



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

KHSAA Form T76  
Rev..11/16

School:	Villa Madonna
Prepared By:	Gary W. Lawson
Date of Re-Visit:	February 2, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-23

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

<b>OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)</b>	<b>Completed</b>
<b>Test One</b> – Substantial Proportionality <span style="float: right;"><b>SATISFACTORY</b></span>	
<b>Test Two</b> – History of Continuing Practice of Program Expansion	
<b>Test Three</b> – Full and Effective Accommodation of Interest and Abilities <span style="float: right;"><b>SATISFACTORY</b></span>	
<b>Analysis Form Review</b>	<b>X</b>

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The December 13, 2006 and the December 12, 2014 Title IX school visit reports rated the accommodations of student interest and abilities **SATISFACTORY**. The information gathered in 2006 indicated that the standards established in both Tests 1 and 3 for the provision of athletic opportunities were being met. The 2014 report documented that the school was meeting the standard established by Test 1. The school was not meeting the standard for Test 3 in 2014 because the results submitted on the T-63 form were questionable. (No interest [zero] was shown in any sports not sponsored by the school at that time.) A review of the annual Title IX reports and the internal audit summaries for the past two years show that the school appears to meet the standard established by Test 1. During 2020-21 and 2021-22, the percentage of participation is within 4% of the percentage of enrollment for females (underrepresented gender). The school is to be commended for receiving a 100% return rate on their most recent student athletic interest survey. Although Test 3 has not been evaluated during the past two years because of covid concerns, it appears that there are no indicated athletic interests that are not being addressed by the school. During the most recent school visit, the Title IX file was reviewed. It was found to contain an 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, athletic booster club by-laws, a facility usage schedule for the gym (see **KHSAA Recommended Action**), regulations regarding awards and recognition of athletic accomplishments, written designation of the locker room and athletic equipment storage space assigned each team, minutes for all Gender Equity Review Committee meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and guidelines addressing the equitable provision of travel and per diem. The athletic director and assistant athletic director were highly commended for the development of policies and regulations that address the equitable provision of 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	

**BENEFITS REVIEW- EQUIPMENT AND SUPPLIES:** Both the 2006 and 2014 Title IX school visit reports rated this benefit category *SATISFACTORY*. All the uniforms viewed during the most recent visit were of mid-to-high quality and seemed to be supplied in equitable quantities. A uniform review, rotation, and/or replacement plan showed that all teams are on a four-year cycle of replacement except for boys and girls' tennis and boys and girls' golf which are replaced annually. Interviews with student athletes indicated that this plan is being followed. The 2020-21 and 2021-22 annual Title IX reports show that \$57 per male athlete and \$76 per female athlete was spent 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 2006 and 2014 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. The school currently has four venues that are shared per gender for practice.—the gym, soccer field, tennis courts, and weight training room. An equitable usage schedule for the gym was available during this visit. A usage schedule for the weight room was posted at the facility, but showed only male access. No schedules were available for the soccer field or tennis courts. (See **KHSAA Recommended Action**.) 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.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>TRAVEL AND PER DIEM</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Mode of transportation	X	
Provision for meals and housing	X	
Equity of spending	X	

**BENEFITS REVIEW- TRAVEL AND PER DIEM:** Both the previous Title IX school visit reports rated this benefit category *SATISFACTORY*. The Title IX file contained excellent guidelines addressing the equitable provision of the mode of transportation, meals, and lodging for student athletes. Interviews with student athletes confirmed adherence to these regulations. According to data in the 2020-21 and 2021-22 annual Title IX reports, the school was spending \$5 per male athlete and \$11 per female athlete for travel and per diem.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>COACHING</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Compensation	X	
Accessibility	X	
Competence	X	

**BENEFITS REVIEW- COACHING:** The 2006 and 2014 Title IX school visit reports rated this benefit category *SATISFACTORY*. Information gathered during the most recent visit revealed that the athletic director is responsible for evaluating all head coaches. A written instrument is not currently being used as part of this process. A review of the extra-service pay schedule for coaches showed parity. The T-35 form in the 2021-22 annual report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. Evidence found during this visit indicated that the coaching ratio for female athletes is 9.5 participants per coach and for male athletes is 7.7 participants per coach. Other data revealed that 37.5% (3/8) of the head coaches of girls' teams and 37.5% (3/8) head coaches of boys' teams are on-campus employees.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Competition and practice venues	X	
Dressing areas	X	
Equipment storage areas	X	

**BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES:** The 2006 and 2014 Title IX school visit reports rated this benefit category *SATISFACTORY*. The report noted that while both the baseball and softball fields needed scoreboards and both fields had drainage issues, these facilities did provide similar amenities. The tour of facilities during the most recent visit showed that both the baseball and softball fields (as well as the soccer field,) have nice electric scoreboards that provide comparable information. Inspection of the fields showed that both the baseball and softball fields still seem to have drainage issues, but these issues are about the same severity at both venues. All the practice and competitive venues at the school have similar amenities for “like” sports. The school has four small, well-maintained dressing rooms that are shared by all teams that dress on campus. These dressing areas appear to be assigned equitably. There is one large storage room in the gym where the uniforms of all teams are stored. The storage space for team equipment is in very short supply, but the available space seems to be assigned equitably.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>MEDICAL AND TRAINING FACILITIES AND SERVICES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 2006 and 2014 Title IX school visit reports rated this benefit category *SATISFACTORY*. The tour of facilities during the most recent visit showed that the school has a small, very clean, and well-equipped weight training room adjacent to the gym. There was a usage schedule for this facility posted at the venue, but not in the Title IX file. The posted schedule showed only male access. (See *Scheduling of Games and Practice Times* and *KHSAA Recommended Action*.) There were numerous training options at this facility that are suitable for female athletes. Interviews with coaches and student athletes indicated frequent use of the weight room by females. An athletic trainer attends all competitive events and is available on an equitable basis each Wednesday through a contract with St. Elizabeth Hospital. All student athletes are responsible for getting their own physical examinations.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>PUBLICITY</b>	<b>X</b>	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Support group assignments	<b>X</b>	
Written regulation for recognition	<b>X</b>	
Equity of spending	<b>X</b>	

**BENEFITS REVIEW- PUBLICITY:** The two previous Title IX school visit reports rated this benefit category *SATISFACTORY*. At the current time, the school does not sponsor a cheerleading squad or pep band. The Title IX file contained a comprehensive set of guidelines for the provision of equity within this benefit category. These regulations address the posting of banners for athletic recognition, provision of letters and bars, athletic awards and post-season banquets. Also included are the criteria for induction into the school's athletic hall of fame. The 2020-21 and 2021-22 annual Title IX reports show that \$6 per male athlete and \$3 per female athlete was spent for athletic awards and recognition.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>SUPPORT SERVICES</b>	<b>X</b>	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Office access	<b>X</b>	
Booster Support	<b>X</b>	
Overall spending for athletic support	<b>X</b>	

**BENEFITS REVIEW- SUPPORT SERVICES:** The 2006 and 2014 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2014 report stated that total athletic spending appear to be within generally accepted parameters for a non-football playing school. The school currently offers one large coaching office in the gym. This office is shared by the head coaches of all varsity teams. The school presently has one athletic booster club that supports all teams. The booster club deposits all its funds into school accounts. All purchases with booster funds must be approved by the athletic director. A review of total athletic spending for the past two years shows that the school continues to be well within the generally accepted parameters for the provision of parity for a non-football playing school. (See *Internal Audit summaries* for 2020-21 and 2021-22.)

**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 assessed as a result of the February 2, 2023 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 assessed as a result of the December 12, 2014 Title IX school visit.		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

	Due Date
<p><b>(Scheduling of Games and Practice Times)</b></p> <p>The school is to submit to KHSAA a usage schedule for the tennis courts which shows equitable sharing of this venue for practice. A copy of this schedule should be placed in the Title IX file.</p> <p>The school is to submit to KHSAA a usage schedule for the soccer field which shows equitable sharing of this venue for practice. A copy of this schedule should be placed in the Title IX file.</p> <p>The school is to submit to KHSAA a usage schedule for the weight training room which shows equitable sharing of this venue for practice. A copy of this schedule should be placed in the Title IX file and posted at the venue.</p>	<p>On or before <b><u>April 30, 2023</u></b></p> <p>On or before <b><u>April 30, 2023</u></b></p> <p>On or before <b><u>April 30, 2023</u></b></p>

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

Name	Title
Gary W. Lawson	KHSAA
Adam Hassoun	Student Athlete
Tommy Wenning	Student Athlete
Madeline Mitchell	Student Athlete
Joe Cordonnier	Track and Field Coach
Sandi Kitchen	Volleyball Coach
Jim Demler	Athletic Director
Pamela McQueen	Principal
Amy McClagore	Booster President/GERC
Mary Pavel	Assistant Athletic Director
Brian Rapien	Cross Country/Track Coach
Nathan Timm	V Pres. Boosters/GERC
Trevor Gould	Basketball Coach

**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 to for a listing of the locations of its Automated External Defibrillators. It was confirmed that AEDs were (1) in the gym, (2) in the hallway adjacent to the main office, (3) inside the sports complex.

One person from the community attended the Public Comments session which was advertised on the school's website and on school announcements. The school's athletic director and assistant athletic director were commended for their thorough preparation for the school visit. The meeting was adjourned at 3:25 EST.