



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

KHSAA Form T76
Rev..11/16

School:	Tates Creek
Prepared By:	Gary W. Lawson
Date of Re-Visit:	February 6, 2024
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2023-24

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 January 27, 2015 Title IX school visit report designated the accommodation of student interest and abilities *Satisfactory* based on data submitted by the school indicating that **prong 3** of the athletic opportunities test was being met. At that time, all indicated student athletic interests were being met, and a 100% completion rate had been received on the latest student athletic interest survey.

A review of the annual Title IX reports for the past two years shows that the school appears to currently be meeting the standards established by both Tests 1 and 3 for provision of athletic opportunities. In regard to Test 1, the percentage of female participation (42.25%) is within 5% of their percentage of enrollment (46.18%). Data submitted on the T-3 and T-63 forms indicates that the school has addressed all indicated athletic interest. It is recommended that the Gender Equity Review Committee address the feasibility of adding **bass fishing**.

During the most recent school visit, the Title IX file was reviewed and found to contain the 2009 and 2015 school visit reports, the last two Title IX annual reports. It also had a board-approved extra-service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, recent game schedules for all varsity teams, a school-generated athletic handbook for student athletes and coaches, written booster club agreements, and facility usage schedules for some of the venues shared per gender (see **Scheduling of Games and Practice Times and Medical and Training Facilities and Services and KHSAA Recommended Action.**) Also in the Title IX file were regulations addressing awards and athletic accomplishments (see **Publicity and KHSAA Recommended Action**), written designation of the locker room and equipment storage space assigned each team, minutes for all GERD meetings held during the past three years, a statement pertaining to the replacement of uniforms (see **Equipment and Supplies and KHSAA Recommendation**), and some guidelines regarding equitable provision of travel and per diem. (See **Travel and Per Diem Allowances and KHSAA Recommended Action.**) School officials were urged to continue to develop regulations that bring about 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 2015 Title IX school visit rated this benefit category *Satisfactory* documenting that there appeared to be no plan in place for the equitable review and/or replacement of uniforms.

All the uniforms seen during the most recent visit seemed to be of mid-to-high quality and supplied in equitable quantities. As was the case in 2015, the school did not present a long-range plan for the review and/or replacement of uniforms showing an equitable cycle of replacement for all teams. (See ***KHSAA Recommended Action.***) Interviews with student athletes and coaches did not indicate that equitable cycles of uniform replacement were being implemented. The 2021-22 and 2022-23 annual Title IX reports show that the school spent \$202 per female athlete and \$263 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 2015 Title IX school visit report designated this benefit category *Satisfactory*.

Information confirmed by the athletic director during the most recent visit indicated that the number of competitive events scheduled for teams of “like” sports was comparable. Facility usage schedules showing equitable female access were available for the gyms and the indoor hitting facility. An equitable schedule was not available for the soccer practice field. (See ***KHSAA Recommended Action.***) The schedule for the weight training room was questionable in regard to equitable access. (See ***Medical and Training Facilities*** and ***KHSAA Recommended Action.***) The scheduling of athletic events during optimal playing times was discussed with school officials who were encouraged to strive for equivalence 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 *Satisfactory* noting that the regulations for this category did not address equitable mode of transportation or lodging for student athletes.

At the time of the most recent visit, the Title IX file had regulations addressing equitable provision of the mode of transportation and meals and lodging for student athletes. The regulations about meals did not contain realistic parameters. (See *KHSAA Recommended Action*.) It is suggested that the GERC review the regulations and make updates as needed. The 2021-22 and 2022-23 annual Title IX reports show that the school spent \$41 per female athlete and \$46 per male athletes 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 visit report designated this benefit category *Satisfactory*.

During the most recent visit, it was learned that the principal and athletic director jointly evaluate 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 regard to equitable pay for similar positions and for the number of levels of coaches compensated for "like" sports. The T-35 form in the 2022-23 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. Data gathered during the most recent visit indicated that the coaching ratio is 8.5 female participants per coach and 7.7 male participants per coach. The athletic director confirmed information showing that 55% (6/11) of the head coaches of girls' teams and 69% (9/13) 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 2015 Title IX school visit report designated this benefit category *Satisfactory* noting that some of the school's teams did not have assigned equipment storage spaces.

The tour of facilities during the most recent visit revealed that the practice and competitive venues are well-maintained and appointed. Overall, the practice and competitive facilities are considered excellent. The newly constructed outdoor venues all appear to offer similar amenities for "like" teams. The dressing rooms in the newly constructed facilities are immaculate. The indoor facilities also have excellent dressing areas. The assignment of shared dressing rooms appears equitable on paper. The student athletes who were interviewed had significant concerns about the dressing areas at the stadium. It is strongly emphasized that **the GERC needs to review the condition of the stadium dressing rooms and the equity of the assignment of these spaces**. According to listings provided and confirmed by the facilities tour, it appears all teams have an equipment storage space. These spaces seem to be assigned according to the size of the team and proximity to the team's practice and competitive venue.

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 2015 Title IX school visit report designated this benefit category *Satisfactory*. There were some concerns expressed during that visit regarding the need for more training options in the weight room that were suitable for female athletes.

The tour of facilities during the most recent visit revealed that there is a large and well-equipped weight training room that is centrally located. This room contains numerous training options suitable for female athletes. The Title IX file contained a listing of the assignment of many athletic venues of which the weight training room was one. There seems to be *some* equity shown in the assignment of this venue. Interviews with both male and female athletes voiced a point of emphasis—the football team gets priority over all other teams in the weight room. (See ***KHSAA Recommended Action.***) There was no posted usage schedule at the weight training room. During interviews, one coach stated that it would be “so much better for her athletes if the usage schedule were posted at the facility.” The coach was assured that this posting is supported by KHSAA. (See ***KHSAA Recommended Action.***) An athletic trainer is available on an equitable daily basis through a contract with the University of Kentucky. All 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 stated that the regulations for this benefit category did not address equity in the provision of athletic banquets.

The school currently has one varsity cheerleading squad that is assigned to cheer at all home football games. They also cheer at an equitable number of home boys' and girls' basketball games as monitored by the athletic director for the provision of parity. The full band is assigned to play at all home football games. The boys' and girls' basketball teams do not receive support from the band during the regular season. The Title IX file contained regulations addressing parity in regard to the posting of banners for athletic recognition and awards and athletic banquets. The regulations addressing awards does not set acceptable parameters for spending. (See **KHSAA Recommended Action**.)

The 2021-22 and 2022-23 annual Title IX reports show that the school spent \$82 per female athlete and \$64 per male athlete for awards and athletic 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 *Satisfactory*. The report suggested that the school develop a process for administrative oversight of spending by booster clubs.

According to administrators, all coaches have office space. Exclusive offices are provided for baseball, softball, and football. All other coaches share office space. Information provided by school officials indicated that all teams have booster clubs except archery, bowling, boys and girls golf, and dance. All booster clubs house their funds outside of school accounts. As was the case in 2015, there is no mechanism in place for administrative approval of booster expenditures. A review of total athletic spending for the passed two years as submitted by the school on annual Title IX reports shows the following:

- 2021-22** 44.71% of the spending was for female athletes who made up 41.94% of the participants or \$381.63 per female athlete. 55.29% of the spending was for males who made up 58.06% of the participants or \$340.93 per male athlete for total support.
- 2022-23** 42.16% of the spending was for females who made up 42.25% of the participants or \$585.23 per female athlete. 57.84% of the expenditures were for male athletes who made up 57.75% of the participants or \$587.29 per male athlete for total support.

The data indicates that the school is well within generally accepted parameters for parity of spending for a football-playing school.

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 02/06/2024 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 01/27/2015 Title IX school visit.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Scheduling of Games and Practice Times) The school is to submit to KHSAA a usage schedule for the soccer practice facility showing equitable access to this venue. Upon approval, this schedule is to become part of the Title IX file and be updated annually.	On or before <u>April 10, 2024</u>
(Medical and Training Facilities and Services) The school is to submit to KHSAA a usage schedule for the weight training room. This schedule is to be for the weight room only and cover at least four months. The document is to be signed by all head coaches, all members of the GERC committee, and the athletic director. (Medical and Training Facilities and Services) The school is to submit to KHSAA a photograph of the weight training room usage schedule which is <u>POSTED</u> at the facility.	On or before <u>April 10, 2024</u> On or before <u>April 10, 2024</u>
(Equipment and Supplies) The school is to submit to KHSAA a written uniform review rotation, and/or replacement plan showing at least one full cycle of replacement for all teams. This document should be signed by all head coaches, all members of the GERC, and the athletic director. Upon approval, this plan is to become part of the Title IX file and be reviewed and updated annually.	On or before <u>April 10, 2024</u>
(Travel and Per Diem) The school is to submit to KHSAA written regulations addressing the provision of equivalence of meals for student athletes. Upon approval of these regulations, this document is to become a part of the Title IX file.	On or before <u>April 10, 2024</u>
(Publicity) The school is to submit to KHSAA written regulations addressing parity of awards recognizing athletic participation and/or accomplishments. Upon approval, this document is to become part of the Title IX file.	On or before <u>April 10, 2024</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Maggie Dabney	Student Athlete
Thomas Seigler	Student Athlete
Jana Costner	Women's Basketball Coach
Morgan Contino	Girls/Boys Volleyball & Swimming
Larry Poynter	Athletic Director
Kristy Field	Principal
Rob Sayre	District Athletic Director
Justin Cheatham	Assistant Principal
Tina Moorhead	Bookkeeper
Jeff Chapuran	Head Baseball Coach
Kathy Johnston	KHSAA
Gary W. Lawson	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 AEDs are in the following locations: (1) in the foyer of the main gym; (2) on the outside wall of the auxiliary gym; (3) inside the athletic training facility; (4) inside the concession stand at the stadium; (5) inside the baseball/softball field house; (6) a portable unit travels with the athletic trainer.

No one from the community attended the Public Comments session which was advertised on the school's athletic social media page. The meeting was adjourned at 3:15 pm EST.