



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

KHSAA Form T76
Rev..11/16

School:	Scott County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	February 27, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-23

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 NA covid 19	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: Both the January 30, 2006 and the January 15, 2009 Title IX school visit reports rated the accommodation of student interest and abilities *SATISFACTORY*. This rating was based on information submitted by the school which indicated the standard established by Test 3 for provision of athletic opportunities was being met. At the time of the 2009 report, the school offered all KHSAA sanctioned sports for girls and a total of 21 teams were sponsored for female participation and the same number for males. A review of the annual Title IX reports for the past two years show that the school has not met the standard established by Tests 1 or 2 for 2020-21 or 2021-22. In regard to Test 3, the internal audit summary compiled by KHSAA states that this test has not been analyzed for two years due to covid 19 concerns. Further review of the reports show that in 2020-21, an 81.5% completion rate was received on the student athletic interest survey. It appeared there were no indicated student interests not addressed by the school. In 2021-22, a 60.6% completion rate was received on the survey. As the situation currently exists, a *Satisfactory* or *Deficient* rating is not assigned to this component due to complications of covid 19. During the most recent visit, the school's Title IX file was reviewed. It was found to contain a board-approved extra-service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, recent game schedules for all varsity teams, written booster club by-laws and agreements, facility usage schedules for all shared athletic venues (see ***Medical and Training Facilities and Services*** and ***KHSAA Recommended Action***). Also in the file were regulations regarding awards and recognition of athletic accomplishments (see ***Publicity*** and ***KHSAA Recommended Action***), a listing of locker room and athletic equipment storage space assigned each team, minutes for all Gender Equity Review Committee meetings held during the past three years, and regulations addressing the equitable provision of travel and per diem. (See ***Travel and Per Diem Allowances*** and ***KHSAA Recommended Action.***) School officials were encouraged to continue to work toward the development of regulations and policies that enhance the provision of equitable opportunities and benefits for all 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 2006 and 2009 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2009 report noted that spending within this category *slightly* favored male athletes. All uniforms viewed during the most recent visit were of high quality and appeared to be supplied in equitable quantities. The school did not provide an equitable plan for the review and/or replacement of uniforms during this visit. According to administrators, there is currently no plan in place in regard to equitable uniform replacement. (See ***KHSAA Recommended Action.***) The 2020-21 and 2021-22 annual Title IX reports show that the school spent \$152 per male athlete and \$111 per female 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 2006 and 2009 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. The school currently has three venues that are shared per gender for practice—soccer/football field, gym, and weight training room. There were equitable usage schedules for the gym and football/soccer field in the Title IX file. There was a usage schedule posted at the weight training room, but interviews with coaches during this visit indicated that all teams using the facility were not listed on the usage schedule. (See ***Medical and Training Facilities and Services*** and ***KHSAA Recommended Action.***) It should be noted that there is a *temporary* indoor hitting facility set up in the football dressing room that is used by baseball and softball. This facility is assigned to these two teams on an equitable basis in conjunction with the use of the weight training room. The scheduling of athletic 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: The 2006 and 2009 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2009 report noted that spending for this benefit *slightly* favored male athletes and that specific areas that needed to be monitored were girls and boys basketball. There were regulations in the Title IX file addressing equitable provision of the mode of transportation and meals for student athletes. The regulation regarding mode of transportation did not address the use of charter buses and/or vans for transporting students. UPON RECEIPT OF THIS REPORT, THE GENDER EQUITY REVIEW COMMITTEE SHOULD ADDRESS THIS OMISSION. There were no guidelines available during this visit which address **lodging for student athletes**. (See **KHSAA Recommended Action**.) Data in the 2020-21 and 2021-22 annual Title IX reports show the school was spending \$33 per male athlete and \$74 per female athlete 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 Title IX school visit reports from 2006 and 2009 rated this benefit category *SATISFACTORY*. Information gathered during the most recent visit revealed that no one at the school currently evaluates the head coaches. A review of the district's extra-service pay schedule for coaches showed parity in the amounts paid to coaches of "like" sports and the number of positions compensated for teams of "like" sports. The T-35 form in the 2021-22 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports were comparable. Evidence offered during the most recent visit indicated that the coaching ratio for female athletes is 8.5 participants per coach and the ratio for male athletes was 11 participants per coach. Other data showed that 22% (2/9) of the head coaches of girls' teams and 20% (2/10) 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 2006 and 2009 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2009 report documented that parents attending the public meeting voiced concern that the sprinkler system and the electric scoreboard at the softball field were in need of maintenance. The report also stated that the baseball field had an outdoor batting cage and softball did not. At the time of the 2009 visit, there was a written complaint relating to the provision of an equitable practice facility for girls' soccer. School officials responded by having the girls' soccer team practice at the *turf* field and at the Georgetown Middle School field. During the most recent visit, it was confirmed that the sprinkler system and the electric scoreboard at the softball field are in adequate working order. The tour of facilities showed that the girls' soccer has equitable access to the soccer practice facility and that an outdoor batting cage is now at the softball field. All the competitive venues at the school appeared to be well maintained and to have equitable amenities for "like" sports. Baseball has a slightly superior scoreboard while softball has a slightly superior press box. All the dressing room space seen during this visit seemed to be assigned equitably. All teams had equipment storage space that appeared to be secure and appropriate to the size of the team and proximity to the teams' practice and competitive venues.

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: Title IX school visit reports from 2006 and 2009 rated this benefit category *SATISFACTORY*. The 2009 report noted there were two weight training room that were accessible for female athletes. It was requested that the weight room at the Bill Wilson Athletic Complex have a posted usage schedule at the facility. That report also requested that the Gender Equity Review Committee address *the suggested need* for more equipment suitable for use by females in the weight room located in the gym. During the most recent visit, it was learned that the school currently has one weight training facility located in the Bill Wilson Athletic Complex and that most of the weight training for athletes takes place during the school day. Weight training classes are offered every class period each day. A limited number of teams do use the facility after school hours. A schedule posted at the weight room showed only baseball and softball currently using the venue. The schedule showed baseball using the weight room *first* each day. According to administrators, the softball team requested the later time because all their coaches are paraprofessionals that cannot get there during the earlier time. It was learned during the interviews that the girls' soccer team is currently using the weight room, but they are not listed on the usage schedule. (See **KHSAA Recommended Action**.) The weight training room is well-maintained and has numerous training options that are suitable for female athletes. One full-time and one half-time athletic trainer is available daily on an equitable basis through a contract with Bluegrass Orthopedics. 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: The 2006 and 2009 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2009 report documented that all individual components of this benefit category showed parity. The school currently has one varsity cheerleading squad which is assigned to cheer at all home football and all home boys and girls basketball games. The band performs at all home football games, and the pep band plays at four home boys and four home girls basketball games as monitored by the athletic director. The Title IX file had regulations addressing parity in regard to the posting of banners for recognition of athletic teams, the retirement of individual athletic jerseys, and the criteria for induction into the Athletic Hall of Fame. The regulations in this category did not address the equitable provision of athletic awards or post season banquets. (See **KHSAA Recommended Action**.) The 2020-21 and 2021-22 annual Title IX reports show that \$10 per male athlete and \$22 per female 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: The 2006 Title IX school visit report rated this benefit category *SATISFACTORY*, but stated that total athletic spending significantly favored male participants. It recommended close monitoring and development of written procedures for administrative oversight of booster spending. The 2009 report rated this benefit category *DEFICIENT* documenting that total athletic spending did not align itself with the *intent and spirit of Title IX*. It appeared that each year since 2003-04, athletic spending had significantly favored male participants. During the most recent visit, it was revealed that all the office spaces for coaches appeared to be assigned equitably. The school currently has booster clubs supporting all the athletic teams except boys and girls track, bowling, and boys and girls tennis. All the booster clubs house their funds outside of school accounts. According to administrators, there is no mechanism currently in place to oversee booster spending. It was suggested that administrators look into the development of a system for monitoring booster spending for the provision of equitable benefits. A review of athletic spending for the past two years according to the internal audit summary was compiled by KHSAA.

In 2020-21, 33.36% of the spending was for females who made up 38.68% of the participants or approximately \$606 per female athlete. Expenditures for males who were 61.32% of participants equaled 67.64% of funds or approximately \$799 per male athlete.

In 2021-22, 35.8% of the spending was for females who were 37.39% of the participants or approximately \$434 per female athlete. Males made up 62.61% of participants and 64.2% of the spending was for them or approximately \$465 per male athlete.

When this spending is averaged over the two-year period of this evaluation, it appears to be within generally accepted parameters for the provision of parity on both 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
NO deficiencies were assessed as a result of the February 27, 2023 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
(Support Services) Although the school currently has no mechanism in place for the oversight of booster expenditures, total athletic spending over the past two years appears to fall within generally accepted parameters for the provision of parity for a football-playing school.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<p>(Medical and Training Facilities and Services) The school is to submit to KHSAA a current usage schedule for the weight training room that includes <u>all</u> teams using that venue.</p>	<p>On or before <u>May 15, 2023</u></p>
<p>(Publicity) The school is to submit to KHSAA written regulations addressing the equitable provision of awards for student athletic participation and/or achievement. This document is to be added to the <i>PUBLICITY</i> section in the Title IX file.</p> <p>The school is to submit to KHSAA written regulations addressing the equitable provision of post-season banquets. This document is to be added to the <i>PUBLICITY</i> section of the Title IX file.</p>	<p>On or before <u>May 15, 2023</u></p> <p>On or before <u>May 15, 2023</u></p>
<p>(Travel and Per Diem Allowances) The school is to submit to KHSAA written regulations addressing the equitable provision of lodging for student athletes when traveling overnight. This document is to be added to the <i>Travel and Per Diem Allowances</i> section of the Title IX file.</p>	<p>On or before <u>May 15, 2023</u></p>
<p>(Equipment and Supplies) The school is to submit to KHSAA a uniform review, rotation, and/or replacement plan showing a full and equitable cycle of replacement for all teams. This plan is to be signed by all head coaches, all members of the G E R C, and athletic director. A copy of this plan is to become a part of the Title IX file.</p>	<p>On or before <u>May 15, 2023</u></p>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary Lawson	KHSAA
Allie McClanahan	Student Athlete
Melanie McClanahan	Student Athlete
Cameron Keller	Student Athlete
Carson Reynolds	Girls Soccer Coach
Monty McIntyre	Girls Track Coach
D T Wells	District Athletic Director
Steve Helton	Athletic Director/Asst. Principal/Girls Basketball Coach
Barbara Kok	KHSAA
Kim Ramsey	Teaching Assistant
Adrien Rutledge	School Registrar
Tasha Moore	Bookkeeper/Parent
Shonda Peters	Middle School Representative
Tara Helton	Assistant Girls Basketball Coach

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 the statute.

As per request, the school was asked for a listing of the locations of its Automated External Defibrillators. It was confirmed that AED's are (1) outside the gym concession stand, (2) in the school nurse's office, (3) in the High School Hallway #2, (4) inside the fieldhouse, (5) in the athletic training room, (6) in the concession stand at the softball field, (7) in the concession stand at the baseball field, (8) a portable unit shared by the cross country and tennis teams, (9) in the Phoenix High School gym, and (10) in the Birds Nest stadium.

No one from the community attended the Public Comments Session which was displayed on the school marquee, printed paper postings in public areas of the school, and through the school's e-mail system. The school's athletic director was commended for his professionalism during this visit. The meeting was adjourned at 3:20 pm EST.