



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

KHSAA Form T76
Rev..11/16

School:	Belfry High School
Prepared By:	Barbara Kok
Date of Re-Visit:	February 2, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-2023

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	Satisfactory
Test Three – Full and Effective Accommodation of Interest and Abilities	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: According to the data submitted, it appears Belfry High School has not met the standard for Test 1 for Substantial Proportionality the school years 2020-2022. However, the school has met the standard for Test 2 by expanding the school’s athletic program by 25.4% in the under represented gender (females). Belfry has added freshman basketball both male and female, junior varsity softball, male and female swimming, and girls’ junior varsity soccer. The school currently offers sixteen sport levels for males and fourteen sport levels for females. The school administration was reminded the importance of accurate roster submission in order to provide a complete school analysis. The most recent Student Interest Survey was conducted April 25, 2022 with a return rate of 75.5%.

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 4-year rotation plan for uniform review/replacement for all teams. Uniforms viewed were of high quality and equitable in quantity for like sports. Golf shirts were replaced annually with the athletes retaining possession. Coaches and athletes interviewed expressed knowledge of the rotation plan.

Spending in the category of supplies and equipment was approximately \$339 per male and \$257 per female. All other equipment viewed was 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: There was written evidence viewed in the Title IX file of all team schedules that appeared to show overall equivalence and parity on number of competitive events and playing times. Written evidence also showed equitable scheduling for usage of shared facilities. Shared facilities at Belfry are the gymnasium (volleyball, girls' and boys' basketball) and the soccer field. In-season sports are given priority for usage.

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 in the Title IX file for Travel and Per Diem include mode of transportation (Pike County school bus with prior approval for the principal), Per Diem for meals (\$8.00 per athlete), and provision for overnight housing (Hampton Inn style, 4 to a room, and \$30 per limit). Approximately \$56 per male and \$62 per female was spent in this category.

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

BENEFITS REVIEW- COACHING: The Belfry High School salary schedule viewed appeared to be equitable in compensation and number of coaching positions for all teams. Approximately sixty-percent (60%) of both male and female head coaches are employed on campus. Data reported indicated the coaching ratio for female athletes is 10:1 athlete to coach and the ratio for male athletes is 14:1 athlete to coach giving a slight advantage to the female population.

Coaches are evaluated informally by the Athletic director at the end of their season. A written instrument is not 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 written assignment of locker rooms and storage for all teams that appeared to be equivalent. Locker rooms were spacious, well-maintained with comparable amenities for all teams. Each locker room was identified by signage at the door. On-campus practice and competitive facilities include football, Massey Energy Athletic Complex, girls and boys' soccer, baseball, softball, track and field, volleyball, girls and boys' basketball, and wrestling. Off-campus venues include tennis-Hardy Park, swimming-Pikeville YMCA, and golf-local courses.

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: A well-equipped weight room is located in the Massey Energy Athletic Complex and easily accessible to all teams. The weight room schedule in the Title IX file and posted on site appeared to provide equivalent times for all teams. The weight equipment is well-maintained appropriate for female use. Weightlifting and conditioning classes are offered during the school day for all.

Belfry does not have the services of an athletic trainer. Two well-equipped training rooms are available to the coaches and easily accessible to all athletes. Physical exams are not provided to the athletes at Belfry.

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: Belfry High has one cheerleading squad that is assigned to cheer at football games, girls and boys basketball games. To ensure parity, the scheduling of support groups is coordinated by the Athletic Director.

The Title IX file contained criteria for Hall of Fame awards but did not address specific guidelines for post season recognition activities or awards, trophies on display, banners in the gym, photographs, or letters and bars. Interviews with the athletes and coaches indicated an All-Sports program inclusive of all sports was held in the Spring. It is the responsibility of the administration to ensure all public displays and awards are given on an equitable basis.

See Other Actions Necessitated

A program containing all Fall sport teams was in the Title IX file and available for viewing.
A review of spending in this category showed approximately \$4.00 per male and \$8.00 for female athletes.

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 available office space appears to be equitable and accessible to all coaches. Belfry has one Booster Club with an outside account that houses individual accounts for each team. Any disbursements from this group must be approved by the Belfry Finance clerk and Principal providing for administrative oversight. Fundraising activities must be approved by the principal and monies deposited in-school individual team accounts. Purchases are made by P.O. and must have Principal and Finance clerk approval. Coaches interviewed indicated knowledge of the process of administrative approval for expenditures. An analysis of over-all spending for the past two years appears to fall within acceptable parameters in both percentage and per athlete for the provision of equity and parity.

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
Publicity: To ensure equivalence and parity, expand the current Awards guidelines to include information relevant to banners, trophies, photographs, letter and bars, and post season recognition programs.	Please submit to the KHSAA on or before April 30, 2023.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Devin Jude	Student athlete
Clara McNemee	Student athlete
Keaton Deskins	Student Athlete
Bethaany Staggs	Volleyball Coach
Todd Cassell	Athletic Director
Philliph Haywood	Athletic Director
Matt Varney	Assistant Principal
Sheila Long	Parent
Kevin Deskins	Girls' Basketball Coach
Ryan S. Chapman	Softball Coach
Kevin Varney	Title IX Committee Member
Trenedy May	Boys' soccer, Baseball, Track and Field Coach
Ruth-Marie Cook	School Counselor
Kathy Johnston	KHSAA Audit Team
Barbara Kok	KHSAA Audit Team bkok@khsaa.org 859-361-2044

OTHER GENERAL OBSERVATIONS

The school administration was welcoming and well prepared for the visit. The Title IX file was very organized and complete. Facilities, locker rooms, practice and competitive venues were excellent and well maintained with comparable amenities for all teams. During interviews with administrators, coaches and student athletes, they expressed great pride in Belfry High School success and athlete traditions.

Emergency plans viewed in the Title IX file were comprehensive and venue specific.

There are two AEDs at Belfry (mounted in the main office) and portable AED used at all athletic events.

With no in attendance for the public form the audit let the school at 3:15.