

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 2002 and 2011 Title IX school visit reports rendered this benefit category *Satisfactory*. All uniforms seen during the visit were of high quality and seemed to be supplied in equitable quantities. The Title IX file contained a uniform review, rotation, and/or replacement plan based on a three-year cycle of review for all school sports except bowling, archery, and boys and girls tennis which are replaced annually. Interviews with coaches did not confirm full knowledge of the current plan. IT WAS REQUESTED THAT SCHOOL ADMINISTRATORS INSURE THAT ALL COACHES ARE KNOWLEDGEABLE OF THE CURRENT UNIFORM ROTATION/REVIEW PLAN. Information in the 2015-16 and 2016-17 annual Title IX reports show that the school was spending approximately \$34 per female athlete and \$36 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 previous 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. Facility usage schedules showing equitable access for both genders were available for the two shared venues—gym and weight training area. The scheduling of athletic events during the most opportune playing times was discussed with school officials who were commended for their continuing efforts to provide 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	NA	
Equity of spending	X	

BENEFITS REVIEW- TRAVEL AND PER DIEM: The 2002 and 2011 Title IX school visit reports deemed this benefit category *Satisfactory*. It was noted in the 2011 report that almost all student athletes were transported to and from events by their parents. The Title IX contained written guidelines addressing the pertinent areas of this category. The primary mode of transportation used for student athletes is parental vehicles. If the team is traveling more than one hour, a bus supplied by the school can be requested. The school provides no meals for any student athletes. According to current policy, overnight trips by athletic teams are not sanctioned by the school. The T-35 form in the 2016-17 annual Title IX report shows that the school spent \$2,000 for travel and per diem for boys basketball and had no expenditures for any other sports. This appears to create a disparity, however, the recent school visit revealed that in 2016-17, the school policy was being followed. At that time, the school had a junior varsity boys basketball team which was the only team that traveled distances more than an hour away. This was the only case in which buses were rented (per policy). Because the school was able to field only a junior varsity team, they were forced to travel longer distances in order to have a competitive schedule. All the other school teams were able to schedule opponents located less than an hour away from the school.

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

BENEFITS REVIEW- COACHING: The 2002 and 2011 Title IX school visit reports designated this benefit category *Satisfactory*. The school's athletic director is responsible for evaluation of all head coaches. A written instrument is not used as a part of this process. A full evaluation of coaching compensation could not be completed because an approved extra service pay schedule was not available for examination during the most recent visit. (See *KHSAA Recommended Action*.) The T-35 form in the 2016-17 annual Title IX report showed that the total amounts spent for coaching salaries for teams of "like" sports appeared to be comparable except for boys cross country (\$0 salary) and girls cross country (\$3,000). The explanation offered during the visit was that the reported amount was incorrect. The salary listed on the T-35 form should have been \$1,500 for boys cross country and \$1,500 for girls cross country. Information gathered during the visit indicated that the coaching ratio for females was 2.7 participants per coach and for males was seven participants per coach. This ratio appears to favor female participants. Other data showed that 60% (3/5) of all head coaches of both boys teams and girls teams were 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 two previous Title IX school visit reports rated this benefit category *Satisfactory*. The 2002 report noted that locker room facilities were sub-standard. The 2011 report documented the significant improvement in regard to this benefit. These improvements included the construction of two new locker rooms (male and female) and a very well-appointed eight lane track. The school currently uses two off-campus venues for athletics. Tennis is played by both boys and girls on two high quality, non-lighted courts at Despres Public Park about two miles from the school. Both males and females bowl at the Ten Pin lanes also located about two miles from the school. The on-campus facilities (gym, soccer field, and track) appear to provide equitable amenities. The school provides two identical dressing rooms in the gym. One is used by all school-sponsored girls' teams except bowling which has a dressing area at the facility. The other dressing room is used by all the boys' teams except bowling which also dresses at the facility. The school has one equipment storage room in the gym that is shared by all teams. Although space in this room is limited, the areas assigned seem to be equitable. The school currently has no space for coaching offices.

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	NA	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The previous Title IX school visit reports rated this benefit category *Satisfactory*. In 2002, the school did not have a weight training room. The 2011 report noted that a new weight room was equipped and scheduled to open in November, 2011. The most recent visit revealed that the weight room opened in 2011 is no longer in existence. The need for classroom space made it necessary to remove the equipment. Currently, there is a small number of hand weights in the storage room that are available for student use. There is an equitable usage schedule for these weights in the Title IX file and posted at the storage room. Student interviews indicated some disappointment with the lack of training equipment and space, but the equipment and space available appears to be scheduled equitably. A large percentage of the limited amount of weight training equipment does appear to be suitable for use by female athletes. The school does not provide regular access to an athletic trainer. Walden students are responsible for getting their own athletic 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 2002 and 2011 Title IX school visit reports rated this benefit category *Satisfactory*. The school did not have a cheerleading squad at the time of either previous visit. The school now has one cheerleading squad that cheers at all home games for the junior varsity boys' basketball team. (During 2016-17, the school did not have sufficient participants to field a varsity boys or varsity girls' basketball team.) The band performs at all home junior varsity boys' basketball games. School officials were questioned about the possibility of the cheerleaders supporting the volleyball team occasionally. This is unlikely because the majority of the cheerleaders are also volleyball players. The Title IX file contained excellent guidelines for promoting parity regarding the posting of banners and providing athletic awards and post season banquets. Interviews with student athletes gave strong indication that these guidelines were being followed. Data in the 2015-16 and 2016-17 annual Title IX reports show that the school was spending approximately \$7 per female athlete and \$9 per male athlete for awards.

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

BENEFITS REVIEW- SUPPORT SERVICES: The previous Title IX school visit reports deemed this benefit category *Satisfactory*. The 2011 report documented that school policy did not allow the formation of athletic booster clubs. The school currently has one booster club that supports all school-sponsored teams. The booster club deposits all its funds into school accounts. A major means of athletic support is the assessment of an athletic fee. The student participant pays \$140 per sport for the fall season and \$130 per sport for the winter and spring seasons. The 2015-16 internal audit summary shows that 40.6% of athletic expenditures were for females who made up 38.2 % of the participants and 59.4% of expenditures were for male athletes who made up 61.8% of participants which is \$413 per female athlete and \$373 per male athlete. The 2016-17 internal audit summary shows that athletic expenditures significantly favored females—approximately \$481 was spent per female athlete and \$224 per male athlete. Females were designated to be the underrepresented gender in athletics at the school during the two-year period on which this evaluation was based.

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 October 26, 2017 Title IX school visit.	NONE	NONE

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 October 12, 2011 Title IX school visit.	NONE	NONE

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Accommodation of Interest and Abilities) The school is to submit to KHSAA written minutes for at least <u>three</u> Gender Equity Review Committee meetings held during the 2017-18 school year. These minutes should be signed by all committee members in attendance.	On or before <u>January 17, 2018</u>
(Coaching) The school is to submit an approved extra service pay schedule for coaches for the <u>2016-17 school year</u> . This document should be signed by "Head of School."	On or before <u>January 17, 2018</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Jack Pitchford	Student Athlete
Alayna Borowick	Student Athlete
Amber Korte	Track/Cross Country Coach
Maria Pois	Parent
Alison Tyler	Head of School
David Gross	Athletic Director

OTHER GENERAL OBSERVATIONS

No one from the community attended the Public Comments session. The meeting was adjourned at 3:15 pm EDT.