



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

*KHSAA Form T76
Rev..11/16*

School:	Ballard High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	February 6, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-23

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	Satisfactory
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was conducted during the 2021-22 school year. Students in grades 9-11 were surveyed with a return rate of 66.9%. According to submitted documentation, the most recent sport and/or sport activities added have been boys' and girls' lacrosse, archery, dance, esports, wrestling, and girls bowling. Ballard High School currently offers fifteen (15) varsity sport and/or sport activities for males and fourteen (14) for females. Reported documentation showed that there are a total of twenty-five sport level opportunities for males and twenty-two for females.

School administration were reminded of the importance for accurate team and roster submission 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 a four-year uniform review and/or replacement plan for teams except golf, bowling, swimming, archery, and tennis. Interviews with administration indicated that the uniforms for those teams are purchased yearly and retained by the student athlete. Upon receipt of this report, those teams that purchase and retain on a yearly basis should be added to the complete uniform list indicating yearly purchase and retainment. Interviews with coaches indicated knowledge of the uniform purchase/replacement plan. The written guideline also stated that any request for purchase outside of the four-year plan must have prior approval by the Athletic Director. Viewed uniforms were of high quality and appeared to be equitable in the quantity provided. An overall review of spending for this category showed that approximately \$161.00 was spent per male athlete and approximately \$209.00 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. Current and past viewed schedules showed overall equivalence and parity regarding the number of competitive events opportunities provided for the like sports. There was written evidence showing the equitable scheduling for the shared facilities of the turf field, small gymnasium, and large gymnasiums. Shared facility usage is prioritized by fall sport teams, winter sport teams, and spring sport 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: There was written evidence of a travel guideline that included the use of Miller bus transportation for in state travel and charter bus for out of state travel. Interviews with students and coaches also indicated the use of personal vehicles for travel to in town games and/or matches. There was written evidence for the provision of meals listed as \$50.00 per day for all meals. There was no written evidence for the provision of housing for overnight stay. An overall review of spending for this category showed that approximately \$45.00 was spent per male athlete and approximately \$24.00 spent 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 coaching stipend amounts and parity for the number of positions provided for the like sports. The salary schedule showed an increment increase for coaches for the first five (5) years of coaching. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 11:1 for both males and females. Interviews with administration indicated that the Athletic Director and Principal conduct end-of-season review meetings with each head coach. A written tool for evaluation is currently not being used.

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 assignment for all teams. There was viewed storage assignment for all teams except golf, bowling, and swimming. Interviews with administrators and coaches indicate that players maintain their own equipment for those sports and do not utilize school storage space. Viewed locker rooms appeared to be equitable and with similar amenities and were in close proximity to their respective competitive area. On campus practice and competitive facilities include those for football, soccer, track, field hockey, volleyball, basketball, wrestling, cross country, baseball, softball, archery, lacrosse, and esports. Off campus facilities include those for golf, swimming, bowling, cross country, and tennis. The golf teams utilize the Standard Country Club and Glen Oaks Country Club, Blairwood for swimming, Ten Pin Lanes for bowling, the Louisville Tennis Club for tennis, and Seneca Park for cross country. All viewed facilities are excellent and well maintained. Recent construction and facility additions have been the turf field which supports several varsity teams, and locker rooms for soccer and track. Interviews with administration indicated the recent district approval for the addition of field hockey locker rooms at their respective field site.

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, is very spacious, and well organized. Viewed equipment appeared to be appropriate for female use. There was written evidence of a weight room schedule in the school Title IX file. This schedule showed equitable usage and access by all teams. Upon receipt of this report, a copy of the weight room schedule should be posted at the weight room site for student viewing. Interviews with administration indicated a contract with Baptist Health for athletic training services. Athletic Training services are provided on a daily basis and available at all athletic events. There is a large training room located in the main school building adjacent to the gymnasium, providing equitable access for all athletes. Interviews with administration indicated that free athletic physicals are made available to all athletes in the spring of 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: Interviews with administration indicated oversight relative to the equitable scheduling of cheer, band, and dance team as support groups for football, girls' basketball, and boys basketball. There was written evidence of an awards/recognition guideline that included the provision for the awarding of letters, bars, and certificates, as well as the criteria for banner display. Interviews with students and coaches indicated end-of-season recognitions, however, there was no written evidence to support this. An overall review of spending for this category showed that approximately \$6.00 was spent per male athlete and approximately \$11.00 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 teams with external booster accounts include those for football, baseball, boys' soccer, boys basketball, girls soccer and field hockey. There was evidence of signed booster agreements that stipulated the requirement for the submission of monthly financial reports, administrative oversight by the Principal and Athletic Director for all booster activity, and the required prior approval for all fund raisers. All other teams deposit any fundraising dollars into their respective school team account. Interviews with coaches indicated knowledge of the process for school approval to purchase items. A two-year review of spending showed that approximately 52% of total dollars were spent on females which made up approximately 47% of the total participants. It also showed that approximately \$778.00 was spent per male athlete and approximately \$900.00 spent per female athlete. Based on the submitted data, it appears that Ballard High School meets 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

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

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Per Diem – Please submit a housing guideline (overnight stay) that may include, but not be limited to, school oversight and approval, number of students per room, specific hotel criteria (inside corridors, free breakfast), overall hotel quality (Hampton Inn, Holiday Inn Express), etc.	April 30, 2023 Submit to kjohnston@khsaa.org
Recognition – Please submit a guideline that would support end-of-season recognition for all teams. The parameters of such may include, but not be limited to, available site locations, probable cost per student, provided meal or pot luck, etc.	April 30, 2023 Submit to kjohnston@khsaa.org

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Emory Donaldson	Student Athlete – softball, basketball
Imari Golden	Student Athlete - softball
Terrie Gupton	Girls Golf Coach
Katherine Southerland	Girls Basketball Coach
Chris Kinney	Athletic Director
Jason Neuss	Principal
Gary Lawson	KHSAA
Kathy Johnston	KHSAA – kjohnston@khsaa.org

OTHER GENERAL OBSERVATIONS

School administration were well prepared for the visit. The school Title IX file was well organized and complete. There was written evidence of Emergency Action Plans for all athletic practice and competitive venues. There was written evidence of six (6) AED's available for use. Specific locations of these included the north office, south office, one always with the trainer, the field hockey/lacrosse concession stand, the indoor training room, and at the outdoor concession area. Interviews with administration indicated the future purchase of two (2) more; one for the baseball venue and one for the softball venue.