



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

KHSAA Form T76  
Rev. 11/16

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School:	Cooper High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	December 11, 2018
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-2019

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

<b>OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)</b>	<b>Completed</b>
Test One – Substantial Proportionality	<b>Satisfactory</b>
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities	<b>Satisfactory</b>
Analysis Form Review	X

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The most recent Student Interest Survey was conducted during the 2017-2018 school year. Students in grades 8-11 were surveyed with a return rate of 89%. According to submitted documentation the most recent sport or sport activities added have been archery, dance, and freshman softball and girls junior varsity basketball. Cooper High School currently offers twelve (12) varsity level opportunities for both males and females. School administration were reminded of the importance for accurate team and roster submission so that data 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-replacement plan in the school Title IX file. Archery, golf, tennis, and bowling are provided yearly and retained by the student at the end of each year. The swim team members provide their own swimwear. All other teams are on a four-year cycle for uniform review and-or replacement. Viewed uniforms were of high quality and appeared to be equitable in the quantity provided. A two-year review of spending for this category showed that approximately \$124.00 was spent per male athlete and approximately \$121.00 spent per female athlete.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>SCHEDULING OF GAMES AND PRACTICE TIMES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided. There was written evidence showing the scheduling for the shared facilities of Gymnasium 1, the Auxiliary Gym, the Commons Area, and the Soccer Field area. Practice schedules showed two girls team with consistent practice times scheduled after the boys team. Interviews with the coaches and athletes indicated the time preference of practices helped to accommodate the participation of middle school students, head coach availability, and the opportunity for students to complete school assignments before practice would start. School administration were reminded that the equitable scheduling of shared facilities is a major focus of this benefit category. The practice schedules should be reviewed annually, by the Gender Equity Committee, so to ensure overall equivalence for both genders.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>TRAVEL AND PER DIEM</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 listed the specifics for mode of transport which included school bus, charter bus, and parent transport. The Per Diem guideline included the provision for meal allowance for those teams competing at the state level and the provision for housing (overnight stay) which included cost range per room, number of students to a room, and one that provided for free breakfast. School administration were reminded that reimbursements (hotel, meals, mileage, etc.) from participation in state events should not be included as part of a Travel and Per Diem expenditure. A two-year review of spending for this category showed that approximately \$60.00 was spent per male athlete and approximately \$44.00 spent per female athlete.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>COACHING</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Compensation	X	
Accessibility	X	
Competence	X	

**BENEFITS REVIEW- COACHING:** There was written evidence of a school approved salary schedule which showed overall equivalence in base stipend amounts and parity for the number of positions provided. Totals for coaching salaries are determined by the base salary for a Rank III certification, years of coaching experience and then a percentage index amount. It appears that although years of experience may vary, the base salary and index level provided is comparable and equitable for the like sports. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 12:1 for males and 14:1 for females. Interviews with administration indicated that end of season meetings may be held with each coach. It was indicated that school administration meets with all coaches at the start of the school year and presented with Coaching Expectations, however, a written evaluation tool is currently not being used.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 except bowling, swimming, and golf. These sports are held off-campus and interviews with administration indicated access to dressing and storage areas at each of the respective off-campus facilities. Those practice and competitive facilities include the Super Bowl in Erlanger, the YMCA and Silver Lake for swimming, and Lansing Point and Boone Links for golf. All other designated locker room and storage areas appear to be in close proximity to each practice or competition area. The on-campus facilities include those for football, soccer, volleyball, track, basketball, wrestling, tennis, baseball, softball, archery, dance, and cross country. All viewed competition and practice venues appeared to be comparable with similar amenities. Based on submitted documentation, recent facility improvements have been made to the facilities of baseball, softball, football, soccer, tennis, track, and basketball. All locker rooms areas, storage areas, practice, and competitive facilities are excellent and very well maintained.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>MEDICAL AND TRAINING FACILITIES AND SERVICES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 that is located in an upper area of the gymnasium. The room was well organized and spacious. Viewed equipment appeared to be appropriate for female use. There was a weight room schedule which showed equitable usage and access in the school Title IX file. Interviews with coaches and athletes indicated usage and access to the weight room. Interviews with administration indicated that Athletic Training Services are provided through a contract with the St. Elizabeth Sports Medicine. An athletic trainer is available on a daily basis and at all home events. There is a training room located in the upper area of the gymnasium as well as at the fieldhouse. Trainer contact information was posted at each site. Athletic physical exams are made available to all students, free of charge, one day (early summer) each year by Ortho Cincy. There was viewed evidence of Emergency Action Plans for all athletic venues as well as accessible AED units for indoor and outdoor competition areas.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>PUBLICITY</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 and specifics relative to end-of-season recognitions (banquets, etc.), banner display, awarding of letters and bars, trophy display, state championship rings, and the presentation of the Randall Cooper award for each team. Interviews with athletes also indicated senior night recognitions that took place for all teams. Interviews with administration also indicated the equitable scheduling and monitoring of band, cheerleaders, and dance team as support groups for football games, girls basketball games, and boys basketball games. A two-year review of spending for this category showed that approximately \$27.00 was spent per male athlete and approximately \$25.00 spent per female athlete.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>SUPPORT SERVICES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 that office or space access for those off-campus coaches allows a place for coaches to meet with players, parents, have computer access, etc. Interviews with administration indicated that there is one overall Booster Club that supports all teams. These teams may deposit funds in the Booster Club under their team account. The Booster Club account is an external bank account. Interviews with administration also indicated the monitoring of receipts and expenditures of the Booster Club on a quarterly basis, however, there is currently not a process in place for the prior approval of booster club expenditures by school administration. Teams also have the option to deposit all fundraising dollars in the school team account. Interviews with coaches indicated knowledge of the process for school approval to purchase items. A two-year review of overall spending showed that approximately \$540.00 was spent per male athlete and approximately \$405.00 spent per female athlete. This expenditure amount slightly favors the males, however, explanation of state tournament expenses on the T-60 form of the Annual Report may have lead to this temporary difference.

#### **CURRENT DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to current deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>

#### **RECURRING DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to recurring deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

<b>Action</b>	<b>Due Date</b>
<b>Travel and Per Diem</b> – Expand the current Per Diem provision for meal allowance to include regular season events.	Not for submission – please update and add to school Title IX file
<b>Coaching</b> – The Gender Equity Committee should discuss the possible development of a Coaches Evaluation Document, so as to aid in the area of 'competence' for coaches growth and development.	Not for submission – any development should be shared with coaches and added to the school Title IX file
<b>Locker Room and Storage Assignment</b> – Add the sites relative to golf, swimming, and bowling to the current designated locker room and storage assignment list.	Not for submission – please update and add to school Title IX file
<b>Weight Room Usage Schedule</b> – Schedule showing usage and access should be posted at the site for student viewing.	Not for submission – please post at weight room site
<b>Awards and Recognition</b> – Expand the current awards guideline for recognition to include Senior Recognitions that take place for each team.	Not for submission – please update and add to school Title IX file

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Michael Attabary	Student Athlete - football
Tori Neltner	Student Athlete – soccer, basketball, football
Scott Hughes	Girls' soccer Coach
Joe Deters	Girls Golf Coach -- Boys and Girls Bowling Coach
Michael Wilson	Principal
Randy Borchers	Athletic Director
James Schroer	Assistant Principal
Terry Trame	Boys Golf and Tennis Coach
Gary Lawson	KHSAA
Kathy Johnston	KHSAA – <a href="mailto:kjohnston@khsaa.org">kjohnston@khsaa.org</a> 859-494-2509

### **OTHER GENERAL OBSERVATIONS**

School administration were very welcoming and well prepared for the visit. The school Title IX file was very well organized and complete. There was also viewed evidence of a Student-Parent Handbook which included areas focused on athletics. This serves as a great resource for students, parents, and coaches.

The public forum, scheduled for 3:00 pm, was held in the school library. With no one in attendance, the audit team left Randall Cooper High School at approximately 3:20 pm.