



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

KHSAA Form T76
Rev..11/16

School:	Walton Verona
Prepared By:	Gary W. Lawson
Date of Re-Visit:	January 14, 2020
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2019-2020

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 November 19, 2007 Title IX school visit report designated the accommodation of student interest and abilities *Satisfactory* based on evidence that the standard established by Test 1 for the provision of athletic opportunities was being met. The November 14, 2013 school visit report also designated this area *Satisfactory* stating that it appeared the standard established by Test 3 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 documentation on the T-3 form in the 2018-19 annual Title IX report shows the steps being taken by the school to address the indicated interests in bowling and swimming. School officials were cautioned to make certain the results of scheduled interest meetings were summarized on the T-3 form in the 2019-2020 annual Title IX report. The T-63 form in the 2017-18 annual Title IX report shows that a 108.6% completion rate was received on the most recent student athletic interest survey. SCHOOL OFFICIALS WERE REMINDED THAT MORE THAN 100% COMPLETION RATE IS IMPOSSIBLE. They were also cautioned to confirm that the completion rate is correct on this year's survey. During the 1/14/20 visit, the school's Title IX file was reviewed. It contained the most recent Title IX school visit report, annual Title IX reports for the past three years, 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 of the school's varsity teams, facility usage schedules for all shared athletic venues, guidelines addressing equitable recognition of athletic participation and accomplishments, listing of the locker room and athletic equipment storage space assigned each team, minutes for all GERC meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and regulations addressing the equitable provision of travel and per diem. (**See Travel and Per Diem Allowances.**) School officials were commended for the development and maintenance of comprehensive regulations addressing 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 2007 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. All the uniforms and equipment inspected during the most recent school visit appeared to be of high quality and supplied in equitable quantities except in the case of girls' basketball compared to boys' basketball and girls golf compared to boys' golf. In both cases, the female participants appeared to have a slight advantage in relation to quantities supplied. Interviews with student athletes during the visit indicated that during the 2018-19 school year, there was a difference in the quality and quantity of uniforms supplied for softball compared to baseball. School officials were unable to fully verify this disparity. School officials and members of the GERC were asked to research this situation and implement the proper steps to address any disparity. If there are steps taken, they should be documented on the T-60 form in the 2019-20 annual Title IX report. The uniform review/rotation plan showed a four-year cycle of replacement for all teams except boys and girls golf which are replaced annually. Interviews with coaches during this visit indicated knowledge of and adherence to this plan. The 2017-18 and 2018-19 annual Title IX reports, the school was spending \$135 per female athlete and \$131 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 2007 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. 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 gym, two weight training rooms, indoor practice facility, and indoor hitting facility. Interviews during this visit indicated that equitable access was provided to all practice and competitive venues. The scheduling of athletic 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 2007 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The Title IX file contained regulations addressing the mode of transportation and provision of meals and lodging for student athletes. SCHOOL OFFICIALS AND THE GENDER EQUITY REVIEW COMMITTEE WERE REQUESTED TO REVIEW AND UPDATE THE REGULATIONS FOR MODE OF TRANSPORTATION TO INCLUDE EQUITABLE PROVISION OF CHARTER BUSES AND THE GUIDELINES FOR EQUITABLE LODGING WHICH NEEDS SOME SPECIFICITY REGARDING TYPE OF LODGING PROVIDED. The 2017-18 and 2018-19 annual Title IX reports show the school was spending \$106 per female athlete and \$82 per male 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 2007 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. During the most recent visit it was learned that the 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 2018-19 annual Title IX report indicates that the total amounts spent for coaching salaries for teams of "like" sports showed relative parity. Information gathered during the most recent visit revealed that the coaching ratio for females is 11 participants per coach and the ratio for males was 11.5 participants per coach. Data provided by the athletic director indicated that 75% (6/8) of the head coaches of girls teams and 67% (6/9) of the head coaches of boys 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 2007 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The tour of facilities during the most recent visit showed that this school has very well maintained and appointed athletic venues. Overall, the locker rooms, practice and competitive facilities are considered excellent. The boys' basketball locker room and the girls' basketball/volleyball locker room are alike in size and amenities. All other athletic participants have access to shared dressing areas at the Walton Verona Sports Complex. All these dressing areas seem to be assigned equitably. The sports complex is approximately 7.5 miles from the school campus. Athletic bus transportation is provided to these facilities for practice. This complex houses "state of the art" competitive venues for football/soccer, track and field, tennis, baseball, and softball. All venues offer nearly identical amenities per gender. There is also a very large indoor practice facility which is shared on an equitable basis. There is a usage schedule posted at the facility and in the Title IX file. The gym and athletic complex have large equipment storage areas for all teams. This storage space appears to be assigned with equity as a priority.

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 2007 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. During the most recent school visit, it was learned there are two weight training rooms at this school. According to the athletic director and the usage schedules provided, both facilities are used by female athletes. Weight room #1 is in the sports complex and has several training options that appeared suitable for females. Weight room #2 is in the main high school building and had state of the art equipment and many training options suitable for females. Both these venues had usage schedules posted that showed equitable female access. The services of an athletic trainer are equally available to all student athletes through a contract with Nova Care and the University of Cincinnati Health. Physical exams are offered at the high school by local physicians on a specified date in late spring for a charge of \$10.

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 2007 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The 2013 report noted that the need for written regulations addressing awards and the posting of banners. The school currently has one varsity cheerleading squad that is assigned to cheer at all home and away football games. The squad is also assigned to cheer at nine home boys' basketball games and at nine home girls' basketball games. The band performs at all home football games and the pep band plays at five home boys' basketball games and at the same number of home girls games. The Title IX file had equitable regulations addressing parity in regard to post season banquets and athletic awards. There is also a regulation related to equity in the posting of banners for recognition of athletic teams. There are no criteria for the recognition of achievements by individual athletes. The 2017-18 and 2018-19 annual Title IX reports indicate that the school spent \$3.50 per female athlete and \$3.85 per male athlete for awards and recognition.

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

BENEFITS REVIEW- SUPPORT SERVICES: The 2007 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The office space for coaches appears to be assigned equitably. According to school officials, there are currently no athletic booster clubs. The school charges each participant a \$100 fee per athletic season—not per sport. [Note: Participants pay \$100 to participate in one or more fall sports, \$100 for one or more winter sports, and \$100 for one or more spring sports.] An analysis of total athletic spending for the past two years shows that when the school years of 2017-18 and 2018-19 are averaged, 44% of the expenditures (or \$455 per athlete) was spent for females who were 45% of the participants. Fifty-six (56%) percent of the expenditures (or approximately \$474 per athlete) was spent for males who were 55% of the participants. This spending appears to be well within generally accepted parameters 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
No deficiencies were designated as a result of the January 14, 2020 Title IX 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
No deficiencies were designated as a result of the November 14, 2013 Title IX school visit report.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
See <i>Travel and Per Diem</i> on page 3 of this report.	

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Lacey Alford	Student Athlete
Gavin Knight	Student Athlete
Patrick Luken	Girls Soccer
Phil Armstrong	B & G Track/Cross Country
Adam Nash	Assistant Principal
Kyle Bennett	Athletic Director
Christy Otten	Assistant Athletic Director
Dan Frame	Girls Golf Coach/ Assistant Basketball
Jackee Floyd	Bookkeeper
Matt Baker	Superintendent

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 made available was comprehensive and venue-specific as requested by the statute.

As per request, the school was asked to identify the locations of its Automated External Defibrillators. According to the athletic director, permanent AED's are in the (1) concession stand adjacent to the gym, (2) athletic complex field house, (3) trainer's room, and (4) commons area at the school's main entrance. A portable AED is carried to various athletic venues by the school's trainer.

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