



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

KHSAA Form T76
Rev..11/16

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School:	Todd County Central
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 13, 2018
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	Satisfactory
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The October 19, 2004 Title IX school visit report rated this area *Deficient* stating that there was no evidence that the school was meeting the minimum standards of any of the three opportunities tests. The November 12, 2012 school visit report rated this area *Satisfactory* documenting that the school was meeting the standards established by Tests 1 and 3. A review of the annual Title IX reports for the past two years shows that the standard established by Test 1 is currently being met. The 2017-18 annual report shows that the percentage of enrollment for females was 49.5% and the percentage of female participation was 50.5%. In order for the school to meet the standard established by Test 3, the indicated interest in swimming and tennis should be pursued for validity. The T-63 form in the 2017-18 annual Title IX report shows that an 84% completion rate was received on the most recent student athletic interest survey. During the November 13, 2018 visit, the school's Title IX file was examined. It was found to contain annual Title IX reports for the past five years, one of the three previous Title IX school visit reports, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all school-sponsored varsity teams, a school-generated athletic handbook for students, a written booster club agreement (football), facility usage schedules for athletic venues shared by both genders (see *Scheduling of Games and Practice Times*), some guidelines addressing the equitable recognition of student athletes (see *Publicity and KHSAA Recommended Action*), written designation of the locker room and the athletic equipment storage space assigned each team, minutes for GERC meetings held during the past three years, a document showing some current and projected uniform purchases (see *Equipment and Supplies* and *KHSAA Recommended Action*), and some statements addressing reimbursement procedures for travel and per diem (see *Travel and Per Diem Allowances* and *KHSAA Recommended Action*). School officials were encouraged to work toward the development and maintenance of comprehensive regulations for the provision of equitable 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	

BENEFITS REVIEW- EQUIPMENT AND SUPPLIES: The 2004 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The uniforms seen during the most recent visit were of mid-to-high quality and seemed to be supplied in equitable quantities except the boys' basketball uniforms appeared to be of slightly higher quality than those of girls' basketball, and the quantity of baseball uniforms seemed to be an advantage when compared to the number supplied for the softball team. The most recent visit revealed that the school had a record of recent uniform purchases and some projections about future purchases. This document did not show an equitable cycle of replacement for teams of "like" sports. Interviews with student athletes and coaches did not confirm adherence to an equitable plan of replacement for all school teams. The 2016-17 and 2017-18 annual Title IX reports show that the school was spending approximately \$81 per female athlete and \$118 per male athlete for equipment and supplies. Due to the disparity in the uniforms shown and the lack of evidence that an equitable plan of review and replacement was being implemented, this benefit category is deemed **deficient**. (See KHSAA Recommended Action.)

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 2004 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. Information provided by the athletic director indicated that the number of competitive events scheduled for "like" sports was comparable. Facility usage schedules were available for the gym, weight room, and soccer field. These schedules were difficult to interpret, but appeared to show parity. **IT IS EMPHASIZED THAT THESE SCHEDULES SHOULD BE REVIEWED BY THE GERC IN AN EFFORT TO DEVELOP A MORE USER-FRIENDLY FORMAT.** The need to schedule competitive events during optimal playing times on an equitable basis was discussed with school officials who were encouraged to make this type of scheduling a priority.

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 2004 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report noted the need for updating the regulations in this area. During the most recent visit, the athletic director offered some statements regarding areas of this category that did not seem to address the request for documentation of equitable provision for student athletes particularly in the area of per diem. (See *KHSAA Recommended Action*.) Interviews with student athletes and coaches did not fully confirm equitable provision in this benefit category. The 2016-17 and 2017-18 annual Title IX reports show that approximately \$61 per female athlete and \$60 per male athlete was spent 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 2004 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The principal and athletic director jointly evaluate all head coaches. A written instrument is used as documentation in this process. A review of the district's extra service pay schedule indicated parity. The T-35 form in the annual Title IX reports for 2016-17 and 2017-18 has no coaching salaries for any school teams. The failure of the school to report these expenditures make a complete evaluation of this category (and *Support Services*) difficult. (See *KHSAA Recommended Action*.) The athletic director offered information revealing that the coaching ratio for male athletes is 12 participants per coach, and the ratio for female athletes is 13 participants per coach. Data indicated that 33% (2/6) of the head coaches of girls teams and 50% (3/6) 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 2004 and 3012 Title IX school visit reports rated this benefit category *Satisfactory*. The tour of facilities during the most recent visit showed that the competitive venues offer comparable amenities for all "like" sports. The Title IX file contained an accurate listing of the locker room and equipment storage spaces assigned each team. The athletic annex contains three dressing rooms shared by athletic teams. These dressing rooms have similar amenities and seem to be assigned equitably. Three dressing rooms in the gym are shared equitably by athletic teams. Football and volleyball are the only teams that have exclusive dressing facilities. The school has a large amount of equipment storage space that appears to be assigned with consideration to the size of the team and the proximity to the competitive facility as priorities.

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 report rated this benefit category *Satisfactory*. The 2012 report noted the need for more training equipment that was suitable for use by female athletes. The most recent visit revealed that the school has a large weight training area located in the athletic annex. Currently, the facility does appear to contain several training options that are female-friendly. An equitable usage schedule for this venue was in the Title IX file and posted at the facility. Interviews with students seemed to verify that equitable female access was provided. An athletic trainer is equitably accessible to all athletes on a daily basis through a contract with Jennie Stuart Hospital in Hopkinsville. The Blount Clinic in Elkton offers free physical examinations for all prospective 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 2004 and 2012 Title IX school visit reports designated this benefit category *Satisfactory*. The school currently has one varsity cheerleading squad that is assigned to cheer at all home football games and at the away game versus Logan County. They also cheer at all home boys and girls basketball games and at away games versus district opponents for both teams. The full band performs at all home football games. The pep band plays at all home boy/girl doubleheader basketball games and at other "selected" home games as monitored by the assistant principal for the provision of parity. A local radio station broadcasts all home and away football games. The station also broadcasts all home games and away games versus district opponents for both the boys and girls basketball teams. The school has equitable written regulations addressing the posting of banners and the provision of post season banquets. Interviews with student athletes did not confirm adherence to the regulations for banquets. **IT IS STRONGLY RECOMMENDED THAT THE GUIDELINES FOR BANQUETS BE REVIEWED BY THE GERC AND COACHES TO INSURE THAT THESE STIPULATIONS ARE FOLLOWED.** There was a statement addressing awards that did not set realistic parameters for the provision of parity. (See KHSAA Recommended Action.) The 2016-17 and 2017-18 annual Title IX reports show that the school was spending approximately \$10 per female athlete and \$18 per male athlete for awards. This spending seems to favor male participants.

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 2004 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The assignment of office space for coaches seems to be comparable. According to the principal and athletic director, the only team that receives booster club support is football. The Title IX file has a signed agreement with the football booster club. According to the district Title IX coordinator, all football booster purchases are approved by the superintendent. A review of the total athletic spending for the past two years **does not include any coaching salaries since these were omitted on the T-35 forms for the past two years.** The annual report summary for 2016-17 shows that the school was spending approximately \$255 per female athlete and \$203 per male athlete. The 2017-18 annual report summary shows that approximately \$176 was spent per female athlete and \$225 per male athlete for total support. Based on data submitted by the school, the total athletic spending for the two-year period of this evaluation seems to reflect equitable benefits.

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>(Equipment and Supplies) The review of uniforms during this visit showed slight disparities in the quality and quantities of uniforms when "like" teams were compared. The school did not have a plan for equitable review and replacement of uniforms, and interviews during this visit did not confirm equity in regard to uniforms.</p>	<p>The school is to submit to KHSAA a written uniform review, rotation, and/or replacement plan showing a full cycle of replacement for all school teams. This document should be signed by the school's athletic director and all members of the Gender Equity Review Committee, and all head coaches of school-sponsored varsity teams. THIS PLAN SHOULD BECOME A PART OF THE SCHOOL'S TITLE IX FILE ONCE IT IS APPROVED.</p>	<p>On or before <u>January 17, 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>The November 12, 2012 Title IX school visit report did not designate any deficiencies.</p>		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<p>(Publicity) The school is to submit to KHSAA a written expansion of the current regulations for athletic recognition that include equitable provision of awards for student athletes. THIS DOCUMENT SHOULD BECOME A PART OF THE SCHOOL'S TITLE IX FILE WHEN APPROVED.</p>	<p><u>January 17, 2019</u></p>
<p>(TRAVEL AND PER DIEM ALLOWANCES) The school is to submit to KHSAA written regulations addressing equitable provision of per diem (food and lodging) for student athletes. These regulations should be signed by the Gender Equity Review Committee members and all head coaches of school-sponsored teams. ONCE APPROVED, THESE REGULATIONS SHOULD BECOME A PART OF THE SCHOOL'S TITLE IX FILE.</p>	<p><u>January 17, 2019</u></p>
<p>(COACHING) The school is to submit to KHSAA (on the form provided during the school visit) a listing of the total coaching salaries paid for all school-sponsored teams during the 2017-18 school year.</p>	<p><u>January 17, 2019</u></p>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Jon Calvery	Student Athlete
Rachel Bilyeu	Student Athlete
Brandi Francies	Softball Coach
Katie Covington	Girls Soccer Coach
Jennifer Pope	TCSD Director of Districtwide Services
Marnie Broady	Athletic Director
Deatrik Kinney	Principal
Jason Gibson	Teacher
Riann Price	Teacher

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. The plan appeared to be comprehensive and, with a few minor changes, was venue-specific as requested by the statute.

The athletic director identified the locations of Automated External Defibrillators used by the athletic programs. One permanent AED was in the front hallway by the gym. A portable unit was in the athletic training room.

No one from the community attended the Public Comments session.

School officials were encouraged to promote work with the Gender Equity Review Committee and the coaching staff at the school in providing equitable opportunities and benefits for all student athletes.

The meeting was adjourned at 4:25 pm EST.