



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

KHSAA Form T76
Rev..11/16

School:	East Jessamine High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	December 15, 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 75.3%. The most recent sport and/or sport activities that have been added are dance, freshman volleyball, and Esports. East Jessamine High School currently offers thirteen (13) varsity sports and/or sport activities for females and fourteen (14) for males. The total number of total sport level opportunities for females is eighteen (18) and is nineteen (19) for males. 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 a uniform review/replacement plan for all sports. Written documentation indicated a four (4) year plan for review and/or purchase. Interviews with administration stated that the participants of archery, tennis, golf, and bowling individually purchase and retain their uniforms on a yearly basis. The purchase of all individual and team uniforms requires school approval with administrative oversight. All viewed uniforms were of high quality and equitable in the quantity provided. A review of spending for this category showed that approximately \$201.00 was spent per male athlete and approximately \$198.00 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 in the school Title IX file. Past and current schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided. There was written evidence showing the equitable scheduling for the shared facilities of the gymnasium and turf field. There was viewed evidence of an indoor hitting facility for softball and baseball, located adjacent to both fields, on the main school campus. Interviews with coaches and students indicated shared usage and access, however, there was not evidence of a written or posted schedule showing equitable 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 included the specifics for mode of transportation which included school bus, vans, and common carriers. The guideline also included the provision for meals and housing which included per meal allowance along with the detailed specifics relative to overnight stay (hotel). For regular season trips, the guideline included a maximum allowable expenditure per student and the financial responsibility (school board, school, boosters) of said expenses. It also included a provision of expenditures for meals and housing relative to KHSAA post season championship. A review of spending for this category showed that approximately \$98.00 was spent per male athlete and approximately \$111.00 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 written evidence of a school approved salary schedule which showed overall equivalence in base stipend amounts and parity for the number of total positions provided. The salary schedule also showed equivalent increment salary increases for all coaches based on years coached. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 8:1 for females and 9:1 for males. Interviews with administration indicated that the Athletic Director meets with each head coach at a pre-season meeting and a post-season meeting. Head Coach evaluations are completed by the Athletic Director at the end of each competitive season. Follow up evaluations may also occur with the school Principal and/or central office representative. A written document is used for both pre- and post- meetings/evaluations. Interviews with administration also indicated the use of a parent/athlete survey to gather response(s) regarding aspects of the coaching benefit area.

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: Viewed practice and competitive facilities located on the main school campus include those for volleyball, basketball, soccer, football, baseball, and softball. There is also an indoor hitting facility, located adjacent to the outdoor fields, that is used by softball and baseball. Off-campus practice and competitive facilities include those for track, wrestling, cross country, golf, swimming, bowling, and tennis. The track is located behind the Jessamine County Schools Central Office. This is an excellent facility that has recently been resurfaced and re-designed to be an eight (8)-lane track. The wrestling team practices and has only dual competitions at the Warner Elementary School. Larger competitions are held at the East Jessamine High School. The cross-country teams practice and have competitions at the Riney B Park, the golf team practices and competes at the Thoroughbred Golf Course, the swim team practices and competes at the Asbury University Pool Complex, the bowling team at the Bowl-A-Rama in Danville, and the tennis team has three (3) courts on campus for practice but all competitions are at the Top Seed tennis facility. Interviews with administration indicated that school bus transport is provided for students to the away sites for cross country, track, wrestling, and bowling. A new turf field has been added that provides a practice and competitive facility for boys soccer, girls soccer, and football. All viewed facilities are excellent and well maintained. There was written assignment of locker rooms for all teams except baseball, however, interviews with students indicated no locker room availability at the golf course facility for either boys or girls. One of the main focuses of Title IX is that every student has a right to a safe and secure place to dress. That would not include areas that provide public access. All viewed locker rooms appeared to be equivalent and with similar amenities. There was viewed storage assignment for all teams. Storage areas for all on-campus facilities are located in close proximity to each respective competitive venue. Track teams and wrestling teams have storage assigned areas at each respective venue. Off-campus teams (tennis, golf, swimming, bowling) have access to store items in the Athletic Director's office.

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/conditioning room that is located in the field house, on the main school campus. It is a spacious, well-organized area with a variety of weight/conditioning equipment, all appropriate for female use. A schedule showing equitable usage and access was in the school Title IX file. **Upon receipt of this report, the weight room usage schedule should also be posted at the site.** Interviews with administration indicated that athletic training services are provided thru a contract with KORT. The main athletic training room is located in the field house. A secondary room is available in the school building for the indoor sports. Services are provided on a daily basis and at all home events. The athletic training room is well organized and provides equitable access for all athletes. The athletic training schedule regarding availability and contact is posted at the site. Interviews with administration indicated that athletic physicals are the responsibility of each student. There was viewed Emergency Action Plans for all on and off-campus venues.

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 a guideline which indicated administrative oversight regarding the equitable scheduling of cheerleading, band, and dance as support groups for football, girls and boys basketball. There was evidence of a written guideline that included the specifics for end of season banquets/recognitions. It also included the specifics for championship rings for individual and team state champions, giant photo display, banners/signs, trophy display, and retirement of jerseys. The guideline also stipulated school administrative oversight with regard to the financial responsibility and expenditures for all categories of awards and recognitions. Interviews with administration indicated a Hall of Fame, however, this is managed by the school district and not East Jessamine High School. A review of spending for this category showed that approximately \$47.00 was spent per male athlete and approximately \$40.00 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 the teams without external booster accounts are golf, tennis, and archery. There was written evidence of signed booster agreements within the Title IX file. Specifics within the booster agreements included prior approval for all fundraising activities, budget submission, reporting of expenditures to the school bookkeeper, and submission of required year-end reporting. All other booster dollars are deposited in each respective team account. Interviews with coaches indicated knowledge of the school process for approval to purchase items. A review of overall spending showed that approximately \$703.00 was spent per male athlete and approximately \$735.00 per female athlete. A two-year review of expenditures showed that approximately 40% of total dollars were spent on females which made up approximately 43% of the total participants. A review of this information shows that East Jessamine High School meets the acceptable spending parameters 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
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
Locker Rooms – Review all off-campus facilities to verify locker room availability and access. Review all current on-campus locker rooms. Submit a locker room assignment for all on-campus and off-campus teams.	March 1, 2023
Scheduling of Practice Facility – Submit a guideline and/or schedule showing the equitable usage and access to the indoor hitting facility for the teams of softball and baseball. Please include signatures of the baseball and softball coaches indicating knowledge and receipt of the schedule.	March 1, 2023

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Caleb Cadle	Student Athlete – baseball, golf
Kaitlyn Cadle	Student Athlete - volleyball
Emily Lawson	Student Athlete – softball, golf
Chris Lawson	Head Coach - baseball
Gene Cahill	Head Coach – track, cross country
Chris Hawboldt	Principal
Tyler Mattingly	Athletic Director
Chelsey Switzer	Athletic Trainer
Clyda Cambron	Bookkeeper
Sara Crum	Director of Operations District Title IX Coordinator
May Luong	Parent / Booster
Geri Cadle	Parent
Kathy Johnston	KHSAA – kjohnston@khsaa.org
Jeff Marksberry	KHSAA

OTHER GENERAL OBSERVATIONS

School administration were very welcoming and well prepared for the visit. The school Title IX file was well organized and complete. The Coaches Handbook is a great resource and addresses many of the benefit categories as reviewed for Title IX. Student and coaches interviewed were well informed and knowledgeable relative to Title IX. It appears there is great communication between the administration and coaches and that the students of East Jessamine High School are always the main focus for the Title IX areas of Opportunities and Benefits.

There was listed a total of eight (8) AED's; six (6) are permanent and two (2) that are portable and able to travel to off-campus or away sites. The Emergency Action Plans indicated the location of the closest AED for each facility.

The public forum, scheduled for 3:00 pm, was held in the high school auditorium. With no one in attendance, the audit team left East Jessamine High School at approximately 3:10 pm.