



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

KHSAA Form T76
Rev..11/16

School:	Doss High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	November 10, 2022
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-2023

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	Satisfactory
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 2021-2022 school year. Students in grades 9-11 were surveyed with a return result of 72.6%. Submitted roster documentation showed that several girls varsity level teams were re-instituted at Doss High School along with the addition of some non-varsity level teams. These included the teams of golf, soccer, tennis, cross country, and dance. According to submitted documentation, Doss High School currently offers eleven (11) varsity level sports and/or sport activities for both males and females. 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 for all sports. Interviews with students and coaches indicated knowledge of the plan and when most recent uniforms were purchased. All uniforms are purchased through the school and with administrative approval. Viewed uniforms were all of mid to high quality and equitable in the quantity provided. A review of spending for this category showed that approximately \$61.00 was spent per male athlete and approximately \$143.00 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 team schedules which showed overall equivalence and parity regarding the number of competitive event opportunities. There was written evidence showing the equitable scheduling for the shared facilities of the lower gym, main gym, and small gym. All schedules are available thru Google calendar on the school website. These can be accessed and are available for viewing by all students. There is a hitting facility located at the baseball field that is shared with softball. Interviews with the softball coach indicated use and access to this facility, however, a schedule was not available for viewing. Upon receipt of this report, a schedule showing the equitable access should be placed in the Title IX file and made available thru the Google Calendar schedule and/or posted at the site.

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 and Per Diem guideline that included the specifics for mode of transport, meals, and housing. The guideline also indicated that the approval of all overnight trips and housing are done by school administration. Per Diem amounts were indicated for breakfast, lunch, and dinner. Interviews with coaches were aware of stipend meal amounts and interviews with students indicated receiving the benefit of provided meals for game trips. An accurate review of spending for this category could not be completed as insufficient data was reported on the T-35 form. School administration were reminded that all expenditures involving Travel and Per Diem, regardless of the source of the funds, should be reported on the T-35 form. An analysis of this category will be reviewed upon receipt of the 2023 Annual Report. School administration were also reminded that reported expenditures should be those from the 2021-2022 school year.

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

BENEFITS REVIEW- COACHING: There was viewed evidence of the Jefferson County Schools approved salary schedule. The salary schedule showed overall equivalence and parity in the number of positions provided. The salary schedule showed a paid head coach position for the sports of baseball and softball. It appears that to have a school paid assistant coach, the participation numbers for those sports have been set at thirty (30). It is also indicated that the funds for the assistant coach position would have to be fund-raised by the program or made available thru school funds. This is not a paid school board approved position. Although the overall salary schedule shows parity, **it appears that these required participation numbers limit the opportunity for teams and their expansion for levels of play (JV and/or FR). This occurs especially for females which have been designated as the underrepresented gender at Doss High School with regard to athletic participation. This would appear to inhibit the level of team opportunities for softball and baseball players and limits the ability for adequate coaching instruction and supervision** The KHSAA state varsity roster limitation for post season play is twenty-one (21) players. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 9:1 for females and 15:1 for males. Interviews with administration indicated that end of season 'wrap-ups' are held with each coach. These are verbal discussions that may include, but not be limited to the growth, development, successes and/or improvements of a coach. Interviews with student athletes indicated the support for additional female head coaches at Doss High School.

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. A review of the 2014 audit found this area deficient with concerns relative to the softball field. Since that time, it appears that much effort and expense has been placed upon the improvement of the softball playing field area, dugouts, press box, and fenced in areas. Interviews with administration indicated the process of re-grating and re-surfacing the softball field with the adding of tons of dirt to help level out areas of the field and to aid in the drainage. The on-site viewing showed the recent maintenance on the field to include mowing, infield dragging, and removal of grass/weed growth from the infield area. Interviews with the softball coach indicates that water drainage from the playground/parking lot area may still cause concern and may result in game cancellations. The softball dugouts are similar to those of baseball and there is a two-story building behind home plate which houses the press box and concession area. Interviews with administration indicated that Doss is in the rotation to host post season district tournament play. Due to these improvements and the continued plan for improvement of this facility, it is currently not rendered to be deficient. The practice and/or competitive facilities located on the school campus include those for the sports of football, soccer, track, volleyball, basketball, wrestling, baseball, softball, and cross country. The teams that utilize the facilities for practice only are cross country and track. All competitive events for those sports are held at away sites. The tennis teams practice at a local park (3 miles) with all competitive events held at away sites. The golf teams practice and compete at the Iroquois Golf Course and the bowling teams practice and compete at the Ken Bowl Lanes. There are three (3) exclusive locker rooms for males; football, boys' basketball, and baseball. There are no exclusive locker rooms for any female teams. Upon receipt of this report, the Doss High School Gender Equity Committee should review all locker room assignments to insure equitable assignment. Interviews with student athletes indicated the lack of an exclusive locker room for females.

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. It is large and spacious with multiple weight racks, benches, universal type machines, weight balls, and boxes. There was a viewed posted schedule showing equitable access for both male and female students. Interviews with coaches and students indicated multiple team use of the weight room. Interviews with administration indicated a recent hiring of a Strength Conditioning Coach that would oversee the weight room and provide an additional benefit to all the Doss High athletes. Interviews with administration indicated that Athletic Training Services are provided thru a contract with the University of Louisville. Athletic Trainers are on site daily and at all home contests. There is a large Training Room located on the 1st floor of the school which provides equitable entrance access for both males and females. Administrative interviews indicated that athletic physicals are the responsibility of each student.

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 specifics for an end-of-year sports banquet, banner display, team jersey, and photo display. The guideline also indicated the site for placement and display of banners, photos, and jerseys. Interviews with coaches indicated knowledge of and the specifics of awards to be presented by each team. Interviews with administration also indicated the equitable scheduling and oversight of cheerleading and dance, as support groups, for football, girls' and boys' basketball games. An overall review of spending could not be done for this category as budget amounts were recorded rather than actual expenditures. School administration were reminded that budgets show intent and that the actual (real) expenditures are the amounts that should be recorded on the T-35 form in the area of Awards. An analysis of this category will be reviewed upon receipt of the 2023 Annual Report. School administration were also reminded that reported expenditures should be those from the 2021-2022 school year.

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 equitable. Interviews with coaches and administration indicate that there is no booster organization. All fundraising activities are done thru the school and/or by each team. Fundraising approval is by school administration and all monies are deposited and held in school accounts. Interviews with coaches indicate knowledge of the school process for approval and purchase of needed items. An overall review of expenditures will only include the reported spending areas of Equipment/Supplies, Facilities, and Salaries. Based on this information, it appears that Doss High School is meeting the parameters both on a percentage and per athlete basis. It showed that an average of 41% of total dollars was spent on the females, which made up approximately 34% of the athletes. Spending per athlete showed that approximately \$512.00 was spent per female athlete and \$387.00 spent per male athlete. School administration were reminded of the importance to report actual expenditures for each category so that the data analysis may provide a complete picture of overall spending for Doss High School. A review and analysis of overall spending will be evaluated upon receipt of the 2023 Annual Report. School administration were reminded that the accurate reporting of expenditures from the 2021-2022 school should be reflected on the T-35 form in the categories of Equipment/Supplies, Travel/Per Diem, Awards, Salaries, and Facilities.

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
N/A		

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
N/A		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Tavon Powell	Student – football, basketball, track
Emily Gerne	Student - basketball
Sam Spears	Softball and Girls Soccer Coach
Andrew Bailey	Girls Basketball Coach
Danny McCreedy	Athletic Director
Julie Chancellor	Principal
Kathy Johnston	KHSAA – kjohnston@khsaa.org 859-494-2509
Barbara Kok	KHSAA

OTHER GENERAL OBSERVATIONS

The school administration takes great pride in providing the most in Opportunities and Benefits for the students at Doss High School. School administration and staff were very accommodating during the visit. Interviews with coaches and students were very insightful and very positive.

There was written evidence of Emergency Action Plans for all on-site venues. There is one (1) AED and it is located in the Training Room.

The public forum, scheduled for 3:00 pm was held in a conference room area. With no one in attendance, the audit team left Doss High at approximately 3:15 pm.