



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

*KHSAA Form T76
Rev..11/16*

School:	DuPont Manual High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	December 8, 2022
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-23

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	Satisfactory
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was conducted during the 2021-22 school year. Students in grades 9-11 were surveyed with a return rate of 61.8%. School administration were reminded that the student interest survey should reflect all student indicated interest and not just show results for the sport or sport activity that is currently not being offered. A zero should not be reflected on the results of the student interest survey, unless it is an accurate result calculated from the student survey results. According to submitted documentation, the most recent sport and/or sport activities added have been non-varsity levels in archery, baseball, soccer, football, girls' basketball, field hockey, and volleyball. DuPont Manual High School currently offers sixteen (16) varsity sport and/or sport activities for females and fifteen (15) for males. DuPont Manual sponsors all sport and/or sport activities in which the KHSAA offers post season championships with the exception of bass fishing. However, they offer two (2) additional competitive team opportunities with the addition of boys' lacrosse and girls lacrosse. Reported documentation showed that there are a total of thirty-three sport level opportunities for females and thirty-two for males. School administration were reminded of the importance for accurate team and roster submission so that submitted data 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 a uniform review and/or replacement plan for all teams. Viewed uniforms were of high quality and equitable in the quantity provided. Interviews with administration indicated that the team members of golf, archery, swimming, and tennis individually purchase and retain their uniforms. Administrative interviews indicated oversight and approval of all individual and team uniform purchases. All teams are on a two-year review/rotation plan for the purchase of uniforms. Funds for uniform purchase are provided through the school and booster clubs of each sport. Written documentation indicated that any booster club requests to buy out of the rotation must have prior school administrative approval. All uniforms viewed were of excellent quality and equitable in the quantity provided. A review of spending for this category showed that approximately \$153.00 was spent per male athlete and approximately \$138.00 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 for both genders. There was written evidence showing the equitable scheduling for all practice and competitive shared facilities. These shared facilities include the large gymnasium, small gymnasium, Memorial Stadium, George Sauer Athletic Complex, and the Rachel Baker Complex.

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 parameters for mode of transportation and the provision for meals and housing (overnight stay). Documentation indicated the specifics, relative to distance (miles of travel) that correlated with request for use of school activity bus, charter bus, mini-vans, and/or plane. The provision for meals and/or housing was set at \$20.00 per day per student athlete. Documentation stated that any needed additional funds may be contributed from the Booster Club. Documentation also stated that prior school approval is required for all trips and projected expenditures. A review of spending for this category showed that approximately \$15.00 was spent per male athlete and approximately \$23.00 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 viewed evidence of a school approved salary schedule which showed overall equivalence in stipend amounts and parity for the number of positions currently provided at DuPont Manual High School. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 10:1 for females and 13:1 for males. Interviews with administration indicated that end of season evaluations are conducted by the Athletic Director with each Head Coach. A written evaluation tool is currently not being used.

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. The qualities and amenities of all locker rooms appeared to be comparable and equitably assigned for all teams. The on-campus competitive facilities include those for field hockey, softball, basketball, volleyball, track, wrestling, girls' lacrosse, and archery. The off-campus competitive facilities include those for football, soccer, golf, swimming, bowling, tennis, and boys' lacrosse. On-campus practice facilities include those for football, boys' lacrosse, and cross country. Baseball practices are held on a field located off campus at the Memorial Stadium. Written documentation showed that football, soccer, and boys lacrosse compete at the Memorial Stadium; field hockey and girls lacrosse at the Rachel Baker Field; track and softball at the George Sauer Athletic Complex; basketball, volleyball, and wrestling in the school's large gymnasium; golf at the Shawnee or Iroquois Parks; swimming at Blairwood and Central pools; bowling at the Executive Strike and Spare lanes; tennis at Central Park, and baseball at the Derby City Classic Field. The baseball field is managed by Spalding University and interviews indicated that DuPont Manual has secondary priority access to this field. All cross-country competitive events are held at away sites. The softball team has an indoor hitting facility that is located in the small gymnasium in the high school and an outdoor hitting facility located adjacent to their field. The baseball team utilizes a hitting area at the practice facility located at the Memorial Stadium. All practice and competitive facilities are excellent and appear to be 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 adjacent to the large gymnasium. It provides equitable access, is well organized and spacious. Interviews with students and coaches indicated usage and access and viewed equipment was appropriate for female use. There was written evidence of a weight room usage schedule in the Title IX file. **Upon receipt of this report, and for the benefit of the student athletes, the weight room usage schedule should also be posted at the weight room site.** Interviews with administration indicated the recent addition of a Certified Strength and Conditioning Coach as a support person from the University of Louisville. This person will be able to assist all coaches in developing workouts specific to their team and program. Athletic Training services are provided thru a contract with the University of Louisville. Athletic trainers are available daily and at all home events. Athletic Training rooms are located at Memorial Stadium and at the high school with information posted for student access and contact. Interviews with administration 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: Interviews with administration indicated the equitable scheduling and oversight of cheerleading, band, and dance teams, as support groups, for the football, boys and girls' basketball teams. There was written evidence of an awards/recognition guideline that included the specifics for banquets, banners, letters/chevrons/class numbers and academic certificates. Documentation stated that banquet expenditures are the responsibility of each booster account but with prior approval and oversight by school administration. Banners are displayed in the large gymnasium and include recognition for state and/or national achievements as well as boys and/or girls' basketball LIT championships. A review of spending for this category showed that approximately \$20.00 was spent per male athlete and approximately \$43.00 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 availability and assignment of office space appeared to be equitable. Interviews with administration indicated that all sport and/or sport activity teams have booster clubs with external accounts. There was evidence of a booster agreement in the school Title IX file. It included the specifics and timeline for fund raising approval, budget submission, required monthly reporting, and inclusive year end reporting. This information is directly reported to the Order/Receiving Office Manager and Athletic Director of DuPont Manual High School. A two-year review of spending showed that approximately \$439.00 was spent per male athlete and approximately \$464.00 spent per female athlete. An overview of spending also showed that 46% of total expenditure dollars were spent on females which made up 45% of the total athlete participants. Based on this information it appears that DuPont Manual High School currently meets the acceptable spending parameters both on a percentage and per athlete basis. The school is to be commended for its continued monitoring and oversight of booster club spending.

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
Jakayla Thompson	Student Athlete - basketball
Beni Tshita	Student Athlete – football, track
Michael Newman	Prinicpal
Dwight Bransford	Assistant Principal/Title IX Coordinator
David Zuberer	Athletic Director
Brittany Vencil	Field Hockey Head Coach
Ashley M Franklin	Head Coach Girls Basketball
Helena McDowell	Order/Receiving Clerk
Kathy Johnston	KHSAA – kjohnston@khsaa.org 859-494-2509
Jeff Marksberry	KHSAA

OTHER GENERAL OBSERVATIONS

School administration were very well prepared for the visit. The school Title IX file was well organized and complete. Interviews with coaches and student-athletes were very positive. It appears that there is great communication between administration, coaches, and booster organizations and that the duPont Manual High School students are always the focus in the areas of Opportunities and Benefits.

Viewed emergency action plans were available for all venue locations. Documentation indicated that there are six (6) AED units. Permanent AED units are in the large gymnasium and at the Memorial Stadium. Other AED units are portable and available for all other practice and/or competitive sites.

The public forum, scheduled for 3:00 pm, was held in the school conference room. With no one in attendance, the audit team left duPont Manual at approximately 3:20 pm.