



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

KHSAA Form T76
Rev..11/16

School:	Trigg County High School
Prepared By:	Gary W. Lawson
Date of Re-Visit:	11/10/22
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-23

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality SATISFACTORY	X
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities N/A Covid 19	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The November 2, 2005 and November 14, 2013 Title IX school reports rated the accommodation of student interest and abilities *SATISFACTORY*. The 2005 report documented that the standard established by Test 2 for provision of athletic opportunities was being met. The 2013 report stated it appeared the standard established for 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 for Test 1 is currently being met. The school met the standard of Test 1 for both male and female participants in 2020-21. The internal audit summary produced by KHSAA showed that males were the underrepresented gender that year. During 2020-21, female students were 48.7% of the athletic participants while being 46.1% of enrollment. It is not possible to determine, at this time, if the school is meeting Test 3 due to challenges presented by covid 19 during the previous two years. The completion rate received on the 2021-22 student athletic interest survey was 60.5%. During the most recent school visit, the Title IX file was examined. It contained a board-approved salary 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, facility usage schedules for all athletic venues shared by gender, guidelines regarding awards and recognition of athletic accomplishments for both genders (see ***Publicity and KHSAA Recommended Action***). The file also had a documentation of the designated locker room and equipment storage space assigned each team, minutes for three Gender Equity Review committee meetings held in 2020-21, and three more meetings held in 2021-22, a uniform review, rotation, and/or replacement plan, guidelines addressing the equitable provision of travel and per diem (see ***Travel and Per Diem Allowances*** and ***KHSAA Recommended Action***). The athletic director was encouraged to continue to build a well-organized and 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 2005 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. The uniforms and equipment viewed during the most recent visit were of mid-to-high quality and appeared to be supplied in equitable quantities. The available uniform review/ replacement plan showed that all varsity teams are on a four-year cycle of replacement except archery, boys and girls golf, and fishing which are replaced annually. Interviews with coaches and student athletes seemed to confirm adherence to this plan. The 2020-21 and 2021-22 annual Title IX reports show that the school was spending approximately \$143 per male athlete and \$75 per female athlete for equipment and supplies. This information as submitted by the school appears to favor the male participants.

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 2005 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2013 report documented disparities within this category. (1) The number of varsity games scheduled appeared to favor baseball when compared to softball. (2) There was not an equitable usage schedule for the soccer field which is shared for practices by the boys and girls teams. During the most recent visit, the athletic director confirmed that the number of competitive events scheduled for teams of "like" sports was comparable with the exception of boys golf (22) and girls golf (11). (See *KHSAA Recommended Action*. Facility usage schedules showing equitable access for both genders were available for the gym, weight training room, indoor hitting facilities, and soccer field. The scheduling of competitive events during the most opportune playing times on an equitable basis was discussed with school officials who were encouraged to continue to strive for parity 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 2005 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2013 report noted that the school did not have equitable guidelines for the provision of food and lodging for student athletes. At the time of the most recent visit, the school provided regulations addressing the mode of transportation and the provision of meals and lodging for student athletes. The regulation about lodging was vague and did not show how parity could be determined for this component. (See *KHSAA Recommended Action*.) The 2020-21 and 2021-22 annual Title IX reports show that the school was spending \$19 per male athlete and \$22 per female 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 2005 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. During the most recent visit, it was learned that the principal, along with the athletic director, are responsible for the evaluation of all head coaches. A written instrument is not currently being used for documentation of this process. A review of the district's extra service pay schedule for coaches showed parity in pay for similar positions for "like" sports and for the number of coaches compensated for "like" sports. The T-35 form in 2021-22 annual Title IX report shows the total amounts spent for coaching salaries for teams of "like" sports were comparable. Using data gathered during the most recent visit, it was determined that the coaching ratio for females is 12 participants per coach, and the ratio is 9.5 male participants per coach for male athletes. Coaching accessibility seems to slightly favor male athletes. Data provided by the athletic director indicated that 86% (6/7) of the head coaches of girls teams and 88% (7/8) 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 2005 school visit report rated this benefit category *SATISFACTORY*. The 2013 report rated this category *DEFICIENT* citing three issues: (1) Drainage problems at the softball field caused numerous practice and competitive events to be cancelled; (2) Inequities in the dressing rooms provided for softball and baseball; (3) Lack of a safe and secure place for the volleyball team to dress. The practice and competitive facilities at this school have improved significantly since the 2013 visit. The drainage issues at the softball field appear to have been successfully addressed. The softball team now has a dressing room on back of their dugout that is very similar to the one for baseball. Volleyball now shares a safe and secure dressing room in the gym. All the other dressing room space at the school appears to be assigned in an equitable manner. Athletic equipment storage space is very limited, but the available areas appear to be assigned according to the size of the team and proximity to the team's competitive and practice venues.

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 2005 Title IX school visit report rated this benefit category *SATISFACTORY*. The 2013 report rated this category *DEFICIENT*. Information gathered during that visit indicated that little, if any, access was available for female athletes to the weight training room and that there was minimal equipment in the weight training room that was suitable for female use. During the most recent visit, it was revealed that the school has a large, well-equipped weight training room in the field house. However, it still appears that the facility needs more equipment that is suitable for female use. Interviews with coaches and student athletes indicated they felt that the equipment was adequate. There was an equitable usage schedule in the Title IX file and posted at the facility. IT WAS REQUESTED THAT THE GENDER EQUITY REVIEW COMMITTEE TOUR THE WEIGHT ROOM AND MAKE RECOMMENDATIONS FOR MAKING THIS VENUE APPEAR MORE "**FEMALE FRIENDLY**". An athletic trainer who is employed by the school district is available on an equitable bases to all student athletes on a daily basis. The Trigg County Primary Care Center offers free physical examinations for student athletes on a designated day each year.

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 2005 and 2013 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 and away football games and at all home boys and home girls basketball games and at away games versus all district opponents and Caldwell County. The full band performs at all home football games. A pep band plays at all home boy-girl doubleheader basketball games. There is a regulation in the title IX file calling for parity in the posting of banners for athletic recognition. The school did not have appropriate guidelines to address equitable awards and post-season banquets. The school did not have written criteria for induction into its Athletic Hall of Fame. (See ***KHSAA Recommended Action.***) The 2020-21 and 2021-22 annual Title IX reports show that \$4.00 was spent per male athlete and \$3.00 per female athlete for awards and 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 2005 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2013 report indicated that total athletic spending in 2011-12 seemed to be within generally accepted parameters for the provision of parity. The expenditures in 2011-12 favored the male participants on both a percentage and per athlete basis. Close monitoring of this situation was suggested to administrators. During the most recent visit, the athletic director and principal indicated that all school teams have booster clubs. All these clubs, except wrestling and archery house their funds in school accounts. Any expenditure made from school accounts is subject to oversight through the purchase order process. All athletic expenditures, regardless of where accounts are held, must be approved by the athletic director and principal. The internal audit summary compiled by KHSAA based on school submissions provided the following data in regard to total athletic spending for the past two years. **In 2020-21**, 36.5% of athletic expenditures were for females who made up 49.77% of participants or \$256.29 per female athlete. 63.45% of the expenditures were for male athletes who made up 50.23% of the participants or \$440.89 per male athlete. **In 2021-22**, 41.88% of the total spending was for females who made up 48.47% of the participants or \$322.96 per female athlete. 58.12% of total spending was on male athletes who made up 51.53% of the participants or \$421.67 per male athlete. This spending seems to favor the males on a percentage basis and is barely within acceptable parameters on a per athlete basis. Averaging this data over a two-year period indicates that the total spending for athletic benefits favors male athletes. It should be noted that in 2020-21 males were identified as the ***underrepresented*** gender in athletics as determined by the Internal Audit summary compiled by KHSAA. If this factor is taken into consideration, the school's total athletic expenditures are outside of generally accepted parameters for one of the past two years. Therefore, the school is not currently considered deficient in this benefit category. It was emphasized to school administrators that all athletic purchases should be monitored 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 designated by the 11/10/22 school visit report.		

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 in the 11/14/13 Title IX school visit report in the benefit category of Locker Rooms, Practice and Competitive Facilities seems to have been successfully addressed. (See Locker Rooms, Practice and Competitive Facilities in the body of this report.)		
The deficiency designated in the 11/14/13 Title IX school visit report in the benefit category of Medical and Training Facilities and Services appears to have been successfully addressed. (See Medical and Training Facilities and Services in the body of this report.)		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<p>(PUBLICITY) The school is to submit to KHSAA written regulations addressing parity for student athletes in regard to awards for athletic recognition and post-season banquets for athletic recognition. The school is also to submit the criteria for induction into the Athletic Hall of Fame. All three of these submissions should be signed by the athletic director and all members of the Gender Equity Review Committee.</p>	<p>On or before <u>February 15, 2023</u></p>
<p>(TRAVEL AND PER DIEM ALLOWANCES) The school is to submit to KHSAA regulations addressing the provision of parity for student athletes in regard to overnight lodging. This submission is to be signed by the athletic director and all members of the Gender Equity Review Committee.</p>	<p>On or before <u>February 15, 2023</u></p>
<p>(SCHEDULING OF GAMES AND PRACTICE TIMES) The school is to submit to KHSAA a plan for narrowing the gap between the number of boys and girls golf matches scheduled by the high school.</p>	<p>On or before <u>February 15, 2023</u></p>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Evonna McGee	Student Athlete
Slaton Carfer	Student Athlete
LaTrita Russell	Track/Cross Country Coach
Stephen Erdmann	Volleyball Coach
Tim Bush	Principal
Greg Stephens	Girls Basketball
Chris Ezell	Football Coach
Matthew Wilder	Athletic Director
Wendy Ahart	Bookkeeper
Gary W. Lawson	KHSAA

OTHER GENERAL OBSERVATIONS

Although not part of the current Title IX evaluation, as per request, the school provided a copy of its Athletic Facility Emergency Medical Plan (KRS 160.445). This plan was reviewed during the visit.

As per request, the school indicated the locations of its Automated External Defibrillators. AED's were (1) in the high school nurse's office, (2) at the west side of the high school gym, (3) inside the home soccer dugout, and (4) a portable unit carried by the athletic trainer.

No one from the community attended the Public Comments session which was advertised by posted flyers at all the school's entry doors. The athletic director was commended for his thorough preparation for the visit. The meeting was adjourned at 3:25 EST.