



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

KHSAA Form T76
Rev. 11/16

School:	Calloway County High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	November 6, 2024
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2024-25

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality	Satisfactory
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities	
Analysis Form Review	Meets the Standard of Test 1

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was conducted during the 2023-2024 school year. Students in grades 8-11 were surveyed with a return rate of 70%. The results of the student interest survey showed an interest in bowling (18) and swimming (16). This information and the plan for pursuance of interest was not documented on the T-3 form of the Annual Report, therefore not meeting the standard of Test 3 for full and effective accommodation of interest and abilities. Reported documentation showed that Calloway County High School currently offers twelve (12) varsity sports and/or sport activities for males and eleven (11) for females. Reported documentation showed that the most recent sport and/or sport activities added have been indoor track, tennis, and freshman volleyball. The total number of sport level opportunities offered for both males and females is eighteen (18). School administration were reminded of the importance for accurate team and roster submission so that recorded 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 rotation plan for purchase for all teams. A four-year rotation showing a complete cycle for all teams was viewed. Interviews with administration indicated that an equitable allotment of funds, for the purchase of uniforms, is provided by the school district on a yearly basis. All uniforms viewed were of mid to high quality and appeared to be universally equitable in the quantity provided. All other viewed equipment appeared to be well maintained and available for equitable access. A two-year review of spending showed that approximately \$308.00 was spent per male athlete and approximately \$304.00 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. Interviews with administration indicated the shared athletic practice and/or competitive facilities included the auxiliary gym, main gym, fieldhouse lower and upper area, and the indoor hitting facility. A calendar was viewed that showed equitable access and interviews with student athletes and coaches indicated the equitable rotation of access and use, however, there was no guideline that would ensure the administrative oversight regarding the scheduling of all shared facilities. Interviews with student athletes stated the positive benefit of being able to practice after school, due to additional facilities, and not having to stay late for a practice session.

BENEFIT	Satisfactory	Deficient
TRAVEL AND PER DIEM		
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 no evidence of a travel guideline that would include the mode of transportation. Interviews with coaches indicated the use of school owned suburbans, school buses, and parents as methods of transport for athletes. Written documentation for the provision of meals and housing stated \$35.00/day for meals and a cost range of \$80-\$110 per night for a hotel (overnight stay). Interviews with coaches did not indicate knowledge of the meal and housing guidelines. School administration were reminded that, regardless of the source of funds (booster and/or school), the developed guidelines are there to insure the equitable benefits for both males and females. All coaches should be aware of all developed benefit guidelines. A two-year review of spending showed that approximately \$111.00 was spent per male athlete and approximately \$147.00 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 11:1 for females. Reported documentation showed that approximately 45% of all head coaches for female teams are on-campus while approximately 36% of all head coaches for male teams are on-campus. Interviews with school administration indicated that there is currently not an evaluation method in place for coaches. School administration were reminded that the Title IX component of Competence relates to the growth and development of coaches so as to provide the best benefit for their student athletes.

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 and viewed evidence of locker room and storage assignment for all teams. There are approximately six (6) exclusive locker rooms for females and approximately five (5) for males. Each locker room and storage area is in close proximity to each practice and/or competitive facility. The on-campus facilities include those for football, soccer, track, cross country, baseball, softball, tennis, basketball, volleyball, wrestling, and archery. The Oaks Country Club Golf course provides a practice and competitive site for both boys and girls golf teams and KenLake is the provided site for fishing. Since the previous Title IX visit, the Calloway County High School has made many improvements that benefit student athletes. These include the addition of an auxiliary gym, the indoor hitting facility for baseball/softball, expansion of space for the weight/conditioning room, addition of a girls' locker room in the field house, practice area exclusive for the wrestling team(s), and an upgrade of current locker room areas. The viewed competitive facilities were excellent and very well maintained. Overall amenities viewed were comparable for all teams. There appears to be a slight advantage to the softball facility as it provides a permanent press box area with an equipped public address system while the baseball facility has no press box area and utilizes a portable public address system for games.

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 located at the fieldhouse which is on the main school campus. It is very spacious, well maintained, and provides equitable access for both males and females. Interviews with student athletes and coaches indicated usage and access to the weight room. The weight/conditioning area is very well equipped and with appropriate equipment for female use. There was written evidence of an equitable usage and access calendar with one also posted at the site. Interviews with administration indicated that athletic training services are provided through a partnership with a local health agency. The athletic trainer provides services on a daily basis and at all home events and away events, as needed. Interviews with school administration indicated that athletic physicals are the responsibility of each student athlete.

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 guideline that indicated cost allowed per team for post season banquet and awards cost. It also included the cost provision allowance for senior recognition banners. Interviews with school administration and coaches indicated the awarding of team athletic letters/bars, and KHSAA awards of academic all-state and triple threat awards. There was viewed evidence of team banners displayed in the gymnasium but specifics of how a team and/or individual gets a banner was not included in the guideline for award(s) recognition. Interviews with administration indicated that Calloway County High School has one (1) cheerleading squad that provides support to football, all home girls and boys basketball games, and away game basketball doubleheaders. To ensure equity, school administration monitors the scheduling of the support groups. There was also evidence of a publication that included support for the girls' and boys' basketball teams. A two-year review of spending showed that approximately \$47.00 was spent per male athlete and approximately \$45.00 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 assignment of available office space appeared to be equitable. There was evidence of signed booster organization documents that included requirements of prior approval by school administration for all booster fundraisers and the requirements for no student fee collection and/or reimbursement payments to be made. Interviews with coaches indicated use of booster funds for direct team support. Coaches also indicated knowledge of the process for school approval to purchase items with school funds. A two-year review of overall spending showed that approximately \$771.00 was spent per male athlete and approximately \$727.00 was spent per female athlete. It also appears that Calloway County High School is meeting the acceptable parameters on a percentage basis comparing percentage of participation with percentage of expenditures. A two-year average showed that approximately 40% of total dollars were spent on females which made up approximately 42% of the total participants.

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<u>Scheduling of Shared Facilities</u> - Develop a guideline that identifies all the shared facilities and how they may be scheduled, so as to ensure equitable usage and access by teams.	Not for submission - please complete and add to the school Title IX file.
<u>Mode of Transportation</u> - Identify all modes of possible transport and the specifics of each regarding student athlete transport to competitive events. This may include, but not be limited to, school suburbans, school bus, parent transport, and charter bus, Specifics may include, but not be limited to, distance to be traveled, number of students transported, competitive level (post season), etc.	Please submit, on or before February 15, 2025 , to the KHSAA office directed to Kathy Johnston, kjohnston@khsaa.org .
<u>Coaching Competence</u> - Develop a coaching evaluation process that would aid in the growth and development of coaches.	Not for submission - please complete and add to the school Title IX file.
<u>Award Recognition</u> - Expand the current guideline to include the provisions for team and/or individual banner display.	Please submit, on or before February 15, 2024 , to the KHSAA office directed to Kathy Johnston, kjohnston@khsaa.org .
<u>Emergency Action Plans</u> - Expand current EAP's to be specifically labeled and identified for each athletic venue. This would include all on and off campus venues.	Please submit, on or before, February 15, 2024 , to the KHSAA office directed to Kathy Johnston, kjohnston@khsaa.org
<u>Accommodation of student interests</u> - To meet the standard of Test 3, the interest in bowling and swimming should be documented on the T-3 form of the 2025 Annual Report. A minimum of two (2) meetings should be held and completion of the questions on the T-3 form should be answered.	Not for submission - this will be reviewed upon receipt of the 2025 Annual Report.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Zac Stark	Student Athlete - soccer
Jaycee Crouch	Student Athlete = basketball / track
Tina Ward	Head Coach - unified track Assistant Coach - tennis
Kirsten Collins	Head Coach - girls basketball
STeve Smith	Principal
Josh McKeel	District Title IX Coordinator
Troy Webb	Athletic Director
Michelle Crouch	Parent
Jonathan Grooms	Parent
Brenna Parrish	Bookkeeper
Gary Lawson	KHSAA
Kathy Johnston	KHSAA - kjohnston@khsaa.org

OTHER GENERAL OBSERVATIONS

School administration were very welcoming and well prepared for the visit. The school Title IX file was well organized and complete. There was also viewed evidence of an Athletic Coaches Handbook that can serve as a great resource for coaches which aid in the benefit to the student athletes. The public forum, scheduled for 3:00 pm, was held in the school conference room. The Calloway County District School Superintendent was in attendance. After a brief discussion of Title IX and its components, the audit team left Calloway County High School at approximately 3:20 pm.

There was written evidence of an Emergency Action Plan that was not venue specific but generalized relative to chain of command for procedures and action. It also included the map placement of available AEDs at each athletic and/or school venue. There was written evidence of a Simulation Drill Checklist that is used in training with all coaches. Interviews with administration indicated that the simulation drill is done during the preseason and is conducted by school administration and the athletic trainer. There were eight (8) identified placements for AEDs with five (5) of those designated at athletic sites; auxiliary gym, main gym, fieldhouse, 200 hallway, and one (1) with the athletic trainer.