



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

KHSAA Form T76  
Rev. 11/16

School:	Breathitt County High
Prepared By:	Kathy Johnston
Date of Re-Visit:	January 15, 2019
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-2019

**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 2017-2018 school year. Students in grades 8-11 were surveyed with a return rate of just over 89%. The most recent sport or sport activities added have been archery, bass fishing, golf, and soccer. Breathitt County High School currently offers eight (8) varsity level sports for males and eight (8) varsity level sports for females. 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**

<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 written evidence of an equitable uniform review-replacement plan for all teams. All sports appear to be on a three-year cycle and interviews with coaches and students were knowledgeable about the plan. Viewed uniforms were of high quality and appeared to be equitable in the overall quantity provided. An overall review of spending for this category could not be accurately evaluated due to incomplete expenditure reporting on the T-35 form of the Annual Report.

<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:** There was viewed evidence of all team schedules in the school Title IX file. Current schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided. There was written evidence showing the equitable usage and scheduling for the shared facilities of the coliseum gymnasium and PE gymnasium for volleyball, girls and boys basketball, and also the indoor hitting facility for softball and baseball.

<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:** Interviews with students and coaches indicated use of school bus and charter bus as probable modes of transport to competitive events, however, there was no written evidence outlining the specifics relative to mode(s) of transport, provision for meals, and the provision for housing (overnight stay). An overall review of spending for this category could not be accurately evaluated due to incomplete expenditure reporting on the T-35 form of the Annual Report.

<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 for the like sports. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 16:1 for males and 14:1 for females. Interviews with administration indicated that currently there is not a process in place for coach evaluation.

<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 evidence of locker room assignment for all teams. The qualities and amenities of all viewed locker rooms appeared to be comparable and provided equitable amenities. There was also designated storage assignment for all teams. The off-campus practice and competitive facilities include those for softball, baseball, track, cross country, soccer, and golf. The softball and baseball facilities are located at the Sebastian Middle School, approximately one (1) mile from the main school campus. That is also the location for the indoor hitting facility, shared by both baseball and softball. Cross country and track teams also utilize the track and open field area at the Sebastian Middle School for practices. All team competitions for cross country and track are at away sites. The boys and girls golf teams practice and compete at the Sugar Camp Golf Course, approximately nine (9) miles from the main school campus. The soccer team practices and competes at the soccer field located at Douthitt Park, approximately one (1) mile from the main school campus. On-campus facilities include those for girls and boys basketball, volleyball, archery, and football. The volleyball exclusively uses the PE gymnasium for practices and competitions. This facility has recently been renovated with new bleachers, locker room makeover, gymnasium lighting and wall upgrades. It provides an excellent venue for the volleyball team. The girls and boys basketball teams utilize the Coliseum gymnasium and the PE gymnasium for practices, on a rotating basis, but only use the Coliseum gymnasium for all contests. The archery team practices and competes in the school ROTC room. The football facility is located directly in front of the high school, on the main school campus. All viewed facilities appear to be comparable and 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	Non-Applicable	
Physical Exams	X	

**BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES:** There is one (1) weight room that is located in the fieldhouse, on the main school campus. A schedule showing equitable usage and access was in the school Title IX file and also posted at the site. Viewed equipment appeared to be appropriate for female use. Interviews with coaches and students indicated use and access to the weight room. There are currently no athletic training services provided. Interviews with administration indicated access to a local Physical Therapy medical group that aids in evaluation and treatment for their athletes. It was also indicated that Emergency Vehicles (EMT) is always present or on stand-by for all home events. Interviews with administration indicated that athletic physicals are the responsibility of each student. There was written evidence of Emergency Action Plans for all athletic venues in the school Title IX file as well as viewed AED units at various school and athletic locations.

<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:** There was written evidence of an awards-recognition guideline that included the provision for end-of-season recognitions (banquets, etc.), banner display, and trophy display. There was also a written provision for expenditure spending in the awards category. Interviews with administration indicated the equitable support by cheerleading and band groups for the teams of football, and girls and boys basketball contests. An overall review of spending for this category could not be accurately evaluated due to the lack of complete expenditure reporting on the T-35 form of the Annual Report.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
SUPPORT SERVICES		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:** Although limited, it appears that available office space has been assigned equitably. Interviews with administration indicated that football has a booster club with an external bank account. All other teams maintain fundraising dollars in the internal school team accounts. Interviews with coaches indicated knowledge of the process for school approval to purchase items. Interviews with administration also indicated that due to turnover in the bookkeeping area made it difficult to get accurate records of expenditures for the benefit categories of Equipment-Supplies, Travel-Per Diem, and Awards. A two-year review of spending could not be accurately evaluated due to the lack of submitted expenditure data on the T-35 form. School administration were reminded that all funds, regardless of source (booster, school, school board, donations, etc.) are to be included in each expenditure category.

**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
<u>Travel and Per Diem</u>	Develop written guidelines to include the various mode(s) of transport for athletes to competitive events. This may include, but not be limited to, school bus, van, charter bus, or planes. Develop a written guideline for Per Diem which would include the provision for meals and overnight stay (housing). The provision for meals may include, but not be limited to, the expenditure allowance for one, two, or three meals a day. The provision for overnight stay (housing) may include, but not be limited to quality or type of hotel, 'free breakfast', cost of hotel per night, and number of athletes to stay in each room.	Please submit to the KHSAA, on or before April 15, 2019.
<u>Support Services</u> – Overall Spending	The School and District Title IX Coordinator should closely examine, review and report all expenditures that occurred during the 2017-2018 school year. This shall be reported on the T-35 form of the 2019 Annual Report. It is imperative to report accurately and completely all expenditures for the benefit categories of Equipment -Supplies, Travel – Per Diem, and Awards.	This will be closely reviewed by the auditor as part of the submission of the 2019 Annual Report.

**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
<b>Opportunities</b> – School administration should accurately review all teams and rosters, prior to submission, as part of the 2019 Annual Report.	This will be closely reviewed by the auditor as part of the submission of the 2019 Annual Report.
<b>Coaching Competence</b> – An evaluation process for coaches should be developed. This should include the criteria for evaluation and who will conduct the evaluation. The area of Competence for the benefit category of Coaching is to aid in the professional growth and development of coaches.	Please submit to the KHSAA, on or before April 1, 2019, the developed process for coaching evaluation.

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

Name	Title
Jalen Taulbee	Student Athlete - basketball
Hannah Griffith	Student Athlete – volleyball, basketball, track
Rebecca Neace	Coach - softball
Misty McAlarnis	Coach – girls basketball
Carolyn McDaniel	Principal
Wayne Sizemore	District Title IX Coordinator
Kyle Moore	Athletic Director
John Noble	Coach – boys basketball
Kathy Johnston	KHSAA – <a href="mailto:kjohnston@khsaa.org">kjohnston@khsaa.org</a> 859-494-2509

**OTHER GENERAL OBSERVATIONS**

School administration and staff were very welcoming and well prepared for the visit. The school Title IX file was well organized. The public forum, scheduled for 3:00 pm was held in the school library. With no one in attendance the audit team left Breathitt County High School at approximately 3:20 pm.