



KHSAA TITLE IX RE-VISIT FIELD VISIT REPORT

KHSAA Form T76
Rev. 11/16

School:	Shelby Valley
Prepared By:	Gary W. Lawson
Date of Re-Visit:	March 18, 2025
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2024-25

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 December 8, 2015 Title IX school visit report designated the accommodation of student interest and abilities **Satisfactory**. This rating was based on information that showed the school was meeting the standard established by Test 3 for the provision of athletic opportunities.

A review of the annual Title IX reports for the past two years indicates that the standard of Test 3 continues to be met. The internal analysis summary for the 2023-24 annual report states that both The T-3 and T-63 forms show that student athletic interests are being accommodated.

The school currently offers 14 total teams for female competition and 16 total teams for male participation. The T-63 form in the 2023-24 annual report indicates that a 95.9% return rate was received on the most recent student athletic interest survey.

During the most recent school visit, the Title IX file was examined. It contained a board-approved extra-service pay schedule (see **COACHING** in body of this report), a listing of the current members of the Gender Equity Review Committee, current game schedules for all varsity teams, facility usage schedules for all athletic venues that are shared (see **Scheduling of Games and Practice Times** and **KHSAA Recommended Action**), regulations addressing equitable recognition of athletic participation and/or accomplishments, a listing of the locker room and athletic equipment storage space assigned each team (see **Locker Rooms, Practice and Competitive Facilities** and **KHSAA Recommended Action**), and minutes for three GERC meetings held during the past year. Also in the file was a uniform review/rotation/replacement plan (see **Equipment and Supplies** and **KHSAA Recommended Action**), and regulations addressing the equitable provision of travel and per diem for student athletes (see **Travel and Per Diem** and **KHSAA Recommended Action**).

School officials were commended for the progress made in the development of 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 2015 Title IX school visit report designated this benefit **Deficient**. The major reasons for this deficiency were stated as follows:

1. The school had no uniform review/rotation/replacement plan. A statement written in the file indicated the provision of equitable uniforms was not a requirement or priority.
2. Overall spending could not be evaluated due to the failure of the school to provide accurate and complete team rosters.

All uniforms reviewed during the most recent Title IX school visit appeared to be of mid-to-high quality and supplied in equitable quantities. The Title IX file had a uniform review/rotation/replacement plan indicating all teams were on a four-year cycle of replacement. It could not be confirmed during interviews with student athletes and coaches that this plan was being implemented in all cases. (See **KHSAA Recommended Action**.)

The 2022-2023 and 2023-24 annual Title IX reports show that the school spent **\$127 per female athlete** and **\$257 per male athlete** for equipment and supplies. THIS SPENDING SIGNIFICANTLY FAVORS THE MALE PARTICIPANTS.

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 2015 Title IX school visit report designated this benefit category ***Satisfactory***. The report noted that the school did not have an equitable usage schedule for the playing/practice field at the athletic complex which is shared by football and boys' and girls' soccer.

Information gathered during the most recent Title IX school 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 practices—the football/soccer complex, gym, and weight training room. Usage schedules for all these venues were available. The usage schedule for weight training did not show equitable access during certain months. It appeared that, at specific times during the year, male teams had an advantage.

(See ***KHSAA Recommended Action.***)

Interviews conducted during this visit yielded conflicting information in regard to the provision of an indoor hitting facility for softball. It is requested that the Gender Equity Review Committee investigate and analyze the current facilities provided for baseball and softball hitting practice. 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 2015 Title IX school visit report designated this benefit category as **Deficient** based on the following:

- ☐ The school provided no regulations in regard to the equitable provision of meals and lodging for student athletes.
- ☐ Expenditures in this category could not be evaluated because the school failed to submit accurate team rosters to KHSAA.

During the most recent Title IX school visit, there were regulations in the file addressing the equitable provision of *mode of transportation* and *meals*. The third component of this benefit category—***lodging***—**was not appropriately addressed**. (See ***KHSAA Recommended Action***.)

The 2022-23 and 2023-24 annual Title IX reports showed the school spent \$35 per female athlete and \$29 per male 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 2015 Title IX school report designated this benefit category ***Satisfactory***. The report noted that an accurate coach/per participant ratio for male and female athletes could not be calculated due to the failure of the school to submit accurate and complete team rosters.

Information gathered during the most recent Title IX school visit revealed that the athletic director is responsible for evaluating all head coaches. A written instrument is being used for documentation of this process. A review of the district's extra-service pay schedule for coaches showed parity **except IN THE ALLOTMENT OF PAY FOR EXTENDED DAYS. It was strongly recommended that school and district administrators and the GERC review the current pay allotments and implement a system that provides EQUITABLE PAY FOR "LIKE" SPORTS.**

The T-35 form in the 2023-24 annual Title IX report shows that amounts spent for coaching salaries for teams of "like" sports were comparable except in the case of **boys' basketball (\$13,500 for three teams)** and **girls' basketball (\$9,000 for two teams)**. See discussion above of payment of extended days.

Data provided during this most recent visit showed that the coaching ratio was 11.7 participants per coach for female athletes and 10 participants per coach for male athletes. Other information revealed that 33% (3/9) of the head coaches of girls teams and 56% (5/9) 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 2015 Title IX school visit report designated this benefit category **Satisfactory**.

During the most recent visit, the tour of facilities revealed that all the practice and competitive venues at the school appear to have similar amenities for “like” sports. There was a listing of the dressing room space for each team though some of these listings were not confirmed by the tour. Other areas used for dressing were listed as public restrooms. It was emphasized to school officials that student athletes should be assigned a “**safe and secure**” place to dress for athletic events. School officials and the GERC were requested to review the available dressing areas and develop a new listing which is to be shared with the coaches and athletes involved. (See **KHSAA Recommended Action.**) The athletic equipment storage space seems to be assigned according to the size of the teams 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	NA	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES

The 2015 Title IX school visit report designated this benefit category **Satisfactory**. The report documented that the school did not have an equitable usage schedule for the weight training room in the Title IX file or posted at the facility.

The school currently has a weight training room adjacent to the gym. This facility appears to have training options that are appropriate for female athletes. The interviews with student athletes seemed to confirm that the facility was equally accessible, and the training options were adequate. A usage schedule for this venue was found in the Title IX file and posted at the facility. This usage schedule did not show equitable access to the facility throughout the period shown. (See **KHSAA Recommended Action.**) The school does not currently provide the services of an athletic trainer. 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 2015 Title IX school visit report designated this benefit category **Satisfactory**. The report documented two subcomponents in this area that needed improvement. (1) The school provided no regulations addressing parity of provision of athletic banquets and awards. (2) Spending in this category could not be evaluated due to the failure of the school to submit accurate and complete team rosters.

During the most recent visit, school administrators said there is one varsity cheerleading squad that cheers at all home games and at away games versus district opponents for football, boys basketball, and girls basketball. The full band performs at all home football games. The pep band plays at all home games versus district opponents and at an equal number of the remaining home boys and girls basketball games as monitored by the athletic director for the provision of parity. The Title IX file contained regulations in regard to parity in the posting of banners recognizing athletic accomplishments and participation, and the equitable provision of awards and post-season banquets.

The 2022-23 and 2023-24 annual Title IX reports show that the school spent \$4.90 per female athlete and \$8.30 per male athlete 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 2015 Title IX school visit report designated this benefit category **Deficient** based on the inaccurate and incomplete team rosters submitted in **2013-14 and 2014-15** which made it impossible to calculate spending on a percentage or per athlete basis. This same benefit category had been designated deficient in **2000 and 2010**. The school was told in the 2015 Title IX school report that being **deficient** for a third consecutive visit indicates a very serious challenge and an urgency for addressing this benefit category by the school.

The tour of facilities during the most recent school visit revealed that an exclusive office space was provided for the coaches of girls basketball, girls volleyball, baseball, football, and boys basketball.

All teams, except girls and boys tennis, girls and boys track, archery, girls volleyball, girls and boys swimming, girls and boys soccer, and boys and girls golf are supported by booster clubs. All clubs, except boys basketball house their funds in school accounts. All booster clubs are required to adhere to the purchase order process when spending for student benefits.

An analysis of spending for the past two years show the following:

- 2022-2023 47.74% of the spending was for females who made up 49.27% of the participants or \$2,646.16 per female athlete. 52.26% of the expenditures were for males who made up 50.73% of the participants or \$2,813.46 per male athlete.
- 2023-2024 36.95% of the spending was for females who made up 47.21% of the participants or \$344.74 per female athlete. 63.05% of the expenditures were for males who made up 52.79% of the participants or \$526.10 per male athlete.

In 2022-23, the spending was within acceptable parameters on a percentage basis. In 2023-24, the spending was **outside of acceptable parameters on both a percentage and per athlete basis**. It appears the school is **deficient in regard to this benefit** for the fourth consecutive Title IX school visit.

(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
Support Services	(See Reoccurring Deficiencies)	

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>(SUPPORT SERVICES)</p> <p><u>Total athletic spending over the past two years continues to favor the male participants</u> as it did in 2000, 2010, and 2015.</p>	<p>The school is to submit to KHSAA the results of a self-analysis of athletic spending that shows the following:</p> <ol style="list-style-type: none"> 1. The benefit area(s) in which athletic spending favors male participants; 2. The teams within the designated benefit area that significantly favors male participants; 3. A written plan to address athletic spending that will bring total spending within acceptable parameters within a two-year period. 	<p>On or before <u>May 15, 2025</u></p>
<p>The deficiency designated in the Equipment and Supplies benefit category by the 12/08/15 Title IX school visit report appears to have been addressed by the development of an equitable uniform replacement plan and the submittal of more accurate team rosters to KHSAA.</p>		
<p>The deficiency in the benefit area of Travel and Per Diem Allowances designated by the 12/08/15 Title IX school visit report appears to have been addressed by the development of regulations addressing equitable provision of meals and the accurate submittal of team rosters to KHSAA.</p>		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Locker Rooms, Practice and Competitive Facilities The school is to submit to KHSAA an updated list of the locations of the locker rooms assigned for each team. This list should be signed by all members of the Gender Equity Review Committee and all head coaches. Once approved, this document is to become part of the Title IX file.	On or before <u>May 15, 2025</u>
Travel and Per Diem Allowances The school is to submit to KHSAA written regulations addressing the equitable provision of lodging for student athletes. Once approved, this document is to become part of the Title IX file.	On or before <u>May 15, 2025</u>
Scheduling of Games and Practice Times The school is to submit to KHSAA a usage schedule for the weight training room for at least <u>three months</u> showing equitable access for female athletes. This document should be signed by the athletic director and principal.	On or before <u>May 15, 2025</u>
Equipment and Supplies The school is to submit to KHSAA a copy of the current uniform review/ rotation/ replacement plan that is signed by all head coaches and all members of the Gender Equity Review Committee.	On or before <u>May 15, 2025</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Brock Damron	Student Athlete
Emilee Compton	Student Athlete
Misty Riddle	Volleyball Coach
David Bowling	Softball Coach
Gregory L. Napier	Principal
Derwood Ratliff	Athletic Director/ Vice Principal
Selene Damron	Parent
Kathy Johnston	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 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) in the school nurse's office; (2) outside the main high school office; (3) inside the electrical room in the gym; (4) on the wall of the **400** hallway in the high school; (5) on the wall of the **600** hallway in the high school; (6) inside the F.M.D. classroom; (7) inside the electrical room at the football stadium; (8) and a portable AED is located in the school finance office.

No one from the community attended the Public Comments session which was advertised on the school's daily announcements and Facebook page.

The athletic director and principal were thanked for their cooperation and assistance in conducting this school visit. The meeting was adjourned at 3:15 pm.