



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

KHSAA Form T76  
Rev..11/16

School:	Bourbon County High School
Prepared By:	Barbara Kok
Date of Re-Visit:	December 12, 2019
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2019-2020

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

<b>OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)</b>	<b>Completed</b>
<b>Test One</b> – Substantial Proportionality	X
<b>Test Two</b> – History of Continuing Practice of Program Expansion	
<b>Test Three</b> – Full and Effective Accommodation of Interest and Abilities	X
<b>Analysis Form Review</b>	X

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** According to the information and data submitted, Bourbon County High School has met the standard for Test 1 and 3. The school is to be commended for the high percentage (46%) of female participants. The school currently offers 18 sport levels for males and 19 sport levels for females. The Title IX file was well organized and contained all policies and guidelines pertaining to Bourbon County athletics.

**BENEFITS REVIEW**

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>EQUIPMENT AND SUPPLIES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Uniform review / replacement plan	X	
Status of uniforms and equipment	X	
Equity of spending	X	

**BENEFITS REVIEW- EQUIPMENT AND SUPPLIES:** There was a written guideline for uniform review/replacement that was equitable for all teams. Information on the plan showed that uniforms for archery, bowling, fishing, golf, swimming, and tennis are replaced yearly and all other teams are on a four-year cycle. Uniforms viewed were of mid to high quality. There was a slight disparity in quantity of some uniforms that favored the males. Boys' soccer and golf had one more set of uniforms than the female teams. The boys' tennis teams was supplied a travel suit. Interviews with the athletic director indicated the uniforms were purchased before her tenure and all teams were informed of the four-year rotation and would adhere to the plan going forward. All other equipment viewed appeared to be well maintained and suitable for the specific sport.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>SCHEDULING OF GAMES AND PRACTICE TIMES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 (gymnasium and weight room) indicating priority for usage is given to the team that is in season and appears to provide equity to all teams. The athletic director monitors scheduling to ensure equity for all teams.

<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**

A written policy for travel/per diem provides guidelines for mode of transportation (school bus, school owned Suburban, charter bus), parameters for over- night housing (4-5 star rating, 4 to a room, free breakfast), and per Diem for meals (\$15 per athlete) that appear to be equitable for all. Spending in this category slightly favors the female athletes.

<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:** The Bourbon County extra service salary schedule viewed in the Title IX file appeared to be equitable in compensation and number of coaching positions for all teams. There are 3 out of 11 head female coaches on campus and 1 out 13 head coaches for male athletes are on campus. Interviews with the athletes indicated this was not an issue or problem. Data presented indicates there is a 6:1 ratio of athlete to coach for both girls and boys.

The athletic director uses a written instrument to evaluate coaches after the season.

<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 assigned storage for all teams that appeared to be equitable.

There was written assignment of locker rooms designated for all teams. Upon review, the PE locker room shared by several female teams is much smaller than the locker room used by male teams. *It is recommended the Gender Equity Review Committee review this disparity to determine if there are alternatives that would benefit the female teams.*

Athletic facilities located on campus include a large gymnasium that is shared with girls' and boys' basketball and volleyball, football, track, and softball and baseball fields. An archery range, indoor hitting cages for softball and baseball and a putting green for golf are located in the "Warehouse" behind the school.

Off campus facilities include:  
Wrestling: Bourbon County Middle School  
Soccer: Practice YMCA fields, Game field Cane Ridge Elementary  
Cross Country: The Farm  
Golf: Houston Oaks Country Club  
Swimming: YMCA  
Tennis: CMWA factory courts  
Bowling: Capital Bowl

All facilities viewed were with comparable amenities and appeared to be well maintained.

<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	X	
Physical Exams	X	

**BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES:** Bourbon County has a large well- lit weight room that is easily accessible to all athletes. The equipment and weights were suitable for female use. A schedule in the Title IX file and posted on site allowed for equitable usage for all teams. Interviews with athletes verified all teams have a schedule time available for them.

There is a full time athletic trainer contracted through Lexington Clinic and that is on campus daily. The trainer's contact information and schedule are posted on the training room door.

Physical exams are offered free to athletes by local physicians each May.

<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:** Bourbon County High has one cheer squad that attends all home football games and girls' and boys' basketball games. Performance of the band is monitored by the athletic director to ensure equitable attendance. Written guidelines for Recognition/display addressed banners in the gym, post season activities. Senior night, letters and bars, retired jerseys, and Colonel Excellence in Sports Performance Award. Plans are being made for the development of a Hall of Fame for Athletes.

**See KHSAA recommendations**

Coaches and athletes interviewed indicated all athletic teams did have post season recognition programs.

<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:** Football, girls' and boys' basketball are the only teams with assigned offices. Office space for off campus coaches was not available

See KHSAA recommendations.

There are no Booster Clubs at Bourbon County High School and all accounts are in house. 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**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to current deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>
No deficiencies observed		

**RECURRING DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to recurring deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>
No deficiencies observed		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

Action	Due Date
<b>Locker rooms, practice and competitive facilities:</b> It is recommended the GERC inspect and review assignment of locker rooms for female athletes to determine if an alternate site would benefit all.	Please submit a list of revised assignments to the KHSAA by March 1, 2020.
<b>Publicity:</b> Develop Criteria for the Hall of Fame that is equitable to both male and female athletes.	Upon completion of criteria for the Hall of Fame, it is to be included in the guidelines for awards and recognition.
<b>Support services:</b> It is recommended office space be assigned for all coaches that is equitable.	Please submit a list of office space assigned to all coaches by March 1, 2020.

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

Name	Title
Ximena Tamiariz	Student Athlete
Angela Snapp	Student Athlete
Brittany Brophy	Girls' Golf Coach
Bill Watson	Girls' Basketball Coach
Shane Mitchell	Principal
Wendy Mahanna	Athletic Director
Amy Baker	Superintendent
Darlene Gee	District Title IX coordinator
Lamont Campbell	Boys' Basketball Coach
Barbara Kok	KHSAA
Gary Lawson	KHSAA

### **OTHER GENERAL OBSERVATIONS**

Bourbon County administration and coaches are dedicated to providing activities, facilities and financial support that is equitable to all athletes. The school is to be commended for the large percentage of female participants. The school has a deep tradition and is source of great pride to the community. The Title IX file was very organized and the school was well prepared for the visit.

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

AEDs were available at several locations:

Field House

Soccer Complex

Trainer

High School office

Middle School

No one attended the public forum.