



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

KHSAA Form T76  
Rev..11/16

School:	East Carter High School
Prepared By:	Jeff Marksberry
Date of Re-Visit:	December 5, 2024
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2024-25

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

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

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The most recent Student Interest Survey was conducted during the 2023-24 school year. Students in grades 8-11 were surveyed with a return rate of 75%. The most recent sport and/or sport activities to be added are boys and girls wrestling, Esports, and fishing. East Carter High School currently offers eleven (11) varsity sport and/or sport activities for males and nine (9) for females. Reported documentation showed that there are a total of (16) sport level opportunities for males and a total of sixteen (16) sport level opportunities for females. School administration were reminded of the importance of 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 teams. All uniforms except golf, swimming, archery, and tennis are on a 4-year rotation schedule for review/replacement. The golf, swimming, archery, and tennis team uniforms are purchased yearly and retained by the student. Shoes are purchased for girls' and boys' basketball. Girls' and boys' basketball teams also receive travel suits that are kept by students. All viewed uniforms were of good quality and appeared to be equitable in the quantity provided. All viewed uniforms appeared to be well maintained. Interviews with students and coaches indicated knowledge of the uniform review/replacement plan. A two-year review of spending showed that approximately \$228.00 was spent per male athlete and approximately \$159.00 spent per female athlete. The **spending amounts are slightly above the acceptable spending parameters** for the category of Equipment and Supplies. Administrators are encouraged to closely monitor the spending in this category.

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 the like sports. There was viewed written evidence of equitable schedule of rotation for sharing of gymnasium, but there was not written evidence showing the equitable scheduling for the shared facilities of the hitting facility and the weight room (**see Other Actions Necessitated, p.5**). Interviews with coaches showed that the scheduling of all facilities are monitored by the Athletic Director. All written schedules for all shared facilities should be kept in Title IX file.

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:** The most recent audit showed written evidence of a Travel and Per Diem guideline that included the provision for mode of transportation and provision of meals, but not for provision of housing (overnight stay). The mode of transport included school bus. Written documentation for the provision of meals indicated an amount of \$8.00 per meal. The provision for housing was not present (**see Other Actions Necessitated, p.5**). Interviews with students indicated overnight trips were being taken by both male and female teams. The guidelines for Per Diem and Travel need to be expanded and updated by the Gender Equity Review Committee. A two-year review of spending in this area indicated \$56.00 spent on males and \$56.00 spent on females.

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 coaching stipend 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 12:1 for males and 13:1 for females. Currently, there are 4 head coaches of female teams on campus and 4 head coaches of male teams on campus. Interviews with administration indicated that 'informal' type of coaching evaluations are completed by athletic director and principal at the end of each season. Currently, a written instrument is not used in the evaluation process. School administration were reminded that, with regard to Title IX, and the area of competence, as related to the coaching benefit, an evaluation method may be used to aid in the growth 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:** East Carter HS is to be commended for the vast improvements in this area in relation to Boys and Girls soccer, boys and girls tennis, and softball. There was written and viewed evidence of locker room and storage assignment for all teams. Viewed locker rooms appeared to be equitable and with similar amenities. Storage areas were in close proximity to each assigned locker room area and/or each competitive facility. On campus practice and competitive facilities include those for football, track, baseball, volleyball, basketball, and wrestling. The off-campus practice and competitive facilities include those for golf, tennis, archery, cross country, fishing, soccer, softball. The golf team utilizes Hidden Cove for practices and competitions. The boys' and girls' tennis teams courts (4) are located at the middle school. The archery team utilizes the middle school for practice with competitions being held at the high school gym. The fishing team uses Grayson Lake. The cross country course is located at Grayson sports park. The softball and soccer fields are located at the middle school. All viewed 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:** The school currently has one weight training room in the field house that is used by male and female teams. It is recommended that the building housing the weight room be referred to as fieldhouse moving forward. There are training options suitable for females. The weight room is located in the fieldhouse that houses the football locker room. In order to continue to ensure separation between locker room and the weight room, a door needs to be added to the wall between the two rooms (**see Other Actions Necessitated, p.5**). There was not a usage schedule for the weight room in the Title IX file or posted at the facility (**see Other Actions Necessitated, p.5**). Interviews with students during the most recent visit indicated equitable access to weight training. A certified trainer employed by Carter County School District is available daily on an equitable basis. Contact information for trainer was posted on site. Physical examinations for student athletes are offered free of charge on a designated day each spring before the end of school year by Kings Daughters Medical Center.

<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 provisions for banquets, banner display, and team awards. Documentation stated that each team will have an end of-season banquet. The school has many pictures displayed throughout the facilities but there was no written provision for display (**see Other Actions Necessitated, p.6**). Interviews with students and coaches indicated end of season banquets were held both on and off campus with some meals being pot luck and/or catered. Interviews with coaches indicated administrative approval/oversight for awards given to teams. Interviews with administration also indicated the equitable scheduling and oversight of cheerleading and band as support groups for the teams of football, girls' basketball, and boys' basketball. A two-year review of spending showed that approximately \$35.00 was spent per male athlete and approximately \$36.00 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 availability and assignment of office space appears to be equitable. Interviews with coaches indicated knowledge of the process for school approval to purchase items using school and/or team funds. All monies are housed in school accounts. A two-year review of overall spending showed that approximately 42% of total dollars was spent on females which made up approximately 49% of the total participants. It also showed that approximately \$616.00 was spent per male athlete and approximately \$478.00 was spent per female athlete. Based on the submitted data, it appears that East Carter High School is currently slightly outside the acceptable spending parameters both on a percentage and per athlete basis. Administration is reminded to be as accurate as possible on the T-35 expenditure sheet especially in the area of equipment and supplies.

#### **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

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
<b>SCHEDULING OF GAMES AND PRACTICE TIMES:</b> School shall create shared facility schedules for hitting facility and weight room. These schedules should be posted at facilities and kept in Title IX file.	
<b>TRAVEL AND PER DIEM:</b> The school is to expand current policy and submit to KHSAA guidelines addressing the equitable provision for use of charter bus by student athletes. Upon approval, these regulations are to become part of the Title IX file.	<b>February 28, 2025</b> please send updated guidelines to <a href="mailto:jmarksberry@khsaa.org">jmarksberry@khsaa.org</a>
<b>TRAVEL AND PER DIEM:</b> The school is to submit to KHSAA guidelines addressing the equitable provision of housing (overnight trips) for student athletes. The guidelines should, at minimum, include the Hotel type (Hampton Inn quality and interior corridors) and number of students per room. Upon approval, these regulations are to become part of the Title IX file.	<b>February 28, 2025</b> please send updated guidelines to <a href="mailto:jmarksberry@khsaa.org">jmarksberry@khsaa.org</a>
<b>MEDICAL AND TRAINING FACILITIES AND SERVICES:</b> The school is to develop a weight room usage schedule to be posted at facility and to be kept in Title IX file.	
<b>MEDICAL AND TRAINING FACILITIES AND SERVICES:</b> The school is to install a lockable door on the wall separating the locker room from the weight room in the fieldhouse.	<b>February 28, 2025</b> please send photo showing completed work to <a href="mailto:jmarksberry@khsaa.org">jmarksberry@khsaa.org</a>
<b>PUBLICITY:</b> The school and GERC shall develop guidelines for the display of individual and team pictures in athletic facilities. These should include Raider of the Year guidelines. These guidelines should be placed in Title IX file.	<b>February 28, 2025</b> please send updated guidelines to <a href="mailto:jmarksberry@khsaa.org">jmarksberry@khsaa.org</a>
<b>EMERGENCY ACTION PLANS:</b> The school should develop Emergency Action Plans for the following venues: Golf course, cross country course, archery (middle school), fishing, and wrestling practice venue. These plans should be added to Title IX file.	

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Brandon Baker	Athletic Director
Corey Gee	Principal
Madelynn Moore	Student-athlete
Landon Yoak	Student-athlete
Jeff Whitson	Coach- Girls and Boys Track
Tyler Walker	Girls' soccer
Bradley Walker	District Title IX Coordinator
Barbara Kok	KHSAA
Jeff Marksberry	KHSAA- <a href="mailto:jmarksberry@khsaa.org">jmarksberry@khsaa.org</a>

**OTHER GENERAL OBSERVATIONS**

School administration and staff were welcoming and very well prepared for the visit. East Carter has done a tremendous job with the upgrades to soccer field, soccer locker room, tennis locker rooms, softball field, and softball locker room. The school Title IX file was well organized. There was a very nice East Carter High School Coaches Handbook which included references to the guidelines of benefit areas. It serves as a great resource for all coaches. The public forum, scheduled for 3:00 pm was held in the school conference room, no one was in attendance. The audit team left East Carter High School at approximately 3:15pm.

There was viewed evidence of Emergency Action Plans (EAP) for all on-campus athletic venues. There was also viewed evidence for the placement of five (4) permanent AED units at various athletic venue sites as well as one (1) portable AED unit available for athletic trainer and coach access. Emergency Action plans are needed for golf, cross-country, archery, fishing, and wrestling practice venue (**see Other Actions Necessitated, p.6**).