



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

KHSAA Form T76
Rev..11/16

School:	Clay County High School
Prepared By:	Barbara Kok
Date of Re-Visit:	December 16, 2024
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2024-2025

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	X
Test Three – Full and Effective Accommodation of Interest and Abilities	X
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: According to data and information provided, Clay County High School appears to have met the standards for Test 1 (Substantial Proportionality) and Test 3 (Full and Effective Accommodation) for the 2022-23 and 2023-2024 school years. The school is to be commended for the high percentage of female participation. Clay County currently offers seventeen sport levels for both male and female athletes.

The Title IX file was well organized and complete with all guidelines for uniform replacement, travel/per diem, publicity, game schedules, and schedules for shared facilities.

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 supplied in equitable numbers for like sports. Written guidelines provide a three-year cycle for review and/or replacement of uniforms. Interviews with the coaches indicated they were knowledgeable of the guidelines for review and replacement for uniforms. Teams may fund raise to purchase uniforms out of cycle with the Athletic Directors' approval. The Athletic Director stated this has only occurred for the purchase of practice gear. All other equipment viewed was well maintained and suitable for their 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: There was viewed evidence of all team schedules in the Title IX file. Current and past schedules showed overall equivalence in the number of competitive events with an awareness of optimal playing times. A schedule viewed in the Title IX file for shared facilities are gymnasium, field house, athletic complex with priority given to the in-season sport.

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: Written evidence of guidelines for travel/per diem was viewed and included provision for mode of transportation, provision of meals, and parameters for housing (overnight stay). Modes of transportation included school bus, charter bus, and/ or airplane. Written guidelines set allowances for meals. Parameters for housing included interior corridors, three to four athletes per room, free breakfast, etc. During the interviews with the coaches and athletes, it was verified the guidelines for travel and per diem are being followed for overnight trips. Spending for travel and per diem falls within acceptable parameters for male and female athletes.

BENEFIT	Satisfactory	Deficient
COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Compensation	X	
Accessibility	X	
Competence	X	

BENEFITS REVIEW- COACHING: The Clay County salary schedule viewed in the Title IX file appeared to be equitable in compensation and number of coaching positions for all teams. Five out of ten head coaches for females are on campus and eight out of ten head coaches for males are on campus. The coach to athlete ratio is 12:1 for female athletes and 11:1 for male athletes. This is a slight advantage for males regarding accessibility. Coaches are informally evaluated each year by the Athletic director.

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: Clay County is in the final stage of new construction and renovation of their athletic facilities. The turf football field and 8 lane track are complete with new bleacher stands, scoreboard, and lights. The softball and baseball fields are adjacent to each other. They have identical brick dugouts, press boxes, scoreboards, fencing. A newly constructed building houses locker rooms for the softball and baseball teams, restrooms, and concession stand. Six new tennis courts with lights and bleachers are near completion. Renovations in the gymnasium includes improvements in locker rooms,

coaches' offices, and storage areas. The Field House is a large building shared by baseball, softball, football, and track. Baseball and softball use the hitting nets and the turf area is used during inclement weather by some teams. Cross Country practices and holds competitions at Manchester Elementary. Big Hickory is a 9 -hole course approximately 3 miles from the school used by the golf team. Dressing areas and storage facilities appear to be equitably assigned to all teams. Improvements in locker rooms, coaches' offices, and storage areas. The Field House is a large building shared by baseball, softball, football, and track. Baseball and softball use the hitting nets and the turf area is used during inclement weather by some teams. Cross Country practices and holds competitions at Manchester Elementary. Big Hickory is a 9 -hole course approximately 3 miles from the school used by the golf team. Dressing areas and storage facilities appear to be equitably assigned to all teams.

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 SERVICE: Clay County has two weight room facilities. One is in the main building and is equipped with weights appropriate for female athletes. A schedule is posted that appears to provide equitable times for both male and female teams. The second weight room in the field house is currently under renovation and will be equipped appropriately. Upon completion the schedule will be placed in the Title IX file and posted on site.

Clay County does not have the services of an athletic trainer. In anticipation of hiring a trainer, a training room has been constructed in the main building that will be easily accessible to all. Physical exams are available free of charge to any student by the school nurse.

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: To ensure parity and equivalency, the Athletic Director is responsible for monitoring attendance and performance of support groups (cheerleaders, pep band, and mascot) to all home games and upon request to some away games. In the Title IX file is a written guideline for recognition that includes regulations for banners, criteria for public display of pictures and jerseys, requirements for letters and jackets, info for Senior night, and college signings. Spending for Awards slightly favors the female athletes.

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: All coaches are assigned an office space that allows for a workspace, area to meet with an athlete or parent or use the phone or computer.

There are no Booster clubs at Clay County and all teams have in house accounts. The Athletic director and school administrators monitor spending and provide administrative oversight to ensure equity for all teams. Fund raising activities and all expenditures must be approved by the administration. Coaches interviewed were knowledgeable of the procedure in place.

Overall expenditures for a two -year period falls within acceptable parameters in both percentage and per athlete basis. (*The two -year average 54%of expenditures for males and 45.9% and for females. On a per athlete basis \$546 for males and \$496 for females.*)

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

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Tommy Nicholson	Athletic Director
Talan Marcum	Student Athlete
Daisy Samples	Student Athlete
Gemma Parks	Girls' Basketball Coach
Jason Rice	Softball Coach
Mike Gregory	Principal
Jacqueline Asher	Asst. Principal
Janeenia Roberts	Bookkeeper
Kathy Johnston	KHSAA
Barbara Kok	KHSAA bkok@khsaa.org

OTHER GENERAL OBSERVATIONS

Clay County administrators were very welcoming and well prepared for the visit. The new construction and renovation of facilities demonstrates the administrations' commitment to parity and equivalence for all athletes. All aspects of planning, design, and construction of the facilities was intentional and provided athletic venues that instill a sense of pride in all athletes. Clay County High School is an asset to the Manchester community.

The Title IX file included a comprehensive Emergency Action Plan that provided emergency procedures and protocols for all athletic venues on and off campus.

There are five AEDS at various locations in the school with three portable AEDS accessible to the athletic department.

No one attended the public forum.