



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

*KHSAA Form T76
Rev..11/16*

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| School: | Casey County High School |
| Prepared By: | Jeff Marksberry |
| Date of Re-Visit: | October 30, 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 | X |
| Test Two – History of Continuing Practice of Program Expansion | |
| Test Three – Full and Effective Accommodation of Interest and Abilities | X |
| Analysis Form Review | X |

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was conducted during the 2023-24 school year. Students in grades 8-11 were surveyed with a return rate of 85%. According to submitted documentation, the most recent sport and/or sport activities added have been indoor track, JV soccer, and dance. Casey County High School currently offers ten (10) varsity sport and/or sport activities for males and ten (10) for females. Reported documentation showed that there is a total of fifteen sport level opportunities for males and a total of seventeen for females. School administration were reminded of the importance for accurate team and roster submission for all playing levels 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. All uniforms are on a four-year cycle. Boys' soccer, boys' tennis, girls' soccer, and girls' tennis purchase own shorts on yearly basis. There was written documentation which showed equitable monetary allotments provided for each team for the purchase of uniforms. Interviews with administration indicated that all uniforms are purchased with booster club funds and team account funds. All uniforms were of excellent quality and appeared to be equitable in the quantity provided. Interviews with student athletes and coaches appeared to be knowledgeable of the team uniform purchase plan. A two-year review of spending for this category showed that approximately \$215.00 was spent per male athlete and approximately \$162.00 spent per female athlete. The two-year spending review shows a slight advantage to males in the category. Administration is reminded to monitor this category so the spending gap does not increase between males and females.

| 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. There was viewed evidence showing the equitable scheduling for the shared facilities of the main gym, the middle school gym, turf field, practice field, and indoor hitting facility. Interviews with administration indicated that all practice and game schedules are on EventLink which is accessible by all coaches and students. All data entry in Event Link is done by AD.

| 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 included the use of a school bus as the mode of transportation for athletic competition. The guideline for meals provision was \$10.00 per meal. The provision for housing (overnight stay) stated that approval is required. The specifics for housing (overnight stay) included provisions for type of hotel (interior corridors) and 4 students per room. The athletic director must approve all housing accommodations. A two-year review of spending for this category showed that approximately \$65.00 was spent per male athlete and approximately \$77.00 per female athlete. It is recommended that the meal provision be updated to remove the "no limit" stipulation if a meal is paid for by parents. It is also suggested that the GERC come up with guidelines that would allow for the use of charter bus or vans.

| 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 the 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 122:1 for males and 104:1 for females. For males (244 participants), there are 2 head coaches on campus and for females (209 participants), there are 2 head coaches on campus. Interviews with administration indicated that coaching evaluations are completed by the athletic director at the end of each sports season and shared with the principal. A written document is used in the evaluation process. The evaluation process includes both head coaches and assistant 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 viewed locker room and storage assignment for all teams. However, the assigned locker room space for the boys' and girls' soccer teams was not a locker room. This space was located in a building housing the concession stand and public restrooms. It did not include lockers. Viewed locker rooms appeared to be equitable and with similar amenities. Storage areas provided adequate space and were in close proximity to each competitive facility. The on-campus practice and competitive facilities include those for the sports and/or sport activities of volleyball, basketball, football, soccer, track, tennis, baseball, softball, and cross country. The golf teams utilize the Hickory Hills golf course for practice and competitive events. The baseball and softball teams share an indoor hitting facility, evidence of an equitable schedule was viewed. The softball facility has permanent fencing whereas the baseball facility uses portable fencing in left field due to being on the football field. There are washer and dryer units and ice machine units that are available for usage by all teams. All viewed facilities are excellent and very well maintained. The development and improvement of facilities and the viewed current and ongoing upgrades to all on-campus facilities have provided the student athletes of Casey County High School excellent practice and competition venues.

In regards to the boys and girls' soccer locker room, it is strongly recommended that Casey County administration look for ways to incorporate a male and a female soccer locker room in the newly renovated space by the second weight room. There were several rooms within this space that could be turned into locker rooms. This space would not be as close to soccer field as other locker rooms are for other teams, but it would give both teams a true locker room to use. These new locker rooms could also be utilized by the track teams in the spring.

| 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 | N/A | |
| Physical Exams | X | |

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: There are two weight rooms that are located on campus. Both provide equitable access, are spacious, and well organized. Viewed equipment in weight room 2 showed to be appropriate for female use. Weight room 1, located in fieldhouse had limited equipment suitable for female use. Interviews with students and coaches indicated usage and equitable access to the weight room including use of weight room 1 by the girls basketball team. A weight room usage schedule was in the school Title IX file as well as visible on Event Link. Interviews with administration indicated that athletic training services are not provided. There are two (2) available athletic training rooms for use. Interviews with administration indicated that athletic physicals are made available and free to all students through the school nurse anytime during the school day.

| 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 included the provision for end-of-season banquets and team awards. There was written evidence of senior night guidelines. The school does not supply letters and bars but students can purchase them. It also included the provision for individual banner display, team picture display, and jersey retirement. There was viewed evidence of printed schedule posters for boys and girls basketball. Interviews with administration also indicated the equitable scheduling and oversight of cheerleading, band, and dance team as support groups for the football, girls' basketball, and boys' basketball teams. Interviews with administration also indicated equitable scheduling and promotion of sports through assemblies and pep rallies. A two-year review of spending for this category showed that approximately \$18.00 was spent per male athlete and approximately \$31.00 spent per female athlete. It is recommended that the Hall of Fame criteria/guidelines be added to the Title IX file.

| 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 limited but equitable. Interviews with administration indicated that there are external booster club accounts and there is administrative oversight of booster club fundraising through the fundraising approval process which includes principal, superintendent, and board approval. The administration is currently developing booster club agreements to be used for all outside groups. There is also administrative oversight of yearly booster expenditures. Interviews with coaches indicated knowledge of the process for school approval to purchase items. A two-year review of the total spending showed that 42% of the total dollars were spent on females which made up 46% of the total participants. It also showed that approximately \$695.00 was spent per male athlete and approximately \$583.00 spent per female athlete. Based on reported documentation, it appears that Casey County High School has met the acceptable spending parameters both on 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 |
|---|--|--|
| | | |
| | | |
| | | |

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 |
|---|--|--|
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| | | |

OTHER ACTIONS NECESSITATED BY THIS VISIT

| Action | Due Date |
|---------------|-----------------|
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|---|--------------------------|
| Develop plan to create Boys and Girls soccer locker room in rooms by weight room 2. (or plan to assign to current locker room) (Send to jmarksberry@khsaa.org) | February 14, 2025 |
| Mode of transportation: Expand the current guideline to include the specific provisions for use of a charter bus (or vans) for travel to competition. (Send to jmarksberry@khsaa.org) | February 14, 2025 |
| Signed booster club agreements for all external booster clubs (place copies in Title IX file) | February 14, 2025 |
| Expand current listing to include Golf storage added to team storage assignment sheet (send to jmarksberry@khsaa.org) | February 14, 2025 |
| Develop EAP for weight room and add to file and post at site (send to jmarksberry@khsaa.org) | February 14, 2025 |

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

| Name | Title |
|------------------|---|
| Jeff Marksberry | KHSAA- jmarksberry@khsaa.org |
| Barbara Kok | KHSAA |
| Victor Black | Casey County HS Athletic Director |
| Elizabeth Forbes | Student Athlete |
| Eli Childers | Student athlete |
| Mandi Wethington | Girls golf coach |
| Brenna Hayes | Trank and Field Coach |
| Matt Knight | Principal |
| Michelle Buck | Teacher |
| Lindsey Burkhead | Volleyball Coach |
| Todd Carman | Basketball Coach |
| Alma Leigh | Bookkeeper |
| Kyle Durham | Dean of Students |
| Jessica Murrell | Parent |
| Lavonna Durham | Parent |

OTHER GENERAL OBSERVATIONS

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. No one showed up for the public forum. The audit team left Casey County High School at approximately 3:10 pm. There was viewed written evidence of Emergency Action Plans (EAP) for all the on- and off-campus athletic facilities except the weight room and were specific to each sport utilizing that facility. There was also written documentation that listed the five (6) permanent site locations for school AED unit placement. There is also one (1) additional AED unit which is portable and mobile.