA Recommended Action*.) Equity of spending within this benefit category could not be evaluated because the school's T-35 form submitted to KHSAA contained budgeted amounts rather than actual expenditures in the *Awards* column. (See *KHSAA Recommended Action*.) The fact that the majority of the written regulations necessary for this benefit area were not provided and spending could not be evaluated due to inaccurate submittals of expenditures, this category is deemed **deficient**.

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 2002 and 2011 Title IX school visit reports rated this benefit category *Satisfactory* and stated at the time of those visits that no athletic booster clubs existed. The tour of facilities during the most recent visit revealed that the school provided only one coaching office which was located at the athletic complex. This office is shared by all coaches whose teams practice at this facility. The school currently has one booster club which supports all athletic teams at the school. The booster club houses all its funds off the school campus. According to school administrators, all booster purchases are approved by the athletic director. The internal audit report for 2015-16 shows that the school was spending approximately \$483 per female athlete and \$639 per male athlete for total support—a \$156 difference in favor of male athletes. In 2016-17, the internal audit report showed that \$564.31 was spent per female athlete and \$610.94 per male athlete—a difference of \$46.62 in favor of males. Although this spending shows more parity than the previous year, it is still slightly outside of generally accepted parameters for the provision of parity for a non-football playing school. While it appears that significant progress has been made in this category in 2016-17, athletic expenditures should continue to be closely monitored in relation to equitable benefits for student athletes.

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) At the time of the 2011 and 2017 Title IX visits, the school failed to provide written regulations addressing equitable provision for this benefit category.</p>	<p>The school is to submit to KHSAA equitable written guidelines addressing: mode of transportation meals for student athletes lodging for student athletes</p> <p>These regulations are to be signed by all the school's head coaches, athletic director, and principal. These regulations are also to become a part of the Title IX file.</p>	<p>On or before <u>February 7, 2018</u></p>
<p>(Publicity)</p> <p>The school did not have the necessary regulations addressing parity in regard to post season banquets, posting athletic banners, and criteria for entrance into the school's athletic hall of fame.</p>	<p>The school is to submit to KHSAA written regulations for equitable provision in regard to: post season athletic banquets/ceremonies; posting athletic recognition banners; criteria for induction into the school's athletic hall of fame.</p>	<p>On or before <u>February 7, 2018</u></p>
<p>The T-35 form submitted in the 2016-17 annual Title IX report had inaccurate information in the <i>Awards</i> column for expenditures.</p>	<p>The school's April 30, 2018 annual Title IX report is to contain complete and accurate spending amounts in the <i>Awards</i> column.</p>	<p>On or before <u>April 30, 2018</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
<p>No deficiencies were designated as a result of the 9/27/11 Title IX school visit.</p>	<p align="center">None</p>	<p align="center">NA</p>

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<p>(Accommodation of Interests and Abilities) The school is to submit minutes for at least three Gender Equity Review Committee meetings held during the 2017-18 school year. These minutes are to be signed by all members of the committee in attendance.</p>	On or before <u>April 23, 2018</u>
<p>(Coaching) The school is to submit to KHSAA a trustee-approved extra service pay schedule for coaches which shows the exact <u>amount paid per position</u>.</p>	On or before <u>February 7, 2018</u>
<p>(Locker Rooms, Practice, and Competitive Facilities) The school is to submit to KHSAA a written listing of the locker room space and equipment storage space assigned to each team. This document should show provision for all school-sponsored teams.</p>	On or before <u>February 7, 2018</u>
<p>(Medical and Training Facilities and Services) The school is to submit to KHSAA a written facility usage schedule for the weight training room which shows equitable access for female athletes. This document is to be signed by all head coaches, the athletic director, and principal. The school is also to submit to KHSAA a picture of this usage schedule <u>posted at the facility</u>.</p>	On or before <u>February 7, 2018</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Kate Christensen	Student Athlete
Henry Zahn	Student Athlete
Gary W. Lawson	KHSAA
Mackenzie Harju	Girls and Boys Tennis
Charles Thomas	Girls Basketball
Timothy O'Rourke	Principal
Stephen Marella	Head of School
Richard Little	Director of Athletics
Cindy Eason	Assistant AD/Dept. Chair-PE
Maggie Little	Student Athlete
Anna Cook	Teacher
Hank Williams	Student Athlete

OTHER GENERAL OBSERVATIONS

Copies of all documents required for submittal in this report should become a part of the school's Title IX file.

It is strongly recommended that the school's Title IX coordinator attend a Title IX workshop during the next school year if such a workshop is offered by KHSAA.

No one from the community attended the Public Comments session. The meeting was adjourned at 3:20 pm EST.