



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

KHSAA Form T76
Rev. 11/16



School:	Taylor County
Prepared By:	Gary Lawson
Date of Re-Visit:	January 22, 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 October 27, 2004 Title IX school visit report rated this area *Satisfactory*. The report stated that it appeared that the school was meeting the standards established by all three opportunities tests at that time. The September 17, 2012 school visit report also rated this area *Satisfactory*. It appeared that the standard established by Test 1 was being met. A review of the annual Title IX reports for the past two years gives strong indication that the standard established by Test 3 is currently being met. The annual report summary for 2017-18 documents that both the T-3 and the T-63 forms show that the athletic interests of the students are being met. The school currently offers 17 team opportunities for females and 18 team opportunities for males. The T-63 form in the 2017-18 annual report shows that an 82.5% completion rate was received on the most recent student athletic interest survey. During the most recent school visit, the Title IX file was examined. It was found to contain the three previous Title IX school visit reports, annual Title IX reports for the past five years, a district-approved extra service pay schedule for coaching, 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 student athletes and coaches, facility usage schedules for all shared athletic venues, some written guidelines addressing equitable recognition of student athletes (see *Publicity and KHSAA Recommended Action*), written designation of the locker room and athletic equipment storage space assigned each team, minutes and agendas for Gender Equity Review Committee meetings held during the past three years, a uniform review, rotation, and/or replacement plan (see *Equipment and Supplies*), and regulations addressing the provision of travel and per diem for student athletes. (See *Travel and Per Diem* and *KHSAA Recommended Action*.) School officials were encouraged to continue to develop and update comprehensive regulations addressing the provision of equitable opportunities and benefits for 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	
<p>BENEFITS REVIEW- EQUIPMENT AND SUPPLIES: Both the 2004 and 2012 Title IX school visit reports rated this benefit category <i>Satisfactory</i>. All uniforms and equipment inspected during the most recent visit appeared to be of high quality and supplied in equitable quantities. The Title IX file contained a uniform review, rotation, and/or replacement plan showing a three-year cycle of equitable replacement for all school teams except girls and boys golf, girls and boys bowling, and bass fishing. These teams' uniforms are purchased by the students on an annual basis. UPON RECEIPT OF THIS REPORT, IT IS RECOMMENDED THAT THE CURRENT UNIFORM PLAN BE EXPANDED TO INCLUDE THOSE TEAMS WHOSE UNIFORMS ARE REPLACED EACH YEAR. Interviews with coaches and student athletes indicated there was knowledge of and adherence to the current uniform plan. The 2016-17 and 2017-18 annual Title IX reports show that the school was spending approximately \$256 per female athlete and \$255 per male athlete for equipment and supplies.</p>		

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	
<p>BENEFITS REVIEW- SCHEDULING OF GAMES AND PRACTICE TIMES: The 2004 and 2012 Title IX school visit reports rated this benefit category <i>Satisfactory</i>. 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 gyms, weight training room, and indoor hitting facility for baseball and softball. Interviews with student athletes confirmed adherence to these schedules for the gyms and hitting facility. The scheduling of competitive events during the most opportune playing times on an equitable basis was discussed with school officials who were encouraged to make this endeavor a priority.</p>		

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: Both the 2004 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report listed some concerns about consistency in regards to the regulations addressing travel and per diem. During the most recent visit, there were equitable regulations in the Title IX file for the provision of meals, but the guidelines for the mode of transportation and lodging did not indicate that equitable parameters were in place. The 2016-17 and 2017-18 Title IX school visit reports indicate that the school was spending approximately \$74 per female athlete and \$99 per male athlete for travel and per diem. This spending, although marginally acceptable, should be monitored in regard to equitable benefits. The lack of improvement in the guidelines as requested by the 2012 school visit report along with spending which is barely within acceptable parameters for the provision of parity renders this benefit category deficient at this time. (See *KHSAA Recommended Action*.)

BENEFIT	Satisfactory	Deficient
COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Compensation	X	
Accessibility	X	
Competence	X	

BENEFITS REVIEW- COACHING: The 2004 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. During the most recent visit, it was learned that the school's athletic director is responsible for the evaluation of 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. 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. Information gathered during the most recent visit revealed that the coaching ratio for females is 15 participants per coach and the ratio for males is 13 participants per coach. Data provided by the school's athletic director indicated that 50% (5/10) of the head coaches of girls teams and 64% (7/11) 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	

X

BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES: The 2004 and the 2012 Title IX school visit reports designated this benefit category *Satisfactory*. The school is in a state of transition at this time in terms of this benefit category. A new high school was opened four years ago. The new high school building is "state of the art", but all the new athletic facilities are not completed which makes a "like" sports comparison very difficult. As far as competitive venues are concerned, a new on-campus softball field with excellent amenities has recently been completed. A new baseball field adjacent to the softball field is in the beginning stages. The plans call for the baseball and softball fields to offer very similar amenities. The current baseball field, football field, track, indoor hitting facility, and weight training room are located at the old high school about 2.5 miles away. The new school has a large, very well-appointed main gym and an auxiliary gym which doubles as the school cafeteria. The school teams currently share seven locker rooms. Five are in the main gym and two are located adjacent to the baseball and football complexes at the old high school. These dressing areas offer similar amenities and the space appears to be assigned equitably. Although there does appear to be a shortage of available athletic storage space, it appears to be assigned equitably with the size of the team and proximity to the teams' competitive venues as priorities. THE T-60 FORM (SCHOOL IMPROVEMENT PLAN) IN FUTURE ANNUAL TITLE IX REPORTS SHOULD DESCRIBE THE STEPS BEING TAKEN IN REGARD TO NEW FACILITIES AT THE HIGH SCHOOL.

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 2004 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report stated that a new weight training facility had been added. It also documented the need for additional equipment suitable for female use. The current weight training room is located at the old high school near the football and baseball complexes. There is a usage schedule in the Title IX file and posted at the facility. According to interviews with coaches, the location of this venue discourages widespread use. Interviews could not confirm usage of the facility by any female teams. The current usage schedule shows usage by the girls' soccer team. The athletic director confirmed plans to build a weight room on the current high school campus. (See *KHSAA Recommended Action*.) The weight room does have some training options that are suitable for female athletes, but improvement is still needed. An athletic trainer is equitably accessible to all student athletes on a daily basis through a contract with Taylor County Regional Hospital. 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 2008 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The school currently has one varsity cheerleading squad that is assigned to cheer at all home football games. They also cheer at all home and away games versus district opponents for both the boys and girls basketball teams. The full band performs at all home football and boys' and girls' basketball games. A local radio station broadcasts all football and boys' and girls' basketball games. The Title IX file contained equitable guidelines for parity in relation to the posting of individual and team banners at the school's athletic venues. UPON RECEIPT OF THIS REPORT, THESE GUIDELINES SHOULD BE EXPANDED TO INCLUDE THE RECOGNITION OF INDIVIDUALS IN THE FIFTH REGION AND THE KHSAA HALL OF FAME. Equitable guidelines addressing the provision of awards for student athletes were also in the file. The guidelines for post season banquets were not sufficiently specific in addressing equity for student athletes. (See *KHSAA Recommended Action*.) The 2016-17 and 2017-18 annual Title IX reports show that the school was spending approximately \$13.40 per female athlete and \$17 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: The 2008 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report recommended that school officials look into the implementation of some mechanism for administrative oversight of booster spending in regard to provision of equitable athletic benefits. The tour of facilities during the most recent visit revealed that all head coaches have access to office space. The school currently has booster club support for all school teams. All booster clubs house their funds within school accounts, and the purchase order process is strictly followed. This method of administrative oversight is reflected in the spending analysis for the past two years. A review of athletic spending for the past two years shows that in 2016-17, approximately \$507 was spent per female athlete and \$559 per male athlete. In 2017-18, approximately \$553 was spent per female athlete and \$593 per male athlete. When these expenditures are averaged over the two-year period, they appear to be well within generally accepted parameters for the provision of parity 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
<p>(Travel and Per Diem Allowances) Evidence of equitable regulations addressing the mode of transportation and lodging for student athletes was not available in 2012 or at the most recent visit.</p>	<p>The school is to submit to KHSAA equitable written guidelines addressing the mode of transportation and provision of lodging for student athletes. These guidelines should be added to those addressing meals for student athletes already in the Title IX file.</p>	<p>On or before <u>April 15, 2019</u></p>

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>No deficiencies were designated as a result of the 9/17/12 Title IX school visit.</p>		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<p>(Publicity) The school is to submit to KHSAA written regulations for the equitable provision of post season banquets for student athletes.</p>	<p>On or before <u>April 15, 2019</u></p>
<p>(Medical and Training Facilities and Services) The school is to submit to KHSAA the following items in relation to the weight room facility: A copy of the written plan for completion of a weight training room on the new campus. This plan should include the locations and dimensions of the venue, the provision of suitable training options for female athletes, and a projected and realistic completion date. This plan should be signed by the school's athletic director, principal, and district Title IX coordinator.</p>	<p>On or before <u>April 15, 2019</u></p>
<p>(KRS 160.445) The school is to submit to KHSAA an Athletic Facility Emergency Medical Plan that meet the requirements set forth by the statute. This plan must be venue-specific.</p>	<p>On or before <u>April 15, 2019</u></p>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Grant McQueary	Student Athlete
Raegan Mardis	Student Athlete
Stephen Zink	Volleyball Coach
Tim Peterson	Girls Basketball Coach
Angela Lay Cook	Director of District Programs
Paul McQueary	Athletic Director
Neil Sanders	Head Softball Coach
Jack Neely	Assistant Athletic Director
Jon Hall	Principal
Shari Walters	Bookkeeper
Gary W. Lawson	KHSAA

OTHER GENERAL OBSERVATIONS

No one from the community attended the Public Comments session. The athletic director was commended for his preparation for the school visit. The meeting was adjourned at 3:20 pm EST.