



KHSAA TITLE IX RE-VISIT FIELD VISIT REPORT

KHSAA Form T76
Rev..11/16

School:	Dawson Springs
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 13, 2019
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	Satisfactory
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The November 9, 2005 Title IX school visit report rated the accommodation of student interest and abilities *Satisfactory*. This rating was based on data showing the standard established by Test 1 for provision of athletic opportunities was being met. The November 15, 2013 school visit report again rated this area *Satisfactory* based on evidence indicating that the standard of Test 3 was being met. A review of annual reports for the past two years shows that the standard of Test 1 was met during 2017-18 and 2018-19. The T-1 form in the 2018-19 annual report shows that females were 47.1% of the school's athletic participants and 51% of the enrollment. Schools are currently given credit for meeting the standard established by Test 1 if the percentage of participation is within 5% of the percentage of enrollment for the underrepresented gender. In order to meet the standard established by Test 3, documentation on the T-3 form showing that the indicated interest in soccer (25) and swimming (12) are being addressed for validity is required. The T-63 form in the 2017-18 annual Title IX report shows that a 95.2% completion rate was received on the most recent student athletic interest survey. During the November 13, 2019 visit, the school's Title IX file was examined. It contained the 2018-19 annual Title IX report, an extra service pay schedule for coaches, a list of the current members of the Gender Equity Review Committee, current game schedules for all varsity teams, a facility usage schedule for the gym, regulations addressing the recognition of athletic participation and accomplishments. (**See *Publicity and KHSAA Recommended Action***), There was a listing of the designated locker room and athletic equipment storage space assigned each team, minutes for GEREC meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and some statements about athletic-related student travel. (**See *Travel and Per Diem Allowances and KHSAA Recommended Action***.) School administrators were encouraged to continue to develop guidelines and regulations addressing the equitable 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 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The 2013 report documented that the uniforms supplied for softball were inferior in both quantity and quality when compared to those for baseball. All the uniforms seen during the most recent visit appeared to be of mid-to-high quality and supplied in equitable quantities. The uniform review, rotation, and/or replacement plan seen during this visit showed equitable replacement cycles for all school teams. SCHOOL OFFICIALS WERE REMINDED OF THE NEED FOR ALL COACHES TO BE KNOWLEDGEABLE OF THE UNIFORM PLAN. The 2017-18 and 2018-19 annual Title IX reports show that \$71.50 per female athlete and \$46 per male 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 2005 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 showed overall parity. Only one athletic venue—the gym—is shared for practice times per gender. There was an equitable usage schedule for this facility. 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 make this type of scheduling 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 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. During the most recent visit, the review of the Title IX file showed only some vague guidelines describing athletic travel. It did not seem that any of these guidelines had specific parameters for parity in regard to mode of transportation or the provision of meals and lodging. The 2017-18 and 2018-19 annual Title IX reports show that the school was spending \$26 per female athlete and \$46 per male athlete for travel and per diem. Spending in this benefit category appears to slightly favor male participants. The failure to have regulations for the provision of parity for this benefit and the disparity in spending in this category renders this benefit category **deficient**. (See *KHSAA Recommended Action*.)

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

BENEFITS REVIEW- COACHING: The 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The school's principal and athletic director are responsible for evaluating all head coaches. A written instrument is not currently used as part of this process. A review of the district's extra service pay schedule for coaches showed parity in the amounts paid and the number of coaches compensated for "like" sports. The T-35 form in the 2018-19 annual Title IX report shows parity in the total amounts spent for coaching salaries for teams of "like" sports. According to information provided by the athletic director during the most recent visit, the coaching ratio is 13.5 participants per coach for females and 13 participants per coach for males. Additional data indicated that 100% (5/5) head coaches of girls teams and 80% (4/5) of 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 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The 2013 report documented that only two teams—boys’ and girls’ basketball—had assigned locker room space. The tour of facilities during the most recent visit showed that the baseball and softball fields are at the Dawson Springs City Park about one half mile from the school. These venues appear to provide equivalence in relation to amenities. All the other indoor and outdoor venues had similar amenities. The Title IX file had a listing of the assigned dressing areas for all teams. Three locker rooms in the gym are shared by all teams. Only one team—boys’ basketball—has an exclusive dressing area which is a very small enclosed space in the corner of the gym. There is a similar space in the opposite corner of the gym that was offered to the girls’ basketball team. According to separate interviews with the current girls’ basketball coach and a girls’ basketball player, the team chose not to accept the exclusive dressing area, but requested to return to the larger shared dressing area stating that the exclusive area was simply too small. There is a large athletic storage building behind the gym. All teams have an assigned area in this building. There is a need for more dressing and athletic equipment storage space, but the available space seems to be assigned equitably.

BENEFIT	Satisfactory	Deficient
MEDICAL AND TRAINING FACILITIES AND SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Weight room location and access	NA	
Weight room usage schedule	NA	
Appropriate equipment for female use	NA	
Athletic Training services	X	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. As was the situation at the time of the previous visits, the school has no weight training facility. Any student athlete at the school can receive a membership to *Fitness Formula*—a fitness center owned by Baptist Health, Inc. Interviews with student athletes indicated that several participants used the fitness center on an individual basis. An athletic trainer provided by Baptist Health is available at all home events and can be contacted on an *as needed* basis. Baptist Health offers free physical exams for any student athlete on the second Saturday in May each year.

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 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The school currently has one varsity cheerleading squad that is assigned to cheer at all home games and at away games versus district opponents for both the girls and boys basketball teams. The pep band plays at all home boys and girls basketball games scheduled after January 1 each year. The Title IX file had equitable regulations for the provision of letters and bars and the posting of banners for athletic recognition. It is requested that regulations be developed and implemented in regard to equitable provision of awards and post season banquets. (**See KHSAA Recommended Action.**) The 2017-18 and 2018-19 annual Title IX reports show that \$6 per female athlete and \$7 per male athlete was spent for awards and recognition.

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

BENEFITS REVIEW- SUPPORT SERVICES: The 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The school currently has one large athletic office adjacent to the gym that is shared by all coaches. According to school administrators, there are no active booster clubs supporting any school teams. All expenditures for athletic benefits are made from school accounts, and the purchase order process is strictly followed. An analysis of total athletic spending for the past two years shows that the average spending for school years 2017-18 and 2018-19 was approximately \$297 per female athlete and \$276 per male athlete. This spending is 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) The school failed to provide evidence of parity in relation to the mode of transportation, meals, or lodging for student athletes.	The school is to submit to KHSAA equitable written regulations addressing equitable provision of <u>mode of transportation, meals, and lodging for student athletes</u> . These regulations are to become part of the school's Title IX file after they are approved. The regulations submitted to KHSAA should be signed by all members of the Gender Equity Review Committee and all head coaches of school teams.	On or before <u>February 15, 2020</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
No deficiencies were designated as a result of the November 15, 2013 Title IX school visit.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(PUBLICITY) The school is to submit to KHSAA written regulations addressing the provision of parity for student athletes in regard to <u>awards and/or gifts and post season events</u> recognizing athletic participation and accomplishments. These regulations are to be placed in the <i>Publicity</i> section of the Title IX file.	On or before <u>February 15, 2020</u>
(KRS 160.445) The school is to submit to KHSAA a copy of its Athletic Facility Emergency Medical Plan which is <u>venue-specific</u> as requested by the statute.	On or before <u>February 15, 2020</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Jalynn A. Hooper	Student Athlete
Logan D. McKnight	Student Athlete
Scott Dillingham	Boys and Girls Golf
Wayne Simpson	Girls Cross Country Coach
Rhonda Simpson	Athletic Director
Todd Marshall	Principal
Lori Wooton	School Counselor
Jennifer Ward	Parent

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). At the time of the most recent visit, the available plan was not venue-specific as requested by the statute. **(See *KHSAA Recommended Action.*)**

As per request, the school was asked that the locations of its Automated External Defibrillators be identified. It was confirmed that permanent AED's are (1) between the coaches' office and concession stand in the gym and (2) on the wall in the high school office.

No one from the community attended the Public Comments session. The athletic director was commended for the thorough preparation for the school visit. The meeting was adjourned at 4:15 pm EST.