



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

KHSAA Form T76
Rev..11/16

School:	Williamstown
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 21, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2023-24

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality SATISFACTORY	
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 September 30, 2014 Title IX school visit report rated the accommodation of student interest and abilities *Satisfactory*. This designation was based on information provided by the school that showed the standards for both Tests 1 and 3 for the provision of athletic opportunities were being met. A review of the annual Title IX reports for the past two years again shows that the standards of Tests 1 and 3 were being met. The 2022-23 annual report shows that the percentage of participation for females is well within five percent of the percentage of female enrollment (Test 1), Both the 2021-22 and 2022-23 reports indicates that student athletic interests are being addressed. It is suggested that the validity of the indicated interest in bass fishing (17) be pursued and that the interest in swimming (10) be monitored on the next student athletic interest survey. During the most recent visit, the school’s Title IX file was reviewed. It contained a board-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 (see ***Scheduling of Games and Practice Times, Medical and Training Facilities and Services and KHSAA Recommended Action***). Also in the file was the designation of the locker room and athletic equipment storage space assigned each team, the same agendas for several Gender Equity Review Committee meetings with dates for the past three years (see ***Accommodation of Student Interest and Abilities and KHSAA Recommended Action*** in the section headed **OTHER ACTIONS NECESSITATED BY THIS VISIT** at the end of this report), and a uniform review, rotation, and/or replacement plan. School officials were encouraged wot work with the GERK to develop guidelines and regulations that could lead to more 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: The September 30, 2014 Title IX school visit report rated this benefit category *Deficient*. This designation was based on the school's lack of a uniform rotation and/or review plan showing a full cycle of replacement for all teams. In addition, the amounts submitted on the T-35 form in the annual Title IX report for 2013-14 for Equipment and Supplies appeared to be in error. Uniforms reviewed during the most recent visit were all of high quality and seemed to be supplied in equitable quantities. According to the school's athletic director, all teams were purchased new uniforms this year because no equitable plan for purchases had been followed for at least five years. (This equitable plan was requested by both the 2006 and 2014 school visit reports.) The school has recently developed a plan for review and replacement which is based on a four-year cycle for all teams. It is expected that the school will adhere to this plan. According to the 2021-22 and 2022-23 annual Title IX reports, the school was spending \$70 per female athlete and \$38 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 2014 Title IX school visit report 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 were all comparable except in the case of softball (20 games) and baseball (30). (See **KHSAA Recommended Action**.) According to the athletic director, the school currently has three venues that are shared per gender for practices. They are the main gym, the weight training room, and the indoor hitting facility in the auxiliary gym. During this visit, an equitable usage schedule was available for only the main gym. (See **KHSAA Recommended Action**.) The scheduling of competitive events during the most optimal playing times was discussed with school officials who were encouraged to strive for equivalence 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 2014 Title IX school visit report rated this benefit category *Satisfactory*. The report documented that the school did not provide any equitable regulations addressing the individual components of this category. During the most recent visit, as was the case in 2014, there were no equitable regulations for the provision of the mode of transportation, meals, and lodging for student athletes. The continued failure of the school to have evidence that equity in this benefit category is being addressed, this category is considered deficient. (See *KHSAA Recommended Action*.) The 2021-22 and 2022-23 annual Title IX reports show that the school spent \$24 per female athlete and \$23 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 2014 Title IX school visit rated this benefit category *Satisfactory*. Interviews with school administrators during the most recent visit revealed that the athletic director is responsible for the evaluation of all head coaches, and a written instrument is used for documentation of this process. A review of the district's extra service pay schedule for coaches showed parity in regard to the amounts compensated for "like" positions and the number of compensated positions for "like" sports. The T-35 form in the 2022-23 annual Title IX report showed that the amounts spent for coaching salaries for teams of like sports was comparable. Evidence gathered during the most recent visit indicated that the coaching ratio was 10 participants per coach for female athletes and nine participants per coach for male athletes. Other data showed that 83% (5/6) of the head coaches of girls' teams and 67% (4/6) 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 2014 Title IX school visit rated this benefit category *Deficient*. The reasons given for this designation were the following: (1) the baseball field had access to public restrooms and softball did not; (2) the press box at the baseball field was superior to what was provided at the softball field; (3) the baseball field had a public address system and softball did not; (4) there was not a listing of the assignment of locker room space.

The tour of facilities during the most recent visit revealed that all teams, except boys' track and boys' cross country are provided equitable equipment storage areas. UPON RECEIPT OF THIS REPORT, IT IS RECOMMENDED THAT THE SCHOOL'S GERC LOOK INTO PROVIDING THESE TWO TEAMS EQUIPMENT STORAGE AREAS. According to the athletic director, the school has two well-maintained dressing rooms in the gym. These dressing areas have equitable amenities. One of the locker rooms is used by all boys' teams while the other dressing room is assigned to all female teams. The competitive facilities at this school appear to have an equivalence of amenities except, as was the case in 2006 and 2014, the amenities at the baseball field are still superior to those at the softball field. The school has added new score boards at both the softball and baseball fields, and a large storage area has been added at the softball field. The lack of public restrooms and a press box at the softball field continues to be a significant disparity. Interviews with coaches and student athletes emphasized these differences. Because of these continued disparities and the lack of a plan for improvement renders this benefit category to be a continuing deficiency. (See ***KHSAA Recommended Action.***)

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 2014 Title IX school visit report rated this benefit category *Deficient*. This designation was based on the lack of a usage schedule showing equitable female access to the weight training room in the Title IX file or posted at the facility in 2001, 2006, or 2014. The tour of facilities during the most recent visit showed that the school has a small, but well-equipped weight training room adjacent to the gym. This venue appears to have training options that are suitable for female use. At this time, no athletic training service is available for any students. All student athletes are responsible for getting their own physical examinations. An on-going concern in regard to the weight training facility at this school is the failure to give evidence of equitable access to the weight training facility. Despite the specific requests in the school visit reports of 2001, 2006, and 2014, a usage schedule for the weight training facility was still not in the Title IX file or posted at the facility at the time of the most recent visit. The long-term failure of the school to provide the requested documentation results in a re-occurring deficiency in this benefit category. (See **KHSAA Recommended Action**.)

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 2014 Title IX school visit report rated this benefit category *Satisfactory*. The report documented that the expenditures submitted on the T-35 form for this benefit category in the 2013-14 annual report appeared to be incorrect. During the most recent visit, it was learned the school currently has one varsity cheerleading squad that cheers at all home boys' and girls' basketball games. The pep band plays at six home boys basketball games and six home girls basketball games as monitored by the athletic director for equality. The Title IX file contained guidelines for the provision of parity in the posting of banners for athletic recognition. The file did not have the requested regulations addressing awards and post-season banquets. (See **KHSAA Recommended Action**.) The school does not have an athletic hall of fame. The 2021-22 and 2022-23 annual Title IX reports show that the school spent \$22 per female athlete and \$19 per male athlete for awards and athletic 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 2014 Title IX school visit report rated this benefit category *Satisfactory*. The report documented that a complete analysis was not possible because the T-35 form in the 2013-14 annual report was inaccurate. The school currently has two coaching offices that are equitable in size and amenities. According to the athletic director, one of the offices is shared by all coaches of boys' teams, and the other one is shared by all coaches of girls' teams. There is one current athletic booster club that supports all teams. This club has its funds outside of school accounts. This booster club pays for the majority of expenses for student athlete transportation to/from competitive events. Any other expenditures made by the booster club must be approved by the athletic director for the provision of parity. An analysis of total athletic spending for the past two years showed that in 2021-22, the school spent \$280.39 per female athlete and \$287.87 per male athlete for total support. For the 2022-23 school year, \$289.18 was spent per female athlete, and \$276.35 per male athlete. These expenditures were well within generally accepted parameters for the provision of parity for a non-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
(Travel and Per Diem Allowances) At the time of the November 21, 2023 Title IX school visit, the school failed to provide written regulations addressing equitable benefits in this category.	The school is to submit to KHSAA written regulations addressing the provision of parity in relation to (1) mode of transportation; (2) meals; and (3) lodging for student athletes. These regulations should be signed by all members of the GERC and principal. Upon approval, these regulations should become a part of the school's permanent Title IX file.	On or before <u>February 22, 2024.</u>

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
<p>(Locker Rooms, Practice and Competitive Facilities) This benefit category continues to be deficient because the school has provided no evidence that any steps have been taken to address the disparities in amenities at the softball/baseball fields that were documented in the 2014 Title IX school visit report.</p>	<p>The school is to submit to KHSAA a plan for addressing the disparity in amenities provided at the softball field when compared to those at the baseball field. These disparities should include, but not be limited to, the provision of public restrooms and a press box. This plan should include a realistic completion date. Steps toward completion of this project should be documented on the T-60 form (School Improvement Plan) in the annual Title IX reports.</p>	<p>On or before <u>February 22, 2024</u></p>
<p>(Medical and Training Facilities and Services) This continues to be a deficient category due to the school's failure to have evidence of equitable access to the school's weight training room.</p>	<p>The school is to submit to KHSAA a usage schedule for the weight training room showing access for athletic teams.</p> <p>The school is to submit to KHSAA a picture of an equitable usage schedule for the weight training room posted at the facility.</p> <p>Once approved, current copies of the weight training room usage schedule is to become a part of the school's permanent Title IX file.</p>	<p>On or before <u>February 22, 2024</u></p>

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<p>(Scheduling of Games and Practice Times)</p> <ul style="list-style-type: none"> <input type="checkbox"/> The school is to submit to KHSAA a usage schedule showing equitable access to the indoor hitting facility in the auxiliary gym which is shared by baseball and softball. <input type="checkbox"/> The school is to submit to KHSAA completed game schedules for softball and baseball for the 2023-24 school year that shows equity in the number of opportunities for competitive events. These schedules are to be signed by the baseball and softball coaches and athletic director. 	<p>On or before <u>February 22, 2024</u></p>
<p>(Publicity) The school is to submit to KHSAA written regulations addressing the provision of equity in athletic awards and post-season banquets for student athletes. These regulations should be signed by all members of the GERC, all head coaches, and the athletic director.</p>	<p>On or before <u>February 22, 2024</u></p>
<p>(Accommodation of Student Interest and Abilities) The school is to submit to KHSAA written minutes for <u>at least three</u> Gender Equity Review Committee meetings held during the 2023-24 school year. Each set of minutes should be signed by all members in attendance. Once approved, these minutes are to become a part of the school's permanent Title IX file.</p>	<p>On or before <u>April 18, 2024</u></p>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Jolee F. Litz	Student Athlete
Colton P. Feagan	Student Athlete
Maddie J. Morgan	Volleyball Coach
Caroline J. Nelson	Softball Coach
Darryl Cummins	Athletic Director
Ryan Neaves	Principal
Gary W. Lawson	KHSAA

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). The plan presented was comprehensive and venue-specific as required by statute.

As per request, the school was asked for a listing of the locations of its Automated External Defibrillators. It was confirmed that AEDs were (1) in the front high school lobby, (2) outside the junior high counselor's office, (3) in the auxiliary gym, and (4) four portable AED's can be signed out by any team from the athletic director.

No one from the community attended the Public Comments session which was advertised on the district's public access TV channel.

School officials were encouraged to make the Gender Equity Review Committee a working entity and take positive steps toward provision of equitable benefits for student athletes. The meeting was adjourned at 3:12 EST.