



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

KHSAA Form T76
Rev..11/16

School:	Shelby County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	January 21, 2020
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2019-2020

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 accommodation of student interest and abilities was designated *Satisfactory* by the November 13, 2007 and the October 24, 2013 Title IX school visit reports. Both reports documented that at the time of the visits, the school was meeting the standard established by Test 3 for the provision of athletic opportunities. A review of the school’s annual Title IX reports for the past two years gives strong evidence that the standard established by Test 3 continues to be met. The two most recent internal summaries for the annual reports states that the T-3 and T-63 forms show information that the students indicated athletic interests are being accommodated. The school currently offers 18 total teams for female competition and 16 total teams for male competition. The T-63 form in the 2017-18 annual Title IX report shows that an 80.3% completion rate was received on the most recent student athletic interest survey. School officials were reminded that a minimum completion rate of 80% is required. During the most recent visit, the school’s Title IX file was examined. It was found to contain annual Title IX reports for the past three years, an extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all varsity teams, a copy of a booster club agreement, facility usage schedules for all athletic venues shared per gender, regulations addressing equitable provision of awards and recognition of athletic participation and accomplishments (**see *Publicity***), written designation of locker room and athletic equipment storage space assigned each team, minutes and agendas for all GERC meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and written 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 written regulations addressing equitable opportunities and benefits for 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 2007 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The uniforms and equipment reviewed during the most recent visit were of excellent quality and appeared to be supplied in equitable quantities. The uniform review/replacement plan showed that all varsity teams were on a three-year cycle of replacement except boys and girls swimming which are replaced annually. Interviews with coaches and student athletes seemed to confirm adherence to this plan. The 2017-18 and 2018-19 annual Title IX reports show that the school was spending \$122 per female athlete and \$173 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	X	
Optimal playing times	X	

BENEFITS REVIEW- SCHEDULING OF GAMES AND PRACTICE TIMES: The 2007 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. Information confirmed by the athletic director during the most recent school visit indicated that 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 and weight training room. The scheduling of 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: The 2007 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. At the time of the most recent visit, the Title IX file contained guidelines addressing the equitable provision of the mode of transportation and meals and lodging for student athletes. UPON RECEIPT OF THIS REPORT, IT IS RECOMMENDED THAT THE GENDER EQUITY REVIEW COMMITTEE EVALUATE THE GUIDELINES ADDRESSING ***MODE OF TRANSPORT*** AND DEVELOP MORE SPECIFIC CRITERIA FOR REQUESTING A ***CHARTER BUS***. The spending for this category could not be evaluated because the T-35 form in the 2018-19 annual report was incomplete. There were no school expenditures reported for any sport in this category. There were only booster expenditures for the sports of baseball, girls' basketball, softball, and girls golf. The 2017-18 annual reports show "\$ 0.00" spending for travel and per diem for all sports. (See ***KHSAA Recommended Action.***)

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

BENEFITS REVIEW- COACHING: The 2007 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. During the most recent visit, it was learned that the principal and the athletic director are responsible for the evaluation of all head coaches. A written instrument is currently being used for documentation of this process. A review of the district's extra service pay schedule for coaches shows parity in relation to equitable pay for similar positions and for the number of levels of coaches compensated for "like" sports. The T-35 form in the 2018-19 annual Title IX report shows that 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 is 8 participants per coach for females and 9.8 participants per coach for males. The athletic director shared information indicating that 45% (4/9) of the head coaches of girls teams and 22% (2/9) 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 2007 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The 2013 report requested that the fieldhouse and weight training room be made more accessible to female athletes. The athletic venues at this school are very well-maintained and appointed. The locker rooms, and practice and competitive facilities are very high quality. The school's Title IX file had an excellent listing of the specific locations of all locker rooms and equipment storage areas. The school has six large, well-maintained dressing areas in the two gyms. All these areas are shared and seem to be assigned equitably. The fieldhouse has one exclusive dressing area for football. The athletic complex at Clear Creek Park houses four large, very nice dressing rooms that are used exclusively for boys' soccer, girls' soccer, baseball, and softball. All these venues offer amenities above those required. All teams have ample equipment storage space that appears to be assigned according to the size of the team and the proximity to their practice and competitive venue. Interviews with coaches, student athletes, and administrators revealed the pride taken in having and maintaining first class practice and competitive facilities.

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 2007 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The tour of facilities during the most recent visit revealed that there is a large and well-equipped weight training room in the athletic field house. This venue is easily accessible and has training options that are suitable for use by female athletes. There was an equitable usage schedule for both genders in the Title IX file and posted at the facility. Interviews during the visit seemed to confirm that equitable access was provided. An athletic trainer is available daily on an equitable basis through contracts with Baptist Health and Max Performance. Student athletes are responsible for getting their own physical exams.

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 2007 ad 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The school currently sponsors one varsity cheerleading squad which is assigned to cheer at all home and away football games and at all home games for both the boys and girls basketball teams. The full band performs at all home football games. The pep band plays at all home boys and girls basketball games. The Title IX file contained guidelines and the required process for induction into the school's athletic hall of fame. There were also guidelines regarding equitable post season banquets and statements related to the provision of awards. UPON RECEIPT OF THIS REPORT, THE EQUITABLE PROVISION OF AWARDS NEEDS TO BE REVIEWED BY THE G E R C WHO SHOULD DEVELOP SPECIFIC PARAMETERS FOR PARITY IN REGARD TO AWARDS. The 2017-18 and 2018-19 annual Title IX reports show that \$9.75 per female athlete and \$6.75 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: The 2007 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The school currently has seven exclusive and four shared offices for coaches that appear to be assigned equitably. At this time the school has one booster club that lends support for all school teams. This booster club houses its funds off the school campus. There is a signed agreement between the school and this club. According to school administrators, the athletic director is required to approve all booster club purchases. A significant source for funding of athletics is the assessment of an athletic fee. Each athletic participant pays \$100. The fee is the same amount regardless of the number of sports in which the student participates. The internal summary in the 2017-18 annual Title IX reports shows that 38% of the athletic expenditures were for females who were 44% of the participants or \$358 per female athlete while 62% of athletic expenditures were for males who were 56% of the participants or \$408 per male athlete. The 2018-19 annual Title IX reports shows that 39% of the athletic expenditures were for females who were 40% of the participants or \$419 per female athlete while 61% of athletic expenditures were for males who were 60% of the participants or \$433 per male athlete. When the two years of this analysis are averaged, it appears the school is within generally accepted parameters for the provision of parity for a football-playing school. **NOTE; THIS ANALYSIS INCLUDES EXPENDITURES FOR TRAVEL AND PER DIEM FOR 2017-18 AND 2018-19 WHICH APPEAR TO BE INCOMPLETE. (See *Travel and Per Diem Allowances and 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
No deficiencies were designated as a result of the January 21, 2020 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
No deficiencies were designated as a result of the October 24, 2013 Title IX school visit.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Travel and Per Diem Allowances) The school is to submit to KHSAA a T-35 form for the 2018-19 school year [expenditures actually made during 2017-18] with <u>complete and accurate</u> expenditures listed in the <i>Travel and Per Diem column</i> .	On or before <u>March 16, 2020</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Kaden Dugle	Student Athlete
Kayla Bruner	Student Athlete
Shauna Gramig	Softball Coach
Dominique Carroll	Girls Soccer Coach
Dave Weedman	District Title IX Coordinator
Gayle Kelley	Account Clerk
Dazmann Crittendon	Assistant Athletic Director
Eddie Oakley	Head Boys Basketball Coach

OTHER GENERAL OBSERVATIONS

Although not part of the current Title IX evaluation, as per request, the school was asked to provide its Athletic Facility Emergency Medical Plan (KRS 160.445). The plan seen during this visit was comprehensive and venue-specific as requested by the statute.

As per request, the school was asked to identify the locations of its Automated External Defibrillators. According to the athletic director, there are permanent AED's (1) in the front lobby of the school adjacent to the gym, (2) in the concession stand at the Clear Creek Athletic Complex, and (3) in the track and field office adjacent to the football field.

No one from the community attended the Public Comments session. The athletic director was highly commended for her thorough preparation for this school visit. The meeting was adjourned at 3:15 pm EST.