



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

KHSAA Form T76  
Rev. 11/16

School:	Spencer County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	January 10, 2019
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 2010-11 Title IX school visit report rated this area *Satisfactory*. The report documented that the standard established by Test 3 was being met. The January 10, 2013 school visit report deemed this area *Deficient* stating that the school did not provide evidence that the standard established by any of the opportunities tests was being met. A major challenge regarding the 2013 assessment was the fact that the school failed to complete the required student athletic interest survey during the 2012 school year. Therefore, compliance with Test 3 could not be verified. Annual reports for the past two years show that the school appeared to meet the standard of Test 3 during the 2016-17 and 2017-18 school years. Both the T-3 and T-63 forms offer evidence that the athletic interests of the students are being accommodated. The T-63 form in the 2017-18 annual Title IX report showed that an 80.8% completion rate was received on the most recent student athletic interest survey. During the most recent school visit, the Title IX file was reviewed. It was found to contain the three previous Title IX school visit reports, annual Title IX reports for the past five years, a board-approved extra service pay schedule for coaches (see *Coaching*), a listing of the current members of the Gender Equity Review Committee, game schedules for all of the school's varsity teams, facility usage schedules for the gyms and weight training room (see *Scheduling of Games and Practice Times* and *KHSAA Recommended Action*), a school-generated athletic handbook for student athletes, statements addressing the awarding of letters and the posting of athletic banners (see *Publicity* and *KHSAA Recommended Action*), written designation of the locker rooms and athletic equipment storage space assigned to most of the teams (see *Locker Rooms, Practice and Competitive Facilities* and *KHSAA Recommended Action*), agendas for all GERC meetings held during the past three years (see *KHSAA Recommended Action*), a listing of a limited number of uniform purchases that did not show a full cycle of replacement for all teams (see *Equipment and Supplies* and *KHSAA Recommended Action*). School officials were encouraged to work toward the development of complete and comprehensive regulations addressing 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 2010-11 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report documented that the school had no written plan in place for the equitable review or replacement of uniforms. All the uniforms and equipment seen during the most recent visit appeared to be of mid-to-high quality and supplied in equitable quantities except in the case of volleyball uniforms. Volleyball was the only school team that had only one uniform top. IT WAS REQUESTED THAT THE GERC EVALUATE THIS SITUATION AND MAKE APPROPRIATE RECOMMENDATIONS TO SCHOOL OFFICIALS TO RESOLVE THIS INEQUITY. The school has a plan addressing the purchase of uniforms, but this plan did not show a full cycle of review /replacement for all school teams. (See *KHSAA Recommended Action*.) The 2016-17 and 2017-18 Title IX annual reports show that approximately \$90 per female athlete and \$121 per male athlete was spent 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 2010-11 Title IX school visit report rated this benefit category *Deficient* stating that the number of overnight trips for athletic teams strongly favored the male teams. The 2013 report rated this category *Satisfactory*. This report documented that no equitable usage schedules were available for the indoor hitting facility, tennis courts, soccer field, or weight training room which are all shared facilities. The most recent visit revealed that there continued to be a failure to have an equitable usage schedule for the soccer practice field and the tennis courts. (See *KHSAA Recommended Action*.) Usage schedules were available for the gym and weight room. Information provided by the athletic director during the most recent visit indicated that the number of competitive events scheduled for teams of "like" sports was comparable except in the case of baseball (32 games) and softball (20 games). These numbers do not reflect parity. (See *KHSAA Recommended Action*.) The current disparity in the scheduling of competitive events (baseball/softball) and the lack of accurate usage schedules for two practice facilities in 2013 and at the present time (making it impossible to evaluate this issue) result in this benefit category being currently deficient. It was emphasized to school officials that equivalence should be a high priority when scheduling competitive events during the most opportune playing times.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>TRAVEL AND PER DIEM</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Mode of transportation	X	
Provision for meals and housing	X	
Equity of spending		X

**BENEFITS REVIEW- TRAVEL AND PER DIEM:** The 2010-11 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report stated that the school had no written regulations for equity of the mode of transportation, meals, or lodging for student athletes. During the most recent visit, the school's Title IX file did contain regulations addressing mode of transportation and meals and lodging for student athletes. Interviews with coaches and student athletes indicated some knowledge of and adherence to these regulations. The 2016-17 and 2017-18 Title IX annual reports show that the school was spending \$44 per female athlete and \$102 per male athlete for travel and per diem. This spending appears to significantly favor male participants and should be monitored for the provision of parity.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>COACHING</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Compensation	X	
Accessibility	X	
Competence	X	

**BENEFITS REVIEW- COACHING:** The 2010-11 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The school's athletic director is currently responsible for evaluating all head coaches. A written instrument is used for documentation of this process. A review of the district's extra service pay schedule for coaches indicated parity except in the number of supplements paid to volleyball coaches. According to the available pay schedule and the interpretations of the principal and athletic director, volleyball is the only sport that has three levels of teams—freshmen, junior varsity, and varsity—but has only two levels of coaching compensation. School administrators and the Gender Equity Review Committee were asked to investigate this situation and make the appropriate recommendations to district administrators. 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 was comparable. The most recent visit revealed that the coaching ratio is 13.3 participants per coach for female athletes and is 15.5 participants per coach for male athletes. Information from the athletic director showed that 50% (4/8) of the head coaches of girls teams and 60% (6/10) of the head coaches of boys teams were on-campus employees.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Competition and practice venues	X	
Dressing areas	X	
Equipment storage areas	X	

**BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES:** The 2010-11 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report stated that the school had no documentation of the assignment of available locker room and athletic equipment storage space. During the most recent visit, there was a listing of the locker room assignment for all teams except boys and girls golf and boys and girls swimming. (See *KHSAA Recommended Action*.) The Title IX file also contained the assignment of equipment storage space for all teams except boys and girls cross country, boys and girls tennis, and boys and girls track. (See *KHSAA Recommended Action*.) The school currently has five dressing areas—four in the main gym and one adjacent to the weight training room—that appear to be assigned equitably. The available equipment storage space—which is in short supply—seems to be assigned equitably also. The school's outdoor athletic facilities are currently going through a massive renovation that includes the football field, the soccer game and practice field, baseball field, softball field, and tennis courts. According to school administrators, all "like" sports will have equivalent amenities for student athletes when this project is completed. Another part of this project includes construction of a fieldhouse for the outdoor sports that will house dressing rooms and expanded equipment storage areas. It was recommended during this visit that, upon completion of the new outdoor field house, the GERC participate in the re-assignment of locker room and athletic equipment storage space for all teams.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>MEDICAL AND TRAINING FACILITIES AND SERVICES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 2010-11 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report stated that a usage schedule for the weight training room showing equitable female access was not available at the time of the visit. During the most recent visit, a usage schedule for the weight room was in the Title IX file and posted at the facility. However, these two schedules showed conflicting assignment times for the teams currently using the facility. According to the school's athletic director, the posted schedule was correct, and the one in the Title IX file was incorrect. Again it was suggested that the Gender Equity Review Committee monitor the scheduled usage of this facility. The school's weight training room is located in the main school building adjacent to the football dressing room. There are additional entrances to this room which do not require going through the dressing area to enter. A major issue with this facility is the wall separating the weight training area from the dressing room that is constructed with clear (transparent) glass panels. The door between the dressing room and the weight room also has a large clear glass window. School officials were told that these issues should be addressed as soon as possible. (See *KHSAA Recommended Action*.) There are some training options available in this weight room which are suitable for females. When the construction of the new field house is completed, school administrators and GERC members should be certain that the weight training facility has suitable equipment for both genders and that females have equitable access through appropriate assignment. An athletic trainer is available equitably on a daily basis for all student athletes through a contract with Baptist Health Enterprises. Student athletes are currently 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 2010-11 report rated this benefit category *Deficient* based on the imbalance of support by the cheerleaders. The 2013 report rated this category *Satisfactory* but did state that the school had no written guidelines for the provision of parity in regards to athletic recognition. Information gathered during the most recent visit revealed that the school now has guidelines that address the posting of banners and the provision of letters. These statements did not specify how parity was accomplished in regards to post season banquets or awards. (See *KHSAA Recommended Action*.) Interviews with student athletes gave some indication of equivalence in regard to banquets but minimal evidence of equitable provision of awards. The assignment of cheerleaders for football and boys and girls basketball seems to show equity of support. The band performs at all home football games and the pep band plays at an equal number of home boys and girls basketball games. The number of games in which the pep band plays is monitored for parity by the athletic director. The 2016-17 and 2017-18 annual Title IX school visit reports show that the school was spending \$11 per female athlete and \$6.25 per male athlete for awards and recognition.

BENEFIT	Satisfactory	Deficient
SUPPORT SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Office access	X	
Booster Support	NA	
Overall spending for athletic support	X	

**BENEFITS REVIEW- SUPPORT SERVICES:** The 2010-11 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The limited amount of office space at the school appears to be assigned equitably. The school currently has no athletic booster clubs. The school charges athletic participation fees in order to generate funds for athletic benefits. At the time of this visit, school officials were unable to show the exact amounts of these athletic fees for each team. (See *KHSAA Recommended Action*.) School officials and GERC members were reminded of the importance of monitoring and evaluating these athletic fees for equivalence for "like" sports. A review of total athletic spending for the past two years show that in 2016-17, 41.63% of the athletic expenditures were for females who made up 40.38% of the participants. And 58.37% of the expenditures were for male athletes who made up 59.62% of the participants or \$486.55 per female athlete and \$462.01 per male athlete. In 2017-18, the school spent \$320.30 per female athlete and \$380.11 per male athlete for total support. Over the two-year period of this evaluation, it appears that athletic spending is well within generally accepted parameters for the provision of parity at a football-playing school.

**CURRENT DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to current deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>
<p><b>(Scheduling of Games and Practice Times)</b>                      There is a disparity in the number of softball games and the number of baseball games on the most recent schedule according to information gathered during this visit.</p>	<p>The school is to submit to KHSAA a written explanation for the disparity in the number of softball and baseball games on the most recent schedule along with a copy of the completed schedule for 2018-19 showing parity in the number of games scheduled.</p>	<p>On or before <u>April 15, 2019</u></p>
<p><b>(Scheduling of Games and Practice Times)</b>                      No equitable usage schedules were available for the shared tennis courts and the soccer practice field.</p>	<p>The school is to submit to KHSAA a written usage schedule showing equitable access for the <u>tennis courts and soccer practice field</u>.</p>	<p>On or before <u>April 15, 2019</u></p>

**RECURRING DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to recurring deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>
<p>Information gathered for the past two years indicates that the deficiency in the area of <b>Accommodation of Student Interests and Abilities</b> (2013) has been addressed. The data provided shows that the standard established by Test 3 is being met.</p>		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

<b>Action</b>	<b>Due Date</b>
<p><b>(Publicity)</b> The school is to submit to KHSAA written guidelines addressing parity in regards to <u>athletic awards and post season banquets</u>. This document should be signed by all members of the Gender Equity Review Committee and all head coaches of school-sponsored varsity teams.</p>	<p>On or before <u>April 15, 2019</u></p>
<p><b>(Locker Rooms, Practice and Competitive Facilities)</b>                      The school is to submit to KHSAA an expansion of the current listing of assigned dressing areas to include <u>boys and girls golf and boys and girls swimming</u>.</p> <p>The school is to submit to KHSAA an expansion of the current listing of assigned equipment storage space to include <u>boys and girls tennis, boys and girls cross country, and boys and girls track</u>.</p>	<p>On or before <u>April 15, 2019</u></p> <p>On or before <u>April 15, 2019</u></p>
<p><b>(Accommodation of Interests and Abilities)</b> The school is to submit to KHSAA minutes for at least two Gender Equity Review Committee meetings during the 2018-19 school year.</p>	<p>On or before <u>April 30, 2019</u></p>
<p><b>(Equipment and Supplies)</b> The school is to submit to KHSAA a written uniform review, rotation, and/or replacement plan showing a <u>full cycle</u> of replacement for all school teams.</p>	<p>On or before <u>April 15, 2019</u></p>
<p><b>(Medical and Training Facilities and Services)</b>                      The school is to submit to KHSAA photographs of the covering of the clear glass wall panels separating the football dressing room from the weight training room and the covering of the clear glass window which is part of the locker room door.</p> <p>The school is to submit to KHSAA a written description of the design and location of the weight training room(s) when the new outdoor field house is completed. This description should include the structures adjoining the weight training facility.</p>	<p>On or before <u>April 15, 2019</u></p> <p>On or before <u>April 15, 2019</u></p>
<p><b>(Support Services)</b> The school is to submit to KHSAA a complete listing of the amounts of the <u>designated athletic fees</u> charged to student athletes for <u>each sport</u> for the 2018-19 school year.</p>	<p>On or before <u>April 15, 2019</u></p>



**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Gary W. Lawson	KHSAA
Jackson Cole	Student Athlete
Kelsey Lear	Student Athlete
Kelsi Edelen	Girls Soccer
John Howie	Softball/Girls Basketball
Sandy Odenbach	Admin. Asst. to the Athletic Director
Stephen Webb	Principal
Mike Marksbury	Athletic Director

**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 visit, the plan was comprehensive and venue-specific as required by the statute. The athletic director identified the location of two Automated External Defibrillators that are available for use by athletic teams. A permanent AED is on the wall next to the indoor concession stand and a portable AED is carried by the school's athletic trainer to the various athletic venues.

Two people from the community attended the Public Comments Session. The discussion addressed the provision of opportune playing times for student athletes on an equitable basis and the areas reviewed during a Title IX school visit.

The meeting was adjourned at 3:40 pm EST.