



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

*KHSAA Form T76
Rev..11/16*

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| School: | Bardstown High School |
| Prepared By: | Barbara Kok |
| Date of Re-Visit: | January 22, 2019 |
| Staff Reviewed By: | Darren Bilberry, Asst. Commissioner |
| School Year: | 2018-2019 |

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: According to the data and information submitted, it appears Bardstown High School has met the Standard for Test 3 for the provision of athletic opportunities. The school offers 17 sport levels for males and 16 sport levels for females. The Student Interest survey was administered April 2018 with a return rate of 80.5%. Swimming is currently being offered as a club activity with the intent to make it a varsity sport next year. School administration and the athletic director were reminded the importance of accurate team and roster submission so that a complete school analysis can be determined.

BENEFITS REVIEW

| BENEFIT | Satisfactory | Deficient |
|-------------------------------------|---------------------|--------------------------|
| EQUIPMENT AND SUPPLIES | X | |
| INDIVIDUAL COMPONENTS | Acceptable | Needs Improvement |
| Uniform review / replacement policy | X | |
| Status of uniforms and equipment | X | |
| Equity of spending | X | |

BENEFITS REVIEW- EQUIPMENT AND SUPPLIES: A written uniform replacement/review policy indicated a five-year rotation for most teams with like sports on the same cycle. Golf, tennis, and bowling purchase their own shirts and retain possession at the end of the season. The uniforms viewed were of high quality and comparable in quantity for like sports. All other equipment viewed appeared to be well-maintained and suitable for their individual sport. Overall spending for two- year average slightly favors male athletes.

| 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". Interviews with the athletic director indicated the disparity in the number of softball games (spring 2018) was affected by the construction of the new softball facility and the large number of players participating on the middle school level. Included in the Title IX file was a schedule for the shared facilities (gymnasium and Salt River sport complex) indicating priority for usage is given to the team that is in season and provides for equity to all teams. 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: A written policy for travel/per diem provides guidelines for meals and over- night housing and appears to be equivalent for all teams. Guidelines for travel did not include all modes of transportation.

Over- all spending for a two-year period slightly favors female athletes.

See KHSAA Recommendations

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

BENEFITS REVIEW- COACHING: The Bardstown extra service pay schedule viewed in the Title IX file appeared to be equitable in compensation and number of coaching positions for all teams. There are 8 out of 9 head coaches for female athletes on campus and 9 out of 10 head coaches for male athletes are on campus. The ratio for coach to athlete was 1:15 for females and 1:16 for males. Interviews with athletic director indicated he used a written instrument to evaluate head coaches at the end of their season. Head coaches evaluated the members of their staff. Included in the Title IX file was a Coaches' handbook that outlined the schools' athletic policies and expectations.

| 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. The quality of amenities appeared to be comparable for like sports. Construction of a new softball field has been completed and is a replica of the baseball facility. A locker room in the field house is being renovated and will provide additional dressing areas for the several girls' athletic teams.

Athletic facilities located on campus include gymnasium, football field, baseball and softball fields, soccer practice field, 4 tennis courts, 8 lane rubberized track. All competitive venues are well maintained and qualify for post season events.

Bardstown School Board recently purchased the Salt River electric company building with 70 additional acres. This building has been renovated with a turf field, two indoor hitting nets, and an archery range. A schedule for this shared facility was viewed in the Title IX file appeared to provide for equitable use.

Off campus venues include:

Golf-Maywood Country Club

Swimming-Marion County – Lebanon Aquatic Center(transportation provided)

Bowling-Bardstown Bowling Center

| 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: Bardstown's weight facility (Tiger Den) is located in the field house. It is spacious and equipped appropriately for female usage. Schedule for the weight room is available on Google calendar and is monitored by the athletic director. The girls' basketball coach indicated her team's use was limited due to most athletes participating in multiple sports.

Bardstown has the services of an athletic trainer contracted through Kort Physical Therapy that is on campus every afternoon. The training room is centrally located and appeared to be accessible to all athletes.

There was written evidence of Emergency Action Plans for all on campus athletic venues. *It is recommended the Emergency Action Plan for the Salt River Sport Complex be included in the Title IX file.*

AEDs are available in all buildings and at every athletic venue.

| 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: Bardstown has one cheer squad that attends all home and district football, girls' and boys' basketball games. The athletic director monitors assignment of the cheerleaders and band to ensure equity for all teams.

Written guidelines for recognition/display addressed banners in the gym, letters and bars, pictures, trophies, and criteria for the school Hall of Fame. Guidelines for post season recognition activities were not included in the written policy. Coaches and athletes interviewed indicated all athletic teams did have post season banquets. Overall spending for a two-year period slightly favored the female athletes.

See KHSAA recommendations

| 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 offices for coaches appears to be equitable for all teams. Bardstown High has one Booster Club know as "Friends of Sport". All fundraising monies are deposited in the school team accounts. Procedure for fundraising and expenditures involve a P.O. and approval by the Principal thus providing for administrative oversight. Coaches interviewed indicated they were aware of the process. 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 |
|---|--|--|
| No deficiencies observed | | |
| | | |
| | | |

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 observed | | |
| | | |
| | | |

OTHER ACTIONS NECESSITATED BY THIS VISIT

| Action | Due Date |
|---|---------------------|
| Travel and per diem: Upon receipt of this report please submit to the KHSAA a policy that includes guidelines and parameters for mode of transportation (school bus, charter bus, airplane) that ensures equity for all teams. | April 30, 2019 |
| Publicity: Upon receipt of this report, please submit to the KHSAA a policy establishing guidelines for banquets that will ensure consistency and equity for all teams for post season events. | April 30, 2019 |
| Medical and training services: Upon receipt of this report, include an Emergency Action Plan for the Salt River Sport complex in the Title IX file and post on site. | Not for submission. |

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

| Name | Title |
|--------------------|-------------------------|
| Addie Woods | Student Athlete |
| Alexandra Haydon | Student Athlete |
| Andrew Perry | Student Athlete |
| Amber Courtney | Girls' Basketball coach |
| Hart Hagan | Boys' Soccer/Tennis |
| David Clark | Athletic Director |
| Paul Bowling | District Coordinator |
| Chris Pickett | Principal |
| James Brewer | Asst. Athletic Director |
| Amy Keeling Walton | Parent |
| Kathy Johnston | KHSAA |
| Barbara Kok | KHSAA |

OTHER GENERAL OBSERVATIONS

Bardstown High School Administration, Athletic Director and community are to be commended for their commitment to providing an equitable program and facilities for all athletes. They continue to improve their venues and expand their sport offerings. They are committed to increasing participation of the female athletes. Excellent maintenance and continued expansion of athletic facilities demonstrates the pride in Bardstown High School athletic program.

Four parents and four students attended the public forum. Questions concerning school policy on sexual harassment were referred to the school administrators. The audit team left the school at 3:30.