



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

KHSAA Form T76
Rev..11/16

School:	Paducah St. Mary
Prepared By:	Gary W. Lawson
Date of Re-Visit:	January 9, 2018
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 November 19, 2003 Title IX school visit report rated this area *Satisfactory* based on evidence indicating the standard established by Test 1 was being met. The October 19, 2011 school visit report rated this area *Deficient* citing the school's failure to meet the standards established by any of the three opportunities tests. The report emphasized that the school had not addressed an interest in volleyball that had been indicated on the past two student athletic interest surveys. This deficiency has been corrected by the establishment of a volleyball program at the school. A review of annual reports for the past two years suggests that the school is meeting the standards for both Tests 1 and 3 for the provision of athletic opportunities. In relation to Test 1, the percentage of participation for female athletes is well within 5% of their percentage of enrollment. In regards to Test 3, the internal audit summary for 2016-17 documents the responses on the T-3 form that appear to be supported by data on the most recent student athletic interest survey. The T-63 form in the 2015-16 annual Title IX report shows that a 100% return rate was received on the student athletic interest survey for that year. During the most recent visit, the school's Title IX file was reviewed. It was found to contain the two previous Title IX school visit reports, annual Title IX reports for the past five years, a school-approved 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 school-generated athletic handbook for coaches and participants, guidelines addressing equity in regards to letter and bars and athletic awards (see *Publicity* and *KHSAA Recommended Action*), written designation of locker room and athletic equipment storage space assigned to each team, minutes from all Gender Equity Review Committee meetings for the past three years, a uniform replacement plan showing only past purchases (see *Equipment and Supplies* and *KHSAA Recommended Action*), regulations addressing the equitable provision of mode of transportation and meals (see *Travel and Per Diem Allowances* and *KHSAA Recommended Action*), and a copy of the school's Athletic Facility Emergency Medical Plan (160.445). School officials were encouraged to continue to develop 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: Both the 2003 and 2011 Title IX school visit reports rated this benefit category *Satisfactory*. The 2011 report recommended that the uniform review/rotation plan be expanded. During the most recent visit, uniforms for all varsity teams were reviewed and appeared to be of mid-to-high quality and supplied in equitable quantities. The file contained a uniform plan which only documented past purchases. It was emphasized to school officials that the review/replacement plan should show projected future purchases. (See *KHSAA Recommended Action*.) Interviews with student athletes and coaches gave significant indication that uniforms were provided in an equitable manner. According to information in the 2015-16 and 2016-17 annual Title IX reports show that the school was spending approximately \$84 per female athlete and \$141 per male athlete for equipment and supplies. This spending seems to favor male athletes. This advantage appears to be explained in the 2016-17 annual report on the T-60 form. The disparity is the result of uniform purchases for 2016-17 which are designated on the uniform review/rotation plan.

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: Both the previous 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 except for softball and baseball. This disparity was explained by the athletic director and the softball coach. The number of softball players who participated during 2016-17 limited the number of games that could be played. The school did not provide usage schedules for the gym or soccer fields (see *KHSAA Recommended Action*) or the weight training room (see *Medical and Training Facilities and KHSAA Recommended Action*). Interviews with coaches and student athletes indicated that equitable access was provided to all three of these venues. The scheduling of competitive events during optimal playing times for both genders was discussed with school officials who were commended for the provision of parity in this area.

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 2003 and 2011 Title IX school visit reports both rated this benefit category *Satisfactory*. The 2011 report requested that the school develop and implement a comprehensive policy regarding the equitable provision of travel and per diem. The most recent visit revealed that the school has specific regulations addressing mode of transportation and meals for student athletes. These guidelines should be expanded to include equitable provision of lodging. (See *KHSAA Recommended Action*.) According to information in the 2015-16 and 2016-17 annual Title IX reports, approximately \$12 was spent per female athlete and \$21 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 previous Title IX school visit reports rated this benefit category *Satisfactory*. The school's principal and athletic director are responsible for the evaluation of all head coaches. A written instrument is not currently being used as part of this process. A review of the school's extra service pay schedule for coaches showed parity. According to data on the T-35 form in the 2016-17 annual Title IX report, the total amounts spent for coaching salaries for teams of "like" sports appear to be equitable. The athletic director provided data during the school visit showing that the coaching ratio for females and males is the same--one coach per seven participants. Additional information indicated that 12.5% (1/8) of the head coaches of girls teams and 28.5% (2/7) 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 2011 Title IX school visit reports rated this benefit category *Satisfactory*. The 2011 report documented that the softball facility was significantly inferior to the baseball facility. The tour of facilities during the most recent visit revealed that an on-campus softball field has been constructed that provides amenities very comparable to those at the baseball field. The other practice and playing facilities reviewed during the most recent visit seemed to have similar amenities. The school has four dressing rooms which are shared by all school teams except boys and girls golf. These dressing rooms offer equitable amenities, and the assignment of these facilities also seems equitable. All teams have equipment storage spaces that appear to be appropriate in size and proximity to the teams' practice and/or playing 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	NA	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: Previous Title IX school visit reports rated this benefit category *Satisfactory*. The 2011 report stated that the weight training room contained very limited equipment suitable for use by female athletes and that there needed to be a posted usage schedule at the facility. The school currently has a weight training room located adjacent to the gym. Significant progress has been made since the 2011 visit in providing equipment that is suitable for female athletes. This venue is now very well equipped with numerous training options for females. Notably, there is still no usage schedule for this facility in the Title IX file or posted at the venue. Again, it was emphasized to school officials that it is imperative that there be evidence that equitable access is provided. (See *KHSAA Recommended Action*.) The services of an athletic trainer are not available at this time. On one designated day each year, local physicians offer free physical examinations for all student athletes.

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 Title IX school visit reports from 2003 and 2011 rated this benefit category *Satisfactory*. The school currently sponsors one varsity cheerleading squad that is assigned to cheer at all home girls and boys basketball games and at away games versus district opponents for both teams. The pep band plays at all home boy/girl doubleheader basketball games. The Title IX file contained excellent regulations addressing the provision of letters, bars, and athletic awards. These guidelines did not address the posting of athletic banners or post season banquets. (See *KHSAA Recommended Action*.) Information in the 2015-16 and 2016-17 annual Title IX reports shows that approximately \$4.90 was spent per female athlete and \$5.25 was spent 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 the earlier Title IX school visit reports rated this benefit category *Satisfactory*. The school currently has one coaching office that is shared by three teams—boys basketball, girls basketball, and volleyball. Every school sport has the support of its own booster club. All the booster clubs house their funds in school accounts. The purchase order process is strictly adhered to in relation to athletic expenditures. The internal analysis summary for the 2015-16 annual report shows that total athletic spending for that year favors male participants on both a percentage and per athlete basis. St. Mary is a non-football playing school. During 2015-16, the school spent approximately \$99 per athlete more on males than females. In 2016-17, the annual Title IX report shows that 50% of the athletic expenditures were for females who made up 50% of the participants, and the same percentage were spent for male athletes. This means approximately \$485 was spent per female athlete and \$480 was spent per male athlete for total support. The 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
No deficiencies were identified as a result of the January 9, 2018 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
The deficiency designated by the October 19, 2011 Title IX school visit report in the category of <i>Accommodation of Interests and Abilities</i> appears to have been addressed by the addition of a volleyball program which has resulted in the school meeting the standards of both Tests 1 and 3 for the provision of athletic opportunities.	NONE	NONE

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Equipment and Supplies) The school is to submit to KHSAA a uniform review, rotation, and replacement plan that shows equitable cycles of replacement for all "like" sports. This document is to include <u>anticipated future reviews/replacement for all school teams.</u>	On or before <u>March 22, 2018</u>
(Travel and Per Diem Allowances) The school is to submit to KHSAA an expansion of the current regulations in this benefit category which addresses the equitable provision of lodging for student athletes.	On or before <u>March 22, 2018</u>
(Scheduling of Games and Practice Times) The school is to submit to KHSAA written usage schedules for the gym and soccer field that show equitable female access to each of these practice and playing venues.	On or before <u>March 22, 2018</u>
(Publicity) The school is to submit to KHSAA an expansion of the written regulations in this benefit category which addresses parity in regards to the posting of athletic banners and the provision of post season athletic banquets	On or before <u>March 22, 2018</u>
(Medical and Training Facilities and Services) The school is to submit to KHSAA a usage schedule for the weight training room which shows evidence	On or before <u>March 22, 2018</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Austin Wetherington	Student Athlete
Hanna Lurtz	Student Athlete
Gwen Duncan	Basketball Coach
Joseph Hobbs	Fast Pitch Softball
Jennifer Smith	Principal
Brad Ehlers	Athletic Director
Lisa Zakutney	Booster Treasurer
Gale Hatton	MS Cheer Coach/Parent
Steve Crump	Booster President
Lori Meredith	Parent

OTHER GENERAL OBSERVATIONS

No one from the community attended the Public Comments session. The school's athletic director was thanked for his cooperation and preparation for the visit. The meeting was adjourned at 4:15 EST.