



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

*KHSAA Form T76  
Rev..11/16*

School:	Caldwell County High School
Prepared By:	Barbara Kok
Date of Re-Visit:	January 8, 2020
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, it appears Caldwell County High School has met the standards for Test 1 and Test 3 for provision of athletic opportunities. The school is to be commended for the high percentage of female participants. The most recent Student Interest Survey was conducted during the 2017-18 school year with a return rate of 93.2%. Caldwell County High School currently offers thirteen (13) sport levels for males and fourteen (14) sport levels for females. The most recent teams added were freshman softball, freshman girls' basketball and swimming.

### 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:** Uniforms viewed were of high quality and appeared to be equivalent in quality for like sports. The written uniform review/replacement guidelines indicated a four-year rotation (exception Softball, golf and tennis purchased annually and retained by the athletes.) It is the responsibility of the administration to ensure the quality of those uniforms conforms to the quality of uniforms purchased by the school.

All other equipment viewed appeared to be 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:** Game schedules viewed appeared to be equitable in number of competitive events for "like sports". Written schedules for shared facilities were not in the Title IX file and not available for viewing (Caldwell High gymnasium, Butler Complex gymnasium, weight room). Athletes have access to the practice schedules on Google calendar. Priority is given to the in season sport.

**See KHSAA recommendation**

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
TRAVEL AND PER DIEM	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:** To ensure equity for all teams, guidelines pertaining to mode of transportation and parameters for housing need to be expanded and included in the Title IX file. Guidelines for mode of transportation should indicate school bus or any other possible mode of transport (charter, parent, etc.) Parameters for housing could include number in the room, motel type, dollar range, breakfast, etc. Caldwell County Board policy covering food expenditures should be included in the Title IX file.

**See KHSAA Recommendations**

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
COACHING	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Compensation	X	
Accessibility	X	
Competence	X	

**BENEFITS REVIEW- COACHING:** The Caldwell County High School 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 7 head female coaches on campus and 5 out 8 head coaches for male athletes are on campus. Interviews with the athletes indicated this was not an issue or problem. The information provided showed that the athlete to coach ratio, with regard to accessibility, is 11:1 for both male and female athletes.

A written instrument for evaluation of coaches was not available.

<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 assignment of locker room designation for all teams. The qualities and amenities of locker rooms viewed were comparable and well maintained. The 2012 Title IX audit documented the locker room used by the soccer teams as being unsafe and in poor condition. The soccer teams' locker rooms have been moved to the Butler Complex providing for amenities comparable to all other teams. The softball and baseball fields have been purchased from the VFW allowing for control of the venue. Basketball girls' and boys' teams and volleyball share the Caldwell High and Butler Complex gymnasiums. The Wrestling team has practice facilities at the Middle school. Soccer practice and competitive field is located at the Butler complex. There are four tennis courts on campus. The Golf facility is the Princeton Golf and Country Club.

There was written and viewed evidence of storage assignments for all teams.

<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:** Caldwell High School has one weight room located in the field house that appears to be male dominated and used only by the football team. Interviews with coaches and athletes indicated that other teams prefer to use a local off campus facility due to competent trainers and programs. Usage of the off campus facility is of no cost to the athletes. It is recommended the GERC monitor the weight room situation and determine if is of no disparity and hardship to the athletes involved.

Physical exams are offered free to athletes by Baptist Health in the May.

Baptist Health provides the services of an athletic trainer that attends all practices and home games. There are two training rooms located in the gym and field house that are easily accessible to all athletes.

<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:** Caldwell County has one cheer squad that provides equitable support for football, girls' basketball and boys' basketball teams. Attendance is monitored by the cheer sponsor to ensure equivalent performances.

Written guidelines for Recognition/display were excellent and addressed end of season programs, banners in the gym, Senior night, retired jerseys, and Hall of Fame. Coaches and athletes interviewed indicated all athletic teams did have post season recognition programs.

Seasonal sport programs and pocket schedules were available for viewing and appeared to include both male and female teams.

<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 assignment of offices for coaches appear to be equitable and provide like amenities for all teams.

Caldwell County does not have Booster Clubs. Each team has their individual in-house account and are responsible for fund raising activities. The athletic director and principal monitor expenditures 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**

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

**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
No deficiencies observed		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

Action	Due Date
<b>Travel and per diem:</b> It is recommended the school expand the policy for travel/per diem that includes guidelines for mode of transportation and parameters for housing to ensure parity and equivalence for all teams.	Please submit to the KHSAA by <u>April 1, 2020</u> .
<b>Scheduling of games and practice:</b> Submit a written schedule for all shared facilities (CAB gymnasium, Butler complex, weight room, soccer field). Schedules should be placed in the Title IX file and posted on site.	Please submit to the KHSAA by <u>April 1, 2020</u> .

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Rhett Miller	Girls' Soccer Coach
Chuck Mitchell	Girls' Basketball Coach
Ben Holt	Football Coach
Chasie Phelps	Tennis Coach
Christy W. Phelps	Principal
Kim Farmer	Athletic Director
Waynee McGowan	Assistant Athletic Director
Nate Huggins	Superintendent
Abby Griggs	Student Athlete
Tate Van Hooser	Student Athlete
Madi Choate	Student Athletic
Jada Boyd	Student Athlete
Cayden Fraliex	Student Athlete
Mitzi Englebright	Parent
Bradley Stallins	Baseball Coach
Tamia Walker	Student Athlete
Kelsie Adams	Student Athlete
Emilee Martin	Student Athlete
Bruce Mcalister	District Title IX Coordinator
Dylan Walls	Student Athlete
Claire Knoth	Student Athlete
Ethan Weatherspoon	Student Athlete

### **OTHER GENERAL OBSERVATIONS**

Caldwell County Athletic director and school administration were open to comments from the KHSAA audit. They are to be commended for their continuing efforts to improve athletics at the school. Coaches and athletes interviewed were very positive about the opportunities and benefits at Caldwell County.

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

No one attended the public forum.