



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

KHSAA Form T76
Rev. 11/16

School:	Carroll County High
Prepared By:	Kathy Johnston
Date of Re-Visit:	September 24, 2018
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-2019

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	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was administered during the 2017-2018 school year. Students in grades 8-11 were surveyed with a return rate of 85%. Results of the survey showed an interest in swimming (34) and bowling (25) which was not documented on the T-3 form of the 2018 Annual Report. In order to meet the standard of Test 3, the Full and Effective Accommodation of Interest and Abilities, the documentation of said interest should be included on the T-3 form of the 2019 Annual Report. Carroll County High School currently offers nine (9) varsity sports for males and nine (9) for females. School administration was reminded of the importance for accurate team and roster submission so that data and results may provide an accurate and complete school analysis.

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 replacement plan for all sports. All sports are on a four-year cycle with the exception of tennis and golf which are replaced yearly. Interviews with coaches and students indicated knowledge of the uniform plan. Viewed uniforms were of high quality and equitable in the overall quantity provided. A two-year review of spending showed that approximately \$332.00 was spent per male athlete and approximately \$188.00 spent per female athlete. This expenditure (\$144.00) difference falls outside the acceptable range (approximately \$60.00) for this benefit category.

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 evidence of all current team schedules in the Title IX school file. Current schedules showed overall equivalence and parity regarding the number of competitive events provided. There was written evidence showing the equitable scheduling for the shared facilities of the gymnasium, Middle School gymnasium, indoor hitting facility, athletic complex, and turf room.

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 guideline that identified school bus use as the main mode of transport. Interviews with coaches indicated use of a charter bus for a recent out of state competitive event. The Per Diem part of the guideline included the provision specifics for meals and for overnight stay. The guideline indicated that approval for all trips requires prior approval by the Athletic Director and Principal. A two-year review of spending showed that approximately \$62.00 was spent per male athlete and approximately \$79.00 spent per female athlete. This expenditure difference falls within the acceptable range of spending for this benefit category.

BENEFIT	Satisfactory	Deficient
COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
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 positions provided for the like sports. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 9:1 for females and 8:1 for males. Interviews with administration indicated that head coaches are evaluated at the end of each season. Evaluations are conducted by the Athletic Director with a written assessment being used for documentation.

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. The qualities and amenities of viewed locker rooms were comparable and equitably assigned. Storage areas provide for a secure space to store and maintain team equipment. The off campus competitive facilities include those for cross country and golf and the sport activity of bass fishing. The cross country teams utilize the Butler State Park and the golf teams utilizes the Fairway Golf Course. Practice and competitive facilities for the sports of football, soccer, volleyball, basketball, tennis, track, baseball, and softball are all located on the school campus. All facilities are excellent and very well maintained.

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 a Conditioning Center building located on the main school campus and in close proximity to all athletic facilities. Schedules showing equitable usage and access were included in the school Title IX file. The Center includes a large weight room and turf room. Both provide equitable usage and access and with appropriate equipment for female use. Interviews with administration indicated that there is a Conditioning Coach that is able to help and assist coaches with conditioning or training plans for their teams. Athletic Training services are provided through a contract with Baptist Health. Services are provided on a daily basis and at all home events and away football games. The athletic training room is located off the gymnasium, which provides equitable access for both genders. Interviews with administration indicate the opportunity for students to get an athletic physical through the Triad Health Group, which visits the school two (2) days a week and local Health Department through date(s) scheduled during the summer. There was written and viewed evidence of Emergency Action Plans in the Title IX file and posted at all athletic venues. There was also viewed evidence of accessible AED's for emergency use located in close proximity to the indoor and outdoor athletic venues.

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 provision for banquets, display of banners, criteria for the awarding of letters-bars, and school issued awards. There was also specific criteria relative to a jersey recognition display, of former players, referred to as the Wall of Fame. Support group assignments by the dance and cheerleading squads are monitored by the Athletic Director to ensure equity. A two-year review of spending showed that approximately \$13.00 was spent per male athlete and approximately \$8.00 spent per female athlete. This expenditure difference falls within the acceptable range of spending for this benefit category.

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 appears to be equitable. School administration were reminded of the value of accessible office space to those off-campus coaches that may need it for meetings with student athlete(s), parents, making phone calls, etc. Interviews with administration indicated that there is one booster club with an outside account. A school generated agreement, signed by the booster club was included in the Title IX file. All other teams maintain fundraising dollars in the internal school team accounts which require prior approval by school administration for spending. Interviews with coaches indicated knowledge of the process for the school approval to purchase items. A two-year overall review of spending showed that approximately \$407.00 was spent per male athlete and approximately \$273.00 was spent per female athlete. The difference of \$134.00 falls slightly outside the acceptable range for overall expenditures (\$100.-\$120.) School administration were reminded of the importance to report all relative expenditures for all benefit categories so that an accurate analysis for Carroll County High School can be made.

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
N/A		

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
Equipment and Supplies – Review expenditures in this benefit category to help determine the areas of disparity in spending.	Not for submission – this will be evaluated on the submission of the 2019 Annual Report.
Travel and Per Diem – Expand the current guideline to include the provision and specifics for use of a charter bus for athletic trips.	Not for submission – to be reviewed by the Gender Equity Committee and include as part of the Travel and Per Diem guideline
Support Services – Review overall expenditures so as not to create a continued pattern of spending disparity.	Not for submission – this will be evaluated on the submission of the 2019 Annual Report.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Blendamarie Chiltan	Student Athlete – basketball, volleyball
David Duncan	Student Athlete – football, basketball, baseball
Chelsie Zink	Softball Head Coach
David Otte	Cross Country Head Coach
Doug Oak	District Title IX Coordinator
Thomas Stephens	Principal – Carroll County High
Paul Stone	Athletic Director and School Title IX Coordinator
Andrea Neikirk	Assistant Principal – Carroll County High
Sheree Phelps	Bookkeeper
Kathy Johnston	KHSAA Title IX Auditor – kjohnston@khsaa.org

OTHER GENERAL OBSERVATIONS

School administration was very welcoming and well prepared for the visit. The school Title IX file was very 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 auditor left Carroll County High at approximately 3:15 pm.