



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

KHSAA Form T76
Rev..11/16

School:	Dixie Heights High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	December 5, 2019
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2019-20

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	Satisfactory
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 just slightly over 80%. The most recent sport and/or sport activities added have been archery, bowling, fishing, dance, and lacrosse. Dixie Heights High School currently offers fifteen (15) varsity level sport/sport activities for males and thirteen (13) for females. A two-year average comparing percentage of enrollment to percentage of participation falls within the acceptable range to meet the standard of test one. School administration were reminded of the importance for accurate team and roster submission so that data results 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-replacement plan in the school Title IX file. Sport or sport activities not included on the list were golf, tennis, bowling, archery, and fishing. Interviews with administration indicated that these are purchased on a yearly basis. School funding for uniform purchase is provided equitably and shows parity for the like sports. Coaches and athletes indicated knowledge of the uniform plan. Viewed uniforms were of excellent quality and appeared to be equitable in the overall quantity provided. A two-year review of spending for this category showed that approximately \$104.00 was spent per male athlete and approximately \$75.00 spent per female 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: 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 written evidence showing the equitable scheduling of the main gymnasium, auxiliary gymnasium, mat room, outdoor stadium, and tennis courts as shared facilities. All schedules were posted at each respective site and also published on google docs which made it easily accessible for student access.

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 indicated the use of Kenton County school buses or private transport (parent, student) to competitive events. Interviews with administration indicated that any other mode of transport would require prior administrative and school board approval. There was also written evidence of a Per Diem guideline that included the provisions for meals and housing (overnight stay) specific only to post season play. The provision for meals showed a per meal allowance and the provision for housing (overnight stay) stipulated approval by Site Based Committee and Board of Education. A two-year review of spending for this category showed that approximately \$30.00 was spent per male athlete and approximately \$44.00 was spent per female athlete.

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 salary 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 13:1 for males and 14:1 for females. Interviews with administration indicate future development of a plan to address the component of Competence that would aid in the growth, training, and development of 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 written and viewed evidence of locker room and storage assignment for all teams that compete on the school campus. The teams of bowling, swimming, and golf practice and compete at off-campus facilities. Interviews with administration indicated that each off-campus venue provides locker room and storage access, however, these were not included as part of the viewed list. The quality and amenities of all viewed locker rooms appeared to be comparable and are equitably assigned. Locker rooms and storage areas are also in close proximity to each respective competitive venue. All competitive 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 one (1) weight room that is located in the main school building and adjacent to the outdoor facilities. The room was well organized, spacious, and provided equitable entry access for all athletes. There was a variety of equipment and all appeared to be appropriate for female use. A weight room schedule, showing usage and access, was in the school Title IX file and also posted at the site. Interviews with student-athletes indicated usage and access to the weight room. Athletic Training services are provided through a contract with St. Elizabeth Hospital. The trainer is available on a daily basis and at all home events. The training room is well equipped and is located off the main gymnasium. It provides for equitable access and contact information is displayed on the door entrance. Interviews with administration indicated that athletic physicals are the responsibility of each student. There was viewed evidence of Emergency Action Plans, for each athletic venue, located in the school file. It also included location and access to the school AED units.

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 end-of-season banquets, banner display, the awarding of letters/bars, and team picture/trophy display from the N.K.A.C. and KHSAA post season play achievements. The awards guideline also included the provision of yearly awards presented by the Booster Club to each senior athlete as well as a scholarship awarded to one male and one female athlete. It also included the parameters of spending for regional and state championship awards (jackets, rings). Interviews with administration indicated oversight for the scheduling of cheerleading, dance, and band as support groups for football, girls' basketball, and boys' basketball games. A two-year review of spending for this category showed that approximately \$7.00 was spent per male athlete and approximately \$5.00 spent per female athlete.

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 viewed office space appeared to be equitable. School administration should consider access of available school space for any off-campus coach to meet with athletes, parents, have usage of computer, etc. There is one booster club that provides benefit to all teams. Viewed guidelines include prior fundraising approval and expenditure oversight by school administration. Interviews with coaches indicated knowledge of the process for school approval to purchase items. A two-year review of overall spending showed that approximately \$366.00 was spent per male athlete and approximately \$288.00 spent per female athlete. The percentage of expenditures as compared to the percentage of participation is at 5%. Based on submitted documentation, it appears that Dixie Height High School currently meets the standards of spending both on a per athlete and percentage 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

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Equipment and Supplies – Expand the current uniform review plan to include all sport and/or sport activities offered at Dixie Heights High School. This should include, but not be limited to golf, tennis, bowling, archery, and fishing.	Place the updated plan in the school Title IX file and submit to the KHSAA on or before April 15, 2020.
Travel and Per Diem – Review and expand the current Per Diem (meals) guideline to include regular season competition. Expand the provisions for housing (overnight stay) that may include, but not be limited to, quality of hotel, number of students per room, free breakfast, interior corridors, etc.	Place updated provisions for Per Diem (meals and housing) in the school Title IX file and submit to the KHSAA on or before April 15, 2020
Coaching – Development of a plan and/or document to be used for Coach Evaluation, in the area of competence, to aid in the growth, training, and development of coaches	Any developed plan or document should be shared with all coaches and placed in the school Title IX file and submitted to the KHSAA on or before April 15, 2020
Locker Room Facilities – Expand the current locker room and storage designation to include those sports and/or activities that compete off campus. This should include, but not be limited to, golf, swimming, and bowling.	Place updated listing in the school Title IX file and submit to the KHSAA on or before April 15, 2020

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Celia Pelfrey	Student Athlete - basketball
Nicholas Smedley	Student Athlete – football, baseball, bowling
Justin Bryant	Coach – B/G cross country, girls track
Joel Steczynski	Coach – girls basketball
Matt Wilhoite	Student Engagement Coordinator
Derek Bosse	Athletic Director
Nate Niemi	Principal
Greg Lawson	KHSAA – 502-545-3393
Kathy Johnston	KHSAA – 859-494-2509 kjohnston@khsaa.org

OTHER GENERAL OBSERVATIONS

School administration were very welcoming and well prepared for the visit. The school Title IX file was well organized and complete. There was also a Coaches Handbook that was very inclusive of district information that serves as a great tool for coaches. The public forum, scheduled for 3:00 pm was held in a school conference meeting area. With no one in attendance, the audit team left Dixie Heights High School at approximately 3:15 pm.