



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

KHSAA Form T76
Rev..11/16

School:	St. Henry District
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 2, 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	
Test Three – Full and Effective Accommodation of Interest and Abilities SATISFACTORY	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The April 21, 2003 and the January 31, 2012 Title IX school visit reports rated this area *Satisfactory*. This rating was based on the fact that it appeared at the time of both visits, that the school was meeting the standards established by Tests 1 and 3 for the provision of athletic opportunities. A review of the annual Title IX reports for the past two years indicates that the school continues to meet the standards of Tests 1 and 3. In regard to Test 1, the internal audit summary for 2016-17 shows that the school's percentage of participation is within five percent of the percentage of enrollment for females. The internal audit summary for both 2015-16 and 2016-17 documents that the information in the student athletic interest survey supports the responses on the T-3 form making compliance with the standard established by Test 3 likely. The T-63 form in the 2015-16 annual Title IX report shows that a 91.8% completion rate was received on the most recent student athletic interest survey. During the most recent visit, the school's title IX file was reviewed and found to contain the two previous Title IX school visit reports, the annual Title IX reports for the past five years, a listing of the total salaries paid to some coaches (see *Coaching* and *KHSAA Recommended Action*), a listing of the current members of the Gender Equity Review Committee, recent game schedules for all school teams, a school-generated athletic handbook for coaches, written usage schedules for all shared facilities, guidelines regarding awards and other forms of athletic recognition, a chart showing the location of athletic dressing rooms and athletic equipment storage space, minutes for GERC meetings held during the past three years, a uniform review, rotation, and/or replacement plan, regulations regarding travel and per diem, and a copy of the school's Athletic Facility Emergency Medical Plan (KRS160.445). School officials were highly commended for the development and maintenance 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 two previous Title IX school visit reports rated this benefit category *Satisfactory*. The most recent visit revealed that the school has a written plan for the review, rotation, and/or replacement of uniforms based on a four-year cycle of for all the school's varsity teams. Interviews with coaches and student athletes confirmed that this plan was being implemented. All uniforms and equipment reviewed during the recent visit appeared to be of high quality and provided in equitable quantities. According to information in the 2015-16 and 2016-17 annual Title IX reports, the school was spending approximately \$126 per female athlete and \$139 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 2003 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. Information gathered during the most recent visit revealed 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 gym, soccer practice areas, the St. Henry Athletic Complex, and the weight training room. All these venues are shared in such a way that rotating practice times must be implemented. The scheduling of athletic events during optimal playing times was discussed with school officials who were commended for the provision of parity in relation to 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 two previous Title IX school visit reports deemed this benefit category *Satisfactory*. During the most recent visit, guidelines addressing equitable provision of mode of transportation and meals and lodging for student athletes were found in the Title IX file. Interviews with coaches and athletes confirmed that these regulations were being followed. Information in the 2015-16 and 2016-17 annual Title IX reports indicate that the school was spending approximately \$24 per female athlete and \$27 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 two earlier Title IX school visit reports designated this benefit category *Satisfactory*. The school's athletic director is responsible for evaluating all head coaches. Beginning this school year (2017-18) a written instrument is being used as part of this process. The T-35 form in the 2016-17 annual Title IX report indicates that the total amounts spent for coaching salaries for teams of "like" sports are comparable. The salary schedule in the Title IX file did not allow a complete evaluation. This document does not show all salaries for all school-sponsored sports. (See *KHSAA Recommended Action*.) According to information provided by the athletic director during the most recent visit, the coaching ratio for female teams is 8.6 participants per coach and for male teams it is 9 participants per coach. Additional information gathered during the visit revealed that 20% (2/10) 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 2003 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2003 report stated there was a disparity in the seating areas at the baseball field compared to those at the softball field. The 2012 report documented that the school had addressed the disparity by using portable bleachers at the softball field. The tour of facilities during the most recent visit revealed that the school had made a major improvement when it acquired a large, very well-maintained practice facility—the St. Henry Athletic Complex—a building that houses three full basketball courts. These courts are used for practice at various times by girls and boys basketball and volleyball. One of the courts can be converted into two batting cages for softball and baseball. Another court has a volleyball net that can be lowered to the height of a tennis net. This court can be used for indoor practice for boys and girls tennis. One of the courts is used for archery practice and competitions. This venue, which is about four miles from the school campus, is one in which coaches, student athletes, and school administrators are very proud. Overall, the practice and competitive facilities at St. Henry are excellent. All the facilities appear to offer equitable amenities except a slight disparity in the seating at the softball field (metal bleachers) and those at the baseball field (chair-back seats). There is an outdoor hitting cage adjacent to the baseball field. A concrete pad is in place for a similar facility adjacent to the softball field. The netting is to be put in place by the spring of 2018. If the batting cage at the softball field is not open for use this spring, the school should document equitable access for softball players at the existing batting cage. The school has two almost identical locker rooms. One is assigned to all male teams, and the other is for all female teams. The school also has two coaching offices with almost identical amenities. One is for use by coaches of girls teams, and the other is for use by the coaches of boys teams. The school has one very large room near the gym that contains athletic equipment storage areas for all school teams. The areas assigned within this room appear to be both appropriate and equitable.

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 two earlier Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report stated that the usage schedule for the weight training room was not posted at the facility. The school currently has a small but very well-equipped weight training room. The facility has numerous training options that are suitable for female athletes. There was an equitable usage schedule for this venue in the Title IX file and posted at the facility. An athletic trainer is provided on a daily basis through a contract with St. Elizabeth's Hospital. This trainer seems to be equally accessible to all athletes. Students are responsible for getting their own athletic 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 2003 and 2012 Title IX school visit reports designated this benefit category *Satisfactory*. The 2012 report requested that the school develop and implement regulations for the posting of athletic banners, team pictures, and retirement of jerseys. The school currently has one cheerleading squad that cheers at all home games for both the boys and girls' basketball teams. The band plays at an equal number of home boys and girls basketball games. The number of games is monitored by the athletic director to insure equivalence of support. The most recent visit revealed that the Title IX file now has equitable regulations addressing athletic awards, retirement of jerseys, and posting of athletic banners. UPON RECEIPT OF THIS REPORT, THESE REGULATIONS SHOULD BE EXPANDED TO INCLUDE THE PROVISION OF POST SEASON BANQUETS. The 2015-16 and 2016-17 Title IX reports show that the school was spending approximately \$22 per female athlete and \$12 per male athlete for awards.

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: Both previous Title IX school visit reports rated this benefit category *Satisfactory*. As was true at the time of those visits and continues currently, there is one athletic booster club which supports all school teams. This club houses all its funds outside of school accounts, but the school has by-laws for booster activities. One of these by-laws requires that the school's athletic director approve all booster purchases. Information from the 2015-16 T-35 form shows that the school spent approximately \$400 per female athlete and \$324 per male athlete for total support. This spending slightly favored females at this non-football playing school. In 2016-17, the school spent approximately \$326 per female athlete and \$337 per male athlete for total support. Over the two-year period of this evaluation, total athletic spending is well within generally accepted parameters for the provision of parity.

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
None	None	None

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 January 31, 2012 Title IX school visit.	None	None

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(COACHING) The school is to submit to KHSAA a complete extra-service pay schedule for coaches. This schedule should include the salary for each paid coaching position at the school. It should also show any increases given for experience and any extra days paid for any position.	On or before <u>January 12, 2018</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Annie Rice	Student Athlete
Jake Day	Student Athlete
Gary W. Lawson	KHSAA
Elizabeth Hasken	Girls Tennis Coach
Steve Brown	Girls Basketball Coach
David Otte	Principal
Nick Reed	Athletic Director
Maureen Kaiser	Asst. Athletic Director/Volleyball Coach
Tom Wischer	Boys Tennis Coach
Sue Kolkmeier	Administrative Assistant--Athletics

OTHER GENERAL OBSERVATIONS

One person from the community attended the Public Comments session. Most of the discussion during the session centered around the equitable provision of uniforms and equipment. The athletic director and athletic administrative assistant were commended for their thorough preparation for the school visit. The meeting was adjourned at 3:40 pm EDT.