



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

KHSAA Form T76  
Rev..11/16

School:	Ballard Memorial High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	11/17/22
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-2023

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

<b>OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)</b>	<b>Completed</b>
<b>Test One</b> – Substantial Proportionality	Satisfactory
<b>Test Two</b> – History of Continuing Practice of Program Expansion	
<b>Test Three</b> – Full and Effective Accommodation of Interest and Abilities	Satisfactory
<b>Analysis Form Review</b>	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 70%. Reported documentation shows that Ballard Memorial currently offers six (6) varsity sports for males and six (6) for females. The most recent sport level added is freshman volleyball. According to submitted documentation there are a total of ten (10) sport level opportunities provided for females and a total of nine (9) for males. School administration were reminded of the importance for accurate team and roster submission so that data results 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/replacement plan for all sports. The sports of basketball, volleyball, football, track, baseball, and softball are on a three (3) year rotation schedule while the sports of golf and tennis are on a yearly cycle. Documentation showed that the purchase of all uniforms is made with designated school funds. These allocations are managed by school administration and appear to be equitably distributed. Viewed uniforms appeared to be of high quality and equitable in the quantity provided. A two-year review of spending has shown that approximately \$98.00 was spent per male athlete and approximately \$97.00 per female athlete. This falls within the range of acceptable spending parameters for the area of 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:** There was viewed evidence of all team schedules in the Title IX school file. Current schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided. Viewed calendars showed the equitable scheduling for the shared facilities of the athletic complex, high school gym, middle school gym, and indoor hitting facility. Interviews with students and coaches indicated equitable usage and access to these facilities, however, a posting or display of these schedules at each site was not visible. Part of the responsibility, thru Title IX, is for the school to ensure that students have access to these schedules and can view them at any time. Upon receipt of this report, the school's Title IX Committee should determine the best method by which to display and make shared facility schedules accessible to all participants.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>TRAVEL AND PER DIEM</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 and Per Diem guideline that listed the specifics for mode(s) of transport, meal allowances, and housing (overnight stay). It was indicated that travel is provided thru district owned vehicles with provided drivers paid for by the school district. The specific allocation for meals and housing are managed thru the use of a school/district credit card. Written documentation showed that prior approval by school administration is required for all meal and overnight stay expenditures. A two-year review of spending has shown that approximately \$41.00 was spent per male athlete and approximately \$36.00 per female athlete. This falls within the range of acceptable spending parameters for the area of Travel and Per Diem.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>COACHING</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Compensation	X	
Accessibility	X	
Competence	X	

**BENEFITS REVIEW- COACHING:** There was written evidence of a school approved salary schedule which showed overall equivalence in stipend amounts and parity for the number of coaching positions provided. Reported documentation showed that there is yearly increment pay increases for all coaching positions based on year(s) spent at Ballard Memorial High School. Reported documentation shows that the athlete to coach ratio, with regard to accessibility, is 10:1 for both males and females. Interviews with administration indicated that informal, verbal type evaluations are conducted with each coach at the end of their season. No written tool is used in the evaluation process. School administration were reminded that the evaluation of competence, as part of the Coaching Benefit, may be used to aid in the professional growth and development of coaches.

<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:** There was written and viewed evidence of storage assignment for all teams. Locker room assignments were viewed for all teams except golf. Interviews with administration stated that the golf team practices and competes at the Ballard County Country Club and that there are locker rooms available at that site. Upon receipt of this report, the locker room assignment for the golf team should be added to the complete school locker room assignment list. The quality and amenities of all locker rooms appear to be comparable and are in close proximity to each competitive venue. With the exception of golf, all practice and competitive facilities are located on the school campus. The athletic complex provides a large indoor, turfed practice area that provides practice areas for football, softball, baseball, or other sports, as requested. All facilities were well maintained. As reported in the previous audit of 2013, a minor disparity continues to exist between the softball and baseball scoreboards. The softball scoreboard gives score and inning information while the baseball scoreboard gives detailed game and inning by inning information. School officials should take this into consideration in future replacement of scoreboards.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<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	N/A	
Physical Exams	X	

**BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES:** There is one (1) weight room and it is located on the main school campus in the Athletic Complex. The weight room was spacious and viewed equipment showed to be appropriate for female use. A schedule showing usage was in the Title IX file and interviews with athletes and coaches indicated usage and access to the weight room, however, there was not a posted schedule at the site. Upon receipt of this report, a posted schedule should be placed at the weight room site that would show equitable usage and access by sport and/or by gender. Interviews with administration indicated that Athletic Training services are currently unavailable at Ballard Memorial High School. Interviews also indicated that athletic physicals are the responsibility of each student.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<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:** Interviews with administration indicated the equitable scheduling of cheerleading as a support group for football, girls' and boys' basketball. There was written evidence of an awards guideline that included the specifics for letter(s) and bar recognition for each sport. It also included the criteria for display of banners based on individual and team accomplishments and for the display of trophies for all sports. Interviews with athletes and coaches indicated end-of-season recognitions, however, this was not included as part of the guideline. Upon receipt of this report, the Title IX Committee, should review the parameters for end-of-season recognition for all teams. This may include but not be limited to, the site(s) used for recognition, cost of meal (if provided), type of get together (pot luck, catered), etc. There was also viewed evidence of posters that included all of the schedules for all teams based on the seasons for fall, winter, and spring sports. The posters were very well organized and a great publication to support all teams. A two-year review of spending has shown that approximately \$14.00 was spent per male athlete and approximately \$14.00 per female athlete. This falls within the range of acceptable spending parameters for the area of Publicity.

<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 availability of office space appeared to be equitably assigned. There was written evidence of School Board guidelines for any Booster organizations and/or functions. This included approval of all fundraising activities, and required submission of reports within the first thirty (30) days of school with follow-up regular reporting. This would include estimated expenditures, receipts, and a listing of activities to be completed. A two-year year review of overall spending showed that approximately \$415.00 was spent per male athlete and approximately \$465.00 was spent per female athlete. It also showed that on a percentage basis, approximately 54% of total dollars were spent on 56% of participants (male) and that 46% of total dollars were spent on 44% of the participants (females). Ballard Memorial High School currently meets the standard of acceptable spending parameters both on a per athlete and percentage 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

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Hannah Moore	Student Athlete – basketball, track
Matthew McGlenon	Student Athlete – football, basketball, track, baseball
Zachary Lisanby	Teacher/Coach – track and field, football
Elizabeth King	Teacher/Coach – volleyball, track and field
Leslee Davis	DPP – District Title IX
RB Mays	Athletic Director
Tim Adams	Principal
Mary Meinschein	Teacher – asst. coach track and field
Gary Lawson	KHSAA
Kathy Johnston	KHSAA – <a href="mailto:kjohnston@khsaa.org">kjohnston@khsaa.org</a> 859-494-2509

**OTHER GENERAL OBSERVATIONS**

School administration were very welcoming and well prepared for the visit. The Title IX school file was very well organized and complete. It appears there is a great commitment between the administration and the students at Ballard Memorial High School with direct focus on the Opportunities and Benefits that it can provide. There was also viewed evidence of Emergency Action Plans for the Ballard Memorial High School and there are three (3) designated AEDs for athletics.