



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

KHSAA Form T76  
Rev. 11/16

Y

School:	Washington County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	October 11, 2018
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-2019

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

<b>OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)</b>	<b>Completed</b>
<b>Test One</b> – Substantial Proportionality	<b>Satisfactory</b>
<b>Test Two</b> – History of Continuing Practice of Program Expansion	
<b>Test Three</b> – Full and Effective Accommodation of Interest and Abilities	<b>Satisfactory</b>
<b>Analysis Form Review</b>	X

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The October 16, 2008 Title IX school visit report rated this area *Satisfactory*. The school appeared to meet the minimum standard established by Test 3 at that time. The January 10, 2013 report rated this area *Deficient* noting that no evidence was available to show that the standards of any of the three opportunities tests were being met. The report documented that accurate counting of participants and/or posting of accurate rosters had been a persistent issue. The report also stated that in order to meet the standard of Test 3, the indicated interest in bowling and cross country needed to be pursued for validity. A review of the annual Title IX reports for the past two years indicates that the school is currently meeting the standards established by both Tests 1 and 3. In relation to Test 1, the T-1 form in the 2017-18 annual Title IX report shows that the percentage of participation for females was 42.9% and the female percentage of enrollment was 47.4%. In regards to Test 3, the documentation on the T-3 form shows the steps being taken to address the indicated interest in bowling, soccer, and swimming makes it appear likely that Test # 3 is being met. **SCHOOL OFFICIALS WERE REMINDED THAT THE RESULTS OF THE FOLLOW-UP ON THESE INDICATED INTERESTS SHOULD BE DOCUMENTED IN THE 2018-19 ANNUAL TITLE IX REPORT.** The T-63 form in the 2017-18 annual report shows that an 80.1% completion rate was received on the most recent student athletic interest survey. During the most recent visit, the Title IX file was examined and found to contain the three previous Title IX school visit reports, annual Title IX reports for the past five years, a board-approved extra service pay schedule for coaches (see *Coaching*), a listing of the current members of the Gender Equity Review Committee, recent game schedules for all school-sponsored varsity teams, facility usage schedules for all shared athletic venues, some written statements addressing awards and recognition of athletic accomplishments (see *Publicity and KHSAA Recommended Action*), written designation of assigned locker room space (see *Locker Rooms, Practice and Competitive Facilities*), written designation of the athletic equipment storage space assigned each team, minutes for Gender Equity Review Committee meetings held during the 2016-17 school year only (see *KHSAA Recommended Action*), a uniform review, rotation, and/or replacement plan (see *Equipment and Supplies*), and guidelines relating to the equitable provision of travel and per diem. School officials were encouraged to continue to work towards the development of complete and comprehensive regulations addressing the provision of equitable opportunities and benefits for student athletes.

### BENEFITS REVIEW

BENEFIT	Satisfactory	Deficient
<b>EQUIPMENT AND SUPPLIES</b>	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 2008 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. Evidence revealed during the 2013 visit indicated that booster expenditures were not included in this category on the T-35 form. All the uniforms and equipment viewed during the most recent visit were of mid-to-high quality and seemed to be supplied in equitable quantities. The Title IX file included a uniform review, rotation, and/or replacement plan which showed all varsity teams were on a three-year purchase cycle except boys and girls track, boys and girls tennis, and boys golf which are replaced annually. Interviews with student athletes and coaches did not confirm knowledge of or adherence to this written plan. UPON RECEIPT OF THIS REPORT, IT IS REQUESTED THAT COPIES OF THE UNIFORM ROTATION PLAN BE GIVEN TO ALL HEAD COACHES AND MEMBERS OF THE GENDER EQUITY REVIEW COMMITTEE. The spending data supplied for this benefit category for the past two years seems to be complete. The 2016-17 and 2017-18 annual Title IX reports show that the school was spending \$270 per female athlete and \$302 per male athlete for equipment and supplies.

BENEFIT	Satisfactory	Deficient
<b>SCHEDULING OF GAMES AND PRACTICE TIMES</b>	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 2008 and 2013 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. Shared competitive venues at the school are the gym, weight training room, and indoor hitting facility. The school has equitable written schedules for each of these facilities and on-site interviews indicated equitable access. Parity in regards to scheduling opportune playing times for competitive events was discussed. School officials were encouraged to continue to make this 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 2008 school visit report rated this benefit category *Satisfactory*. The 2013 school visit report rated this category *Deficient* stating that the school had no written regulations regarding provision of parity for travel or per diem. Another factor leading to the deficient designation was the submittal of inaccurate expenditures for this category on the T-35 form. Information gathered during the most recent visit revealed that the school has written regulations addressing the provision of parity in regards to the mode of transportation and meals and lodging. It is requested that copies of these regulations be given to all head coaches and members of the Gender Equity Review Committee. The expenditures on the T-35 form for the past two years for this benefit category appear to be accurate. The annual Title IX reports for 2016-17 and 2017-18 show that the school is spending approximately \$90 per female athlete and \$69 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 2008 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. At the time of the 2013 visit, documentation showed an advantage to male athletes in relation to coaching accessibility when comparing the sports of baseball and softball. Information provided during the most recent visit showed that the number of coaches for teams of "like" sports is comparable. The principal and athletic director are 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 except in the case of one sport. The head football coach is paid a higher stipend than any other coach and is the only coach that is granted pay for extended days. The T-35 form in the 2017-18 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. Data gathered during the most recent visit revealed that the coaching ratio is 13 participants per coach for female athletes and 12.3 participants per coach for male athletes. It was also learned that 67% (4/6) of the head coaches of girls teams and 57% (4/7) of the 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 2008 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The review of competitive facilities during the most recent visit showed that the majority of these venues are located off the school campus. The softball, baseball, and tennis facilities are all at Idle Hour Park which is owned by the city and is located about one half mile from the school. The school has no running track. All track and cross country matches are away events. The football facility is at the "old high school" which is about one and a half miles from the current campus. Golf is played at the Lincoln Homestead state course about four miles from the school. The only noted differences in amenities at these facilities was in the comparison of those for softball and baseball. The baseball scoreboard offers more information than that for softball. The baseball dugouts are enclosed with concrete block while softball dugouts are not. Interviews with coaches and student athletes indicated that the playing surface was much more difficult to maintain at the softball field than at the baseball field because baseball has exclusive use of the facility during its season while softball does not. The baseball field can be locked when the high school team is not using it, but the softball field is used by various other teams and cannot be secured. These disparities should be addressed by school officials and the Gender Equity Review Committee. A summary of the steps being taken in regard to these disparities should be a part of the school's improvement plan (T-60 form) in the 2018-19 annual Title IX report. The school has four small, well-maintained locker rooms that are shared by all school-sponsored teams. The assignment of these locker rooms appears equitable. It should be noted that the written documentation of assigned locker room space omitted softball and baseball. During the facilities tour, there was locker room space seen that is used by both these teams. Upon receipt of this report, the written assignment of locker room space should be completed. All teams have equipment storage space that appears to be assigned with equity as a priority.

BENEFIT	Satisfactory	Deficient
<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 2008 Title IX school visit report rated this benefit category *Deficient*. The report documented that, in both 2001 and 2008, the school failed to offer evidence that equitable access was provided to the weight training room and that most of the available training equipment was not suitable for female use. The 2013 report rated this benefit category *Satisfactory* stating that there was written evidence indicating female access to the weight training room. It was also noted that in the report that the addition of equipment more appropriate for female use would be a positive initiative. The most recent visit revealed that the school has one weight room located adjacent to the gym. The facility is well maintained and contains numerous training options that are suitable for female athletes. A usage schedule which showed equitable female access was in the Title IX file and posted at the facility. Interviews with student athletes and coaches confirmed the availability of equitable access. The school employs a full-time athletic trainer through a contract with KORT Physical Therapy. Free physical examinations for all student athletes are available on a designated day during June by local physicians.

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

**BENEFITS REVIEW- PUBLICITY:** The 2008 and 2013 school visit reports rated this benefit category *Satisfactory*. The 2013 report stated that the Title IX file had no equitable regulations for the posting of athletic banners. It was also noted that spending within this category could not be evaluated due to inaccurate data submitted on the T-35 form. The school currently sponsors one varsity cheerleading squad that is assigned to cheer at all home football games and at one selected away game. They also cheer at all home boy/girl double header 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 games versus district opponents, at the homecoming game, and on senior night for both the boys and girls basketball teams. A local radio station broadcasts four selected football games and selected (number varies) boy/girl double header basketball games. The Title IX file contained written statements addressing some aspects of recognition for student athletes. These statements were vague and incomplete. They did not address provision of parity in regard to awards, post season banquets, or the posting of athletic banners. (See *KHSAA Recommended Action*.) The 2016-17 and 2017-18 annual Title IX reports show that the school was spending approximately \$14 per female athlete and \$6 per male athlete for awards.

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

**BENEFITS REVIEW- SUPPORT SERVICES** The 2008 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report strongly suggested that correct expenditures be submitted to KHSAA and that this data be analyzed annually for the provision of equity. The school currently has three offices for coaches—two are used exclusively for male teams—football and boys basketball. The remaining office is shared by girls' basketball and volleyball. This situation should be evaluated by the Gender Equity Review Committee and addressed on the School Improvement Plan (T-60 form). The school has three athletic booster clubs at this time. One club supports football, one supports softball, and the other supports baseball. The school has written by-laws addressing booster activities. There are no stipulations in these by-laws that address administrative oversight (approval) of booster spending. School administrators were requested to evaluate this issue in order to monitor and maintain equity of benefits for student athletes. Over the two-year period of this evaluation, the data submitted by the school indicated that \$457 per female athlete and \$534 per male athlete was spent for total support. These amounts are within generally accepted parameters for the provision of parity for a football-playing school.

**CURRENT DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to current deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>
No deficiencies were designated as a result of the 10/11/18 Title IX school visit.		

**RECURRING DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to recurring deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>
The deficiencies designated in the 1/10/13 Title IX school visit report in the areas of <i>Accommodation of Interests and Abilities</i> and <i>Travel and Per Diem</i> appear to have been successfully addressed by the school.		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

<b>Action</b>	<b>Due Date</b>

<b>(KRS.160.445)</b> The school is to submit to KHSAA an Athletic Facility Emergency Medical Plan that meets the requirements set forth by the statute. This plan must be venue-specific.	On or before <u>December 13, 2018</u>
<b>(Accommodation of Interests and Abilities)</b> The school is to submit to KHSAA minutes for at least three Gender Equity Review Committee meetings held during the 2018-19 school year.	On or before <u>April 26, 2019</u>
<b>(Publicity)</b> The school is to submit to KHSAA written guidelines addressing the provision of parity in regards to posting athletic banners and the equitable provision of awards and post season banquets.	On or before <u>December 13, 2018</u>

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Gary W. Lawson	KHSAA
Maddy Sagrecy	Student Athlete
Jatavian Churchill	Student Athlete
Nicole Wilson	Girls Track/Cheer/Golf
Christy Baker	Softball Coach
Eric Sagrecy	Athletic Director
Adam Blair	Athletic Director
Malissa Hutchins	Principal
Lena Bramblett	Assistant Athletic Director

**OTHER GENERAL OBSERVATIONS**

Although not a 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). At the time of this visit, the school did not provide a venue-specific plan. (See KHSAA Recommended Action.)

School officials pointed out the location of two Automated External Defibrillators. One was on the wall adjacent to the gym, and the other one was a portable unit transported to the off-campus venues by the athletic trainer.

No one from the community attended the Public Comments session. The meeting was adjourned at 3:25 pm EDT.