



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

KHSAA Form T76
Rev..11/16

School:	Atherton High School
Prepared By:	Barbara Kok
Date of Re-Visit:	November 19, 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	X
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: According to the information and data reviewed on the 2018-19 Annual report, it appears Atherton High School has met the standards for Test 1 and Test 3 for provision of athletic opportunities. The auditors emphasized to the school administrators the importance of accurate reporting on the team rosters. The athletic director indicated the large number of participants listed on the swimming and lacrosse rosters was due to a “No Cut” policy for those teams.

The most recent Student Interest Survey was conducted April 2018 with a return rate of 81.3%. Atherton currently offers twenty- two (22) sports teams (varsity, J.V., and freshman) for both male and female 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: Uniforms viewed appeared to be of high quality and equivalent in quantity for like sports. There was written evidence of a three- year rotation for review/replacement for most teams. Exception being Archery, Bowling, Golf, Tennis, Swimming teams that purchase their own uniforms and retain them at the end of the season. Review of expenditures in this category showed approximately \$72 was spent per male athlete and approximately \$94 was spent per female athlete. All other equipment viewed appeared to be well maintained and suitable for the specific sport.

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: Game schedules viewed appeared to be equitable in number of competitive events for “like sports”. Included in the Title IX file was a schedule for the shared facilities (small and large gymnasiums, three practice fields, stadium) indicating priority for usage is given to the team that is in season and appears to provide equity to all teams. A schedule for the in-door hitting cage should be included in Title IX file. The athletic director monitors scheduling to ensure equity for all teams.

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: Written guidelines viewed included procedures and cost relative to mode of transportation and Per Diem for meals. The guideline indicated use of commercial bus and or transportation by personal vehicles. The Per Diem allowance was set at \$25 per day. Parameters for housing for an overnight stay was not included in the guideline. Approximately \$50 per male athlete and \$61 per female was spent in this category.

See KHSAA recommendations

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

BENEFITS REVIEW- COACHING: The JCPS salary schedule viewed in the Title IX file appeared to be equitable in compensation and number of coaching positions for all teams. The scheduled showed differences in salaries for like sports occur due to years of experience and step levels. There are 5 out of 12 head coaches for females and 4 out of 12 head coaches for males employed on campus. The ratio of athlete to coach is 17:1 for female athletes and 15:1 for male athletes.

Head coaches are evaluated by the athletic director using a written instrument at the end of the season. Head coaches evaluate their assistant coaches.

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 written evidence of locker room and storage assignments for all teams. Viewed locker rooms appeared to be with similar amenities. The exception being the amenities to the boys' basketball locker appear to be far superior to those of other teams (carpet, wooden individual lockers, T.V, exclusiveness). *It is recommended the Gender Equity Review Committee tour the facilities and evaluate the disparity.*

Atherton is a large campus with three practice fields, field hockey and soccer fields, football stadium, three tennis courts, softball and baseball fields, and 6 lane track. Most venues are very good and well maintained. Two exceptions-poor surface and condition of the track and lack of dugouts at the softball facility.

The 2014 audit indicated lack of dugouts at the softball facility. At this time Atherton has no definite solution to the situation. Location of bleachers and a MSD culvert appears to be causing the delay to correcting the situation.

See KHSAA recommendations

The off-campus facilities include those for cross country (Tom Sawyer Park and other local parks), golf (Seneca Golf course), swimming (Mary T. Meagher swimming center), and Bowling (Strike N' Spare).

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 weight room located in the "Garage" that is spacious and equipped with weights and equipment that is appropriate for female use. A schedule in the Title IX file appeared to provide equitable use for all and was posted on site. The Athletic Trainer is employed through Baptist Health and is available daily and attends all home events. Athletes are given the opportunity for a physical twice a year by a nurse practitioner for \$20. The training room was well organized and centrally located for easy access.

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: Atherton High School has one cheer squad that attends all home football, girls' and boys' basketball games. Performance by the dance team and pep band is monitored by the athletic director to ensure equity for all teams.

Written guidelines for Recognition/display were excellent and addressed banners in the gym, Senior certificates, letters and bars, and all-state jerseys. It is recommended a statement pertaining to end of season recognition programs be included in the guidelines. Coaches and athletes interviewed indicated all athletic teams did have post season recognition programs.

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 assignment of office space for coaches is somewhat limited. Due to the large number of coaches off campus, Atherton should consider providing a space where they could meet with athletes and parents and have use of a computer/phone.

Atherton High School does not have Booster Clubs. Each team is responsible for fundraising activities. The athletic director and principal monitor spending and provide administrative oversight to ensure equity for all teams. Fund raising and all expenditures must be approved by them.

Overall spending for a two-year period falls within acceptable parameters on both 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
None		
None		
None		

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
None		
None		
None		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Travel and per diem: It is recommended the school expand the current policy that includes guidelines for housing that ensures equity for all teams. This may include number of athletes per room, type of hotel, free breakfast included, parameters for cost, etc.	Not for submission. Place revised guideline in the Title IX file and make available to all coaches.
Publicity: It is recommended the school expand the current policy establishing guidelines for end of season recognition programs. This will ensure consistency and equity for all teams for post season events.	Not for submission. Place revised guideline in the Title IX file and make available to all coaches.
Locker Rooms, Practice, and Competitive Facilities: It is recommended the GERC tour and evaluate the assignment and the disparities in amenities in the locker rooms.	Not for submission
Locker Rooms, Practice, and Competitive facilities: It is recommended Atherton develop a plan for construction of covered dugouts at the softball facility. The plan should include a timeline for completion of the dugouts.	Submit the plan to the KHSAA on or before March 1, 2020.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Grace Vensel	Student Athlete
Gavin Tudor	Student Athlete
Carlo Ellard	Girls' Soccer Coach
Charles Owens	Girls' Softball Coach
Thomas Aberli	Principal
Jeffery Brutscher	Athletic Director
Theresa Beckley	Assistant Principal
Mark Tudor	Coach
Teresa Hudson	Parent
Gary Lawson	KHSAA
Barbara Kok	KHSAA

OTHER GENERAL OBSERVATIONS

Atherton School Administration was organized and well prepared for the visit. The school demonstrated their commitment to providing the students with activities that meet their interests and on an equitable basis.

Emergency actions plans viewed were comprehensive and available for all athletic venues.
AEDs were available on campus.

No one attended the public forum.