



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

KHSAA Form T76  
Rev..11/16

School:	Bryan Station High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	January 17, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-2023

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

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

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The most recent Student Interest Survey was conducted during the 2021-2022 school year. Students in grades 9-11 were surveyed with a return rate of 62.1 percent. According to submitted documentation, the most recent sport and/or sport activities added have been Esports and Lacrosse for both girls and boys. Submitted documentation shows that Bryan Station High School currently offers sixteen (16) varsity sport and/or sport activities for males and fourteen (14) for females. The total number of sport level opportunities provided for males is twenty-four (24) and twenty (20) for females. School administration were reminded of the importance of 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 uniform review and/or replacement plan for all teams except golf, swimming, and lacrosse. Golf and swimming are provided on a yearly basis with all other teams on a 5-year rotation schedule. Interviews indicated that uniforms are purchased through school funds which may include individual team accounts and school administrative funds. All uniforms viewed were of excellent quality and appeared to be equitable in the quantity provided. Administrators were reminded that all coaches should be knowledgeable of the uniform review and/or purchase plan. A two-year review of spending for this category showed that approximately \$102.00 was spent per male athlete and approximately \$87.00 spent per female athlete. School administration were reminded of the importance for accurate and complete financial expenditure reporting for all teams in the category of Equipment and Supplies on the T-35 form of the Annual Report.

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 in the school Title IX file. Current and past viewed schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided for the like sports. Interviews with administration indicated that shared facilities include the gymnasium and the stadium field. The school utilizes 'Facilitron', an electronic scheduling site for all facilities. Administration stated that oversight of all scheduling is monitored by the Athletic Director.

<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:** There was written evidence of a travel guideline which included the provisions for mode of transportation. This included the transportation provisions for school bus, van, charter bus, and private vehicle. It also addressed transportation as it related to the competitive season, overnight, or out-of-state play. Approval for all transportation is required by school administration and/or district level administration. Interviews with students and coaches indicated overnight stay during their competitive season(s), however, there was not a written guideline that provided the equitable parameters for meals and/or housing (overnight stay). A two-year review of spending for this category showed that approximately \$51.00 was spent per male athlete and approximately \$15.00 spent per female athlete. School administration were reminded of the importance for accurate and complete financial expenditure reporting for all teams in the category of Travel and Per Diem 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 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. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 9:1 for males and 6:1 for females. Interviews with administration indicated that head coaches are evaluated by the Athletic Director at the end of each competitive season. Prior to the evaluation a self-evaluation is completed by each coach and a written tool is used for the evaluation process by the Athletic Director. School administration were reminded of the importance for accurate expenditure reporting in the category of Salaries on the T-35 form of the Annual Report.

<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:** On-campus practice and competitive facilities include those for football, soccer, track, baseball, softball, volleyball, basketball, wrestling, tennis, archery, and lacrosse. Cross Country practices are held on campus with all competitions at away sites. Off-campus facilities include those for golf, swimming, and bowling. The golf teams practice and play at Kearney Hills Golf Course, the swim teams utilize the YMCA and University of Kentucky facilities, and the bowling teams practice and compete at Southland Lanes. There was viewed evidence of storage areas assigned for all teams. All viewed on-campus facilities were excellent and well maintained. There was written locker room assignment for all teams. The previous audit, completed in 2014, indicated this area as Deficient due to inequitable locker room and storage assignment for female teams. Since that time, a new facility has been constructed that provides locker room assignments for girls' soccer, softball, and an indoor hitting facility for softball. There still remains three (3) exclusive locker rooms for males; football, boys' basketball, and baseball. There are no exclusive locker rooms for females. Although this area is now rendered as Satisfactory, school administration should continue to evaluate locker room assignment to insure equitable assignment. There are indoor hitting facilities for both baseball and softball. The baseball facility is very spacious and provides a 2-lane netted hitting area and the softball facility provides a 1-lane only netted hitting area. Equitable usage and access to these facilities should be made available to other teams. Interviews with administration indicated that all competitive facilities are in the rotation for post season play.

<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:** There is one (1) weight room that is located in a separate building, on the main school campus, and in close proximity to the stadium and track competitive areas. It is very spacious, well organized, and provides appropriate equipment for female use. There was a weight room usage schedule in the Title IX file and also posted at the site, however, it did not show equitable usage or access to the weight room by female teams. The viewed schedule showed male teams with consistent usage and access immediately after school on a daily basis. Interviews with students and coaches indicated usage of the weight room but only after the football team. The indication was given that scheduling of the weight room was initiated through contact with the football coach. **Upon receipt of this report, the weight room schedule should be addressed immediately.** It is the responsibility of school administration to provide oversight in the scheduling of all shared facilities in order to ensure equitable access. Follow-up action can be found under 'necessitated action' at the end of this report. Interviews with administration indicated that athletic training services are provided through a contract with UK Sports Medicine. A well-equipped training room is located in the main school building next to the gymnasium. It provides equitable access with trainer contact information and availability posted on the entrance door. The athletic trainer is available on a daily basis and at all home competitive events. Interviews with administration indicated that athletic physicals are the responsibility of each student. Information is shared with all students relative to off-site agencies that provide physical exams.

<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:** Interviews with administration indicated oversight relative to the equitable assignment of cheerleading, band, and dance as support groups for football, boys' basketball, and girls' basketball games. There was display of banners in the gymnasium which gave recognition to team accomplishments and banners displayed in the foyer area which recognized individual state level accomplishments. Interviews with students and coaches indicated post season recognition award gatherings with school awards being presented, however, there was no written guideline which indicated the parameters for recognition or display of banners/awards. A two-year review of reported expenditures showed that approximately \$17.00 was spent per male athlete and approximately \$23.00 spent per female athlete. School administration were reminded of the importance for accurate and complete financial expenditure reporting for all teams in the category of Awards on the T-35 form of the Annual Report.

<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:** The availability and assignment of office space appeared to be equitably assigned. Interviews with administration indicated that the following teams have external booster accounts; football, boys' soccer, girls' soccer, baseball, softball, and girls' basketball. There were signed booster agreements in the Title IX school file. All other teams maintain funds in their respective school account. Interviews with coaches indicated knowledge of the school process to purchase items. An overall review of reported spending showed that approximately \$315.00 was spent per male athlete and approximately \$417.00 spent per female athlete. It also showed that approximately 42% of total expenditures were spent on the females which made up approximately 35% of the participants. Based on this data, it appears that Bryan Station High School meets the acceptable parameters both on 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>

**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>

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

<b>Action</b>	<b>Due Date</b>
<p><b><u>Travel and Per Diem</u></b> – Please submit a Per Diem guideline that would include the parameters for meals and housing (overnight stay). This may include, but not be limited to, a cost per meal or daily cost allowance for food. This may also include, but not be limited to, the specifics for hotel stay; free breakfast, number of students per room, interior corridors, national brand name hotel, etc.</p>	<p><b>April 15, 2023</b> Submit to <a href="mailto:kjohnston@khsaa.org">kjohnston@khsaa.org</a></p>
<p><b><u>Weight room usage and access</u></b> – Please submit a weight room guideline that would include and ensure the <u>equitable</u> access for all teams. This may include, but not be limited to, priority access to teams in season, secondary priority to teams in a follow-up season, etc. and/or gender specific times for usage and access, etc.</p> <p>These submitted documents should include the signatures of all sport head coaches indicating knowledge and acceptance of the established guideline.</p> <p>Weight room schedules showing equitable usage and access shall be submitted for the months of February, March, April, May, June, July, August, September.</p>	<p><b>April 15, 2023</b> Submit to <a href="mailto:kjohnston@khsaa.org">kjohnston@khsaa.org</a></p> <p><b>April 15, 2023</b> Submit to <a href="mailto:kjohnston@khsaa.org">kjohnston@khsaa.org</a></p> <p>Submit monthly to <a href="mailto:kjohnston@khsaa.org">kjohnston@khsaa.org</a></p>
<p><b><u>Awards Recognition</u></b> – Please submit an awards guideline that would include the provision for student/team recognition. This may include, but not be limited to banner display (individual and team), end-of-season recognitions (i.e. banquets), school awards, letters/bars, and team awards.</p>	<p><b>April 15, 2023</b> Submit to <a href="mailto:kjohnston@khsaa.org">kjohnston@khsaa.org</a></p>

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Sydney Webster	Student Athlete - softball
Abby Jackson	Athletic Director
Tyler Bobadilla	Student Athlete – Swim/Dive, Cross Country
Amber Richardson	Account Specialist
Serena Sandusky	Girls Basketball Coach
John Byard	Asst. Athletic Director, Title IX Report
Hector Urbaneja	Softball Coach
Jay Bordas	Administrator over Athletics
Robert Sayre	FCPS District Director of Athletics
Eric Hale	Executive Principal
Shawn Savage	Varsity Tennis Coach / Math Teacher
Kathy Johnston	KHSAA – <a href="mailto:kjohnston@khsaa.org">kjohnston@khsaa.org</a>
Gary Lawson	KHSAA

**OTHER GENERAL OBSERVATIONS**

School administration were very welcoming and well prepared for the visit. The school Title IX file was well organized. Interviews with students, coaches, and administration were very informative.

There was viewed evidence of Emergency Action Plans for all athletic venues. It also listed placement and access to available AED units. There are five (5) AED units; main school hallway, gymnasium, stadium fieldhouse area, baseball fieldhouse area, and a portable unit carried by the trainer.

The public forum, scheduled for 3:15 pm, was held in the school auditorium. With no one in attendance, the audit team left Bryan Station High School at approximately 3:25 pm.