



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

KHSAA Form T76
Rev. 11/16

School:	Apollo High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	December 13, 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	
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities	X
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was conducted during the 2021-2022 school year. Students in grades 8-11 were surveyed with a return rate of 62.6%. According to submitted documentation, the most recent sport and/or sport activities added have been dance, archery, and fishing. Apollo High School currently offers thirteen (13) varsity sport and/or sport activities for males and twelve (12) for females. Reported documentation showed that there is a total of twenty sport level opportunities for males and a total of twenty-one for females. School administration were reminded of the importance for accurate team and roster submission for all playing levels so that submitted data may provide a complete school analysis for the area of Opportunities.

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: There was written evidence of an equitable uniform review and/or replacement plan for all teams. All uniforms, except swimming, are on a four-year cycle. Swim team members purchase and retain their uniforms on a yearly basis. There was written documentation which showed equitable monetary allotments provided for each team for the purchase of uniforms. Interviews with administration indicated that all uniforms are purchased with school and team account funds. All uniforms were of excellent quality and appeared to be equitable in the quantity provided. There may a slight advantage to the females in the area of equipment provided. For females, a golf bag and team soccer bag is provided for each team member. Interviews with student athletes and coaches appeared to be knowledgeable of the team uniform purchase plan. A two-year review of spending for this category showed that approximately \$140.00 was spent per male athlete and approximately \$114.00 spent per female athlete.

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: There was viewed evidence of all team schedules in the school Title IX file. Current and past viewed schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided. There was viewed evidence showing the equitable scheduling for the shared facilities of the main gym and the auxiliary gym. Interviews with administration indicated that all practice and game schedules are on google calendar which is accessible to all students.

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: There was written evidence of a travel guideline that included the prior approval and specific provision for school bus and/or charter bus as available modes of transportation for athletic competition. The guideline for meals provision was \$10.00 per meal and/or \$30.00 a day. It also stated that the payment for meals, on away trips, is the responsibility of each student. The provision for housing (overnight stay) stated that approval is required by the district Board of Education and that all requests must be made at least 45 days in advance. The specifics for housing (overnight stay) were not included. Interviews with student athletes indicated that student athletes had shared the payment cost for hotel stay and that 3-4 students were assigned per room. A two-year review of spending for this category showed that approximately \$135.00 was spent per male athlete and approximately \$128.00 per female athlete.

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

BENEFITS REVIEW- COACHING: There was viewed evidence of a school approved salary schedule which showed overall equivalence in the coaching stipend amounts and parity for the number of positions provided for the like sports. It also showed equivalent increments in pay increases for the first 4 (four) years of coaching. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 10:1 for males and 8:1 for females. Interviews with administration indicated that coaching evaluations are completed by the athletic director at the end of each sports season. A written document is used in the evaluation process. There was viewed evidence of an excellent pre-season and post-season check-list document that is completed by each head coach.

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: There was viewed locker room and storage assignment for all teams. Viewed locker rooms appeared to be equitable and with similar amenities. Storage areas provided adequate space and were in close proximity to each competitive facility. The on-campus practice and competitive facilities include those for the sports and/or sport activities of volleyball, basketball, wrestling, archery, football, soccer, track, baseball, and softball. Cross country uses the school campus for practice only with all competitive events being held at Yellow Creek Park. The golf teams utilize the Ben Hawes State Park for practice and competitive events. The tennis teams have access to the 12 courts at Moreland Park for practice and utilize the 12 courts at The Centre for competition. The swim teams utilize the facilities at the Owensboro Health Park for practices and competitions. The bowling teams practice and compete at the Diamond Lanes South. Softball and baseball each have their own exclusive indoor hitting facility. There are two (2) washer-dryer units and ice machine units that are available for usage by all teams. They are located in the main school building and in the locker building. All viewed facilities are excellent and very well maintained. The development of a new football and track facility and the viewed current and ongoing upgrades to all on-campus facilities have provided the student athletes of Apollo High School excellent practice and competition venues.

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: There is one (1) weight room that is located in the main school building. It provides equitable access, is spacious, and well organized. Viewed equipment showed to be appropriate for female use. Interviews with students and coaches indicated usage and equitable access to the weight room. A weight room usage schedule was in the school Title IX file as well as posted at the site. Interviews with administration indicated that athletic training services are provided through a contract with Owensboro Health. The athletic trainer is available on a daily basis and at all home events. There are two (2) available athletic training rooms. One is located on the mezzanine area of the gymnasium and the second is located in the locker building. Both are well equipped and accessible to all student athletes. Interviews with administration indicated that athletic physicals are made available, once a year, and free to all students thru the partnership with Owensboro Health.

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: There was written evidence of an awards guideline that included the provision for end-of-season banquets, the awarding of letters and bars, and team awards. It also included the provision for banner display, team picture display, and trophy display for those post-season accomplishments. It also indicated that team and individual records are kept by the head coach of each sport and that all results are turned into the Athletic Director at the end of each season. There was viewed evidence of printed schedule cards for each sports season and sports programs that highlighted the teams for the fall, winter, and spring sports season. Interviews with administration also indicated the equitable scheduling and oversight of cheerleading, band, and dance team as support groups for the football, girls' basketball, and boys' basketball teams. A two-year review of spending for this category showed that approximately \$14.00 was spent per male athlete and approximately \$17.00 spent per female athlete.

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 availability and assignment of office space appears to be equitable. Interviews with administration indicated that there are no external booster club accounts and that all monies raised are deposited in each respective team account. Interviews with coaches indicated knowledge of the process for school approval to purchase items. A two-year review of the total spending showed that 42% of the total dollars were spent on females which made up 43% of the total participants. It also showed that approximately \$552.00 was spent per male athlete and approximately \$531.00 spent per female athlete. Based on reported documentation, it appears that Apollo High School has met the acceptable spending parameters both on a percentage and per athlete basis.

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
N/A		

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
N/A		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Housing (overnight stay): Expand the current guideline to include the specific provisions for housing (overnight stay). This may include, but not be limited to, brand name hotel, free breakfast, number of students per room, free WiFi, cost range, etc.	Submit on or before March 15, 2024. Please send to kjohnston@khsaa.org

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Jennifer Lee	Student Athlete – basketball, volleyball
Emmitt Brock	Student Athlete – swim, cross country, track
Kris D. Crawford	Coach – football, track and field
Kerrie Franklin	Coach – boys and girls bowling
Christina Crawford	Athletic Administrative Assistant
Bob W. Dych	Principal
Charley Broughton	Assistant Superintendent
Dan Crume	Athletic Director
Mary Howard	Volleyball Coach
Keith Johnson	Parent
Josh Jackson	Assistant Athletic Director
Sarah Lee	Parent
Brandon Dennis	Coach - baseball
Alexia Latham	Student Athlete
Gary Lawson	KHSAA
Kathy Johnston	KHSAA – kjohnston@khsaa.org

OTHER GENERAL OBSERVATIONS

School administration were very well prepared for the visit. The school Title IX file was well organized and complete. There was viewed evidence of a Coach's Handbook which is provided for all coaches. There was also a document copy of the Apollo High School Student-Athlete Code of Ethics which requires signatures of both student-athlete and parent signifying receipt and acknowledgment.

The public forum, scheduled for 3:00 pm, was held in the school library. One person was in attendance. After a brief discussion, the audit team left Apollo High School at approximately 3:15 pm.

There was viewed written evidence of Emergency Action Plans (EAP) for all the on- and off-campus athletic facilities and were specific to each sport utilizing that facility. There was also written documentation that listed the five (5) permanent site locations for school AED unit placement. There are also two (2) additional AED units which are mobile and are accessible thru the Athletic Trainer and the Athletic Director.