



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

KHSAA Form T76
Rev. 11/16

School:	Conner High School
Prepared By:	Barbara Kok
Date of Re-Visit:	October 16, 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	
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: According to the information and data submitted, it appears that Conner High School has meet the standard for Test 3 for the provision of athletic opportunities. The Student Interest survey was administered March 5, 2018 with a return rate of 88.5%. The school currently offers 22 sport levels for males and 19 sport levels for females. The Title IX file was well organized and complete.

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: Written evidence of a four-year uniform review/replacement policy appeared to be equitable for all teams. Uniforms viewed were of high quality and equitable in quantity for like sports. Golf, tennis, archery and swimming purchase their own uniforms and keep them at the end of their season. The athletic director monitors the purchase to ensure quality control.

All other equipment viewed appeared to be suitable and well maintained. Expenditures on a two-year average favored the male 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: Current game schedules for all sports were in the Title IX file. For the past three seasons, there has been a decline in the number of competitive events for softball resulting in a disparity between the number of baseball games and softball. Interviews with the administration indicated this was the results of having a different coach every year for the past three season. They were aware of the situation and feel with the new coaching staff this will be rectified.

SEE KHSAA RECOMMENDATIONS.

The schedule for shared facilities (gymnasium and soccer field) is monitored by the Athletic Director and appears to be equitable to all teams involved.

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: A written policy for travel/per diem provides guidelines for meal provision (\$8 per meal) and housing requirements. Not included was complete information on mode of transportation.

SEE KHSAA RECOMMENDATIONS

Expenditures for travel slightly favor the female athletes.

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

BENEFITS REVIEW- COACHING: The Board approved extra service pay scale appeared to be equitable in salary and number of coaching positions. Salaries for each coach increase according to the number of years' experience.

The current ratio of athlete to coach is 15:1 for males and 18:1 for females.

All coaches receive a handbook prepared by the Athletic Director outlining their responsibilities and the administration's expectations. The Athletic Director completes a written evaluation at the end of each season.

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 evidence of locker room assignments for all on campus teams. It is recommended the Athletic Director add dressing facilities for off campus sites (swimming, golf, tennis) to the assignment list. Competitive and practice venues on campus (football, track, soccer, girl's/boys basketball, archery, wrestling, softball, baseball) appear to be well maintained with comparable amenities for like sports. Off campus venues include:

Golf Boone Link, Lassing Point, Golf ranch
Swimming YMCA
Tennis Boone Woods, Central Park

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	N/A	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: A well-equipped weight room is centrally located and accessible to all teams. The posted schedule appeared to provide for equivalent usage for all teams and is monitored by the Athletic Director to ensure equitable times for all. The weight equipment is well-maintained and appropriate for female athletes.

Conner has the services of an athletic trainer contracted through St. Elizabeth Hospital. The training room is easily accessible to all athletes. It is recommended the schedule and contact information for the athletic trainer be posted on the door.

Emergency plans for all athletic venues were in the Title IX file.

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 award/recognition policy inclusive of guidelines for banquets, team banners in the gymnasium, letters/bars, and team awards that appears to ensure parity for all teams.

Connor has one cheerleading squad that performs at all home and away football games and girls' and boys' basketball games. The Athletic Director monitors scheduling of support groups to ensure equity.

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 offices for coaches appears to be equitable for all teams. Conner High has no Booster Clubs and all monies are run through the school accounts. Interviews with the coaches and administration indicated there is a process for fund raising and expenditures that ensures equity and parity for all teams.

Overall spending for a two year average 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
None 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
None observed		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Please submit to the KHSAA copies of the 2019 season schedules for softball and baseball. They are to be signed by the head coaches and Athletic Director.	February 1, 2019
Please submit to the KHSAA a revised travel/per diem policy that includes all information relevant to Connor High concerning MODE of transportation. (i.e., Drive auto affidavit, charter buses)	January 15, 2019

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Jared Hicks	Student athlete
Ken Spitzer	Wm Soccer Coach
Brad Arlinghaus	Wm Golf Coach
Chloe Spitzer	Student athlete
Andy Wyckoff	Principal
Jim Hicks	Athlete Director
Chris Crawford	Softball Coach
Nathan Parr	Wm Tennis coach
Kathy Johnston	KHSAA
Barbara Kok	KHSAA

OTHER GENERAL OBSERVATIONS

Conner High and Mr. Jim Hicks were well prepared for the Title IX visit. The Title IX file was well organized and complete. The coaches and athletes interviewed were pleased with the support and commitment to athletics from administration.

No one attended the public forum.