



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

KHSAA Form T76
Rev..11/16

School:	Butler Traditional High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	January 11, 2024
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2023-2024

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	Satisfactory
Analysis Form Review	X

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 77%. According to submitted documentation, the most recent sport and/or sport activities added for males and females have been archery and bowling, and dance. The most recent sport and/or sport activities added for females have been field hockey, junior varsity softball, freshman volleyball and for males, the most recently added have been freshman football, wrestling, and Esports. Butler Traditional High School currently offers thirteen (13) varsity sport and/or sport activities for both males and females. Reported documentation showed that there are a total of twenty-one sport level opportunities for males and seventeen for females. School administration were reminded of the importance for 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 an equitable uniform review and/or replacement plan for all teams. The uniforms for golf, swim, archery, bowling, and tennis are purchased yearly and retained by the student athletes of those teams. Interviews with administration indicated that all uniforms require school approval prior to purchase. All viewed uniforms were of excellent quality and appeared to be equitable in the quantity provided. Interviews with students and coaches appeared to be knowledgeable of the uniform purchase and/or replacement plan. A two-year review of spending for this category showed that approximately \$141.00 was spent per male athlete and approximately \$157.00 spent per female athlete.

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. There was written evidence showing the equitable scheduling for the shared facilities of the main gym and the Alumni gym with written priority given to teams in season. Interviews with administration indicated usage of the practice field area by several teams. Upon receipt of this report, a schedule showing the equitable usage and access of the practice field area should also be included in the school file as a shared facility.

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: There was written evidence of a travel and per diem guideline in the school Title IX file. Viewed travel guidelines indicated that a school activity bus is used for transport for competition distances for up to 90 miles. Those competition distances that are longer than 90 miles may utilize vans and/or charter buses. Written evidence also indicated that all modes of transportation require prior approval by school administration. There was written evidence for the equitable provision of meals and housing (overnight stay). Meal allotments were dependent upon the number of meals provided in a day. One meal provided as \$12.00, two meals as \$25.00, and three meals as \$35.00. The parameters for housing included interior corridors, free breakfast, two queen beds, four (4) to a room, with an approximate cost of \$100.00/night. The written guideline also indicated prior approval by the athletic director for all travel. A two-year review of spending for this category showed that approximately \$35.00 was spent per male athlete and approximately \$27.00 spent per female athlete.

BENEFIT	Satisfactory	Deficient
COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
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 12:1 for males and 7:1 for females. Interviews with administration indicated that there is currently not an evaluation process in place for coaches. It was indicated that 'informal' end of season discussions may take place between the athletic director and coach. School administration were reminded that, with regard to Title IX and the area of Competence, an evaluation method may be used to aid in the growth and development of coaches.

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 room and storage assignment for all teams in the school Title IX file. There are two (2) designated locker rooms for females and three (3) for males with one of those being exclusive for boys' basketball. Interviews with students indicated no locker room for softball and that team members either came to the field dressed, or they changed in their car or in a porta potty located at the field site. Students also expressed concern that there was an exclusive locker room for one male team and that all others had to share. The on-campus practice and/or competitive facilities include those for football, track, soccer, baseball, volleyball, basketball, wrestling, and archery. Interviews with administration indicated that wrestling may practice at Doss High School and that the soccer teams practice at the Farnsley Golf Course. The track facility is for practice only with all competitive events held at away sites. The off-campus sites include those for field hockey, tennis, softball, cross country, golf, swim, and bowling. The Shively Park provides a competitive site for tennis (4 courts), softball, and cross country and the Farnsley Golf Course for field hockey. The golf teams utilize facilities at South Park and Sun Valley golf course, the swim team utilizes the pool at Shawnee High, and the bowling team utilizes Ken Bowl for practices and competition. It was viewed that the Farnsley Golf Course and Shively Park provide very limited amenities for teams as compared to the on-campus facilities. These sites are approximately one mile from the main school campus. The availability of scoreboard information and access, public address system, permanent restrooms, public seating, press box access, field signage, storage, and direct locker room access is not available at the off campus competitive sites for softball and field hockey. It was viewed that several improvements have recently been made to the baseball facility, located on the school campus. A new artificial turf infield area has been installed at the baseball field. There is progress on a new building being constructed, down the first base line, that will house a baseball locker room, coaches' office area, and an enclosed indoor hitting area. It appears that the only outdoor competitive site for females, located on the school main campus, is girls' soccer compared to football, soccer, and baseball competitive sites for the males. This area is being designated as deficient due to the insufficient quality and amenities of competitive sites for females as compared to the same for males, specifically comparing softball to baseball.

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: There is one (1) weight room that is located in the main school building. It provides equitable access, is very spacious, and well organized. A weight room usage schedule was posted at the site. Interviews with coaches indicated equitable usage and access to the weight room. There was viewed a variety of weight and conditioning equipment and all appropriate for female use. Interviews with administration indicated that athletic training services are provided thru a contract with KORT. The athletic trainer is available on a daily basis and at all home athletic events and away post season events. The athletic training room is located in the main school building and provides equitable access for all student athletes. Interviews with administration also indicated that free athletic physicals are provided by the school district at multiple sites at the beginning of each school year.

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: There was written evidence of an awards-recognition guideline that included the specifics for banner display recognizing seniors, individual athletic state and/or national accomplishments and regional and/or state team accomplishments. It also included the details for school awards that included senior plaques, 'B' letter awards, and awards presented to student athletes based on stats and/or academic achievements. The guideline for end-of-season banquets stated that this was an option decided upon by the coach. Interviews with student athletes and coaches indicated previous experiences with end-of-season banquets and/or recognition. School administration were reminded that oversight in the area of recognition provides the assurance that all student athletes are treated equitably and that the option for end-of-season recognition should not be left up to the coach. Interviews with administration also indicated the equitable scheduling and oversight of cheer, band, and dance as support groups for the football, boys' basketball, and girl basketball teams. A two-year review of spending for this category showed that approximately \$11.00 was spent per male athlete and approximately \$23.00 spent per female athlete.

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 availability and assignment of office space appears to be equitable. Interviews with administration indicated that the only external booster account is for baseball. There was written evidence of a booster agreement in the school Title IX file. Interviews with administration and baseball coach indicated that all benefit area expenditures require prior approval by the school athletic director. All other teams deposit fundraising dollars in each team's respective school account. Interviews with coaches indicated knowledge of the process for school approval to purchase items. A two-year review of overall spending showed that Butler Traditional High School has met the acceptable spending parameters both on a percentage and per athlete basis. Reported documentation showed that 34% of total dollars was spent on females which made up 35% of the total participants and that approximately \$496.00 was spent per male athlete and approximately \$474.00 spent per female athlete. School administration were reminded that the reporting of all relative expenditures for all benefit categories will give an accurate spending analysis for Butler Traditional High School.

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
Locker Rooms	Review all available current locker rooms and make equitable assignment for usage and access for all teams. This should also include signatures of each head coach indicating knowledge of team locker room assignment.	Please submit completed list of locker room assignment with coach signatures on or before April 15, 2024 to kjohnston@khsaa.org
Competitive Facilities	Create a plan of development for a softball competitive facility to be located on the main school campus.	Please submit the plan of development to the KHSAA on or before May 15, 2024 . Please send to kjohnston@khsaa.org

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
N/A		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Recognition – Update the current guideline to insure the equitable provision for end-of-season recognition for all teams.	Not to be submitted – update guideline and place in Title IX file.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Larry Just	Athletic Director
Elijah Watkins	Student Athlete - football
Natalie Frye	Student Athlete – softball, volleyball
Candyce Wheeler	Coach – girls basketball
Troy Frazier	Coach – baseball, boys and girls golf
William Allen	Principal
Melissa Davis	Assistant Principal
Brittany Braun	Teacher / Assistant Athletic Director
Jeff Marksberry	KHSAA
Kathy Johnston	KHSAA – kjohnston@khsaa.org

OTHER GENERAL OBSERVATIONS

<p>School administration were very well prepared for the visit. The school Title IX file was well organized and complete. The public forum, scheduled for 3:00 pm was held in the school conference room. With no one in attendance, the audit team left Butler Traditional High School at approximately 3:15 pm.</p> <p>There was viewed evidence of written and posted Emergency Action Plans for all athletic venues. There was identified evidence of four (4) permanent AED sites within the school building that included the main lobby, main office, large gym, and the small gym and one (1) portable AED unit also available for use and access.</p>
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