



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

*KHSAA Form T76
Rev..11/16*

School:	Elizabethtown High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	November 28, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2023-2024

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	X
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 rate of 87%. The interest and follow-up with lacrosse and boys' volleyball was addressed on the T-3 form of the 2022 and 2023 Annual Reports. The most recent sport and/or sport activities to be added are junior varsity levels in boys and girls golf and Esports. Elizabethtown High School currently offers twelve (12) varsity sport and/or sport activities for males and eleven (11) for females. Reported documentation showed that there are a total of twenty-one (21) sport level opportunities for males and a total of twenty (20) sport level opportunities for 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 teams. All uniforms except for golf and swimming are on a 4-year rotation schedule for review/replacement. The golf team and swim team uniforms are purchased yearly and retained by the student. Interviews with administration indicated that all uniforms are purchased with school funds through a special 'for saving' account specifically marked for uniform purchase. All viewed uniforms were of excellent quality and appeared to be equitable in the quantity provided. Written evidence stated that inventory of uniforms and equipment are done at the end of each season and reported to the Athletic Director. Interviews with students and coaches indicated knowledge of the uniform review/replacement plan. A two-year review of spending showed that approximately \$138.00 was spent per male athlete and approximately \$126.00 spent per female athlete. This falls within the acceptable spending parameters for the category of Equipment and Supplies.

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 written evidence showing the equitable scheduling for the shared facilities of the main gym, the auxiliary gym, the Panther Academy, the soccer practice field, and the turf field. Documentation showed that the scheduling of all facilities are monitored by the Athletic Director with priority given to the in-season sports with rotation for use of shared facilities on a weekly basis. Interviews with administration and student athletes indicated that all usage schedules for practice and competitive venues are displayed thru an Event Link computer application which is available and accessible to all student athletes.

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 provision for mode of transport, provision of meals, and for housing (overnight stay). The modes of transport included school bus, vans, and charter bus. Documentation showed that approval for all modes of transport are given by school administration and/or the District Board of Education. Specifics for van use and/or charter use were indicated in the guideline. Written documentation for the provision of meals indicated \$30.00/day or a breakdown of cost for breakfast, lunch, and dinner. The provision for housing indicated a cost expenditure range but it did not include the provisions specific to the hotel. Interviews with students indicated previous experiences with the provision for housing and meals and the subsidization which supported the current guideline. A two-year review of spending could not be evaluated due to the reporting of insufficient information on the T-35 form of the Annual Report(s).

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 10:1 for males and 9:1 for females. Interviews with administration indicated that 'informal' type of coaching evaluations are done 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: 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. All locker rooms were identified with signage indicating specific team assignment. On campus practice and competitive facilities include those for football, soccer, track, cross country, baseball, softball, volleyball, and basketball. The off-campus practice and competitive facilities include those for golf, swimming, bowling, tennis, and archery. The golf team utilizes the local Par 3 course and the Elizabethtown Country Club course for practices and competitions. The swim team facility is located at the TK Stone Middle School and the B & B Lanes provide a practice and competitive facility for bowling. The boys' and girls' tennis teams practice at the University Drive courts (8) with competitions being held at the Freeman Lake Courts that provides ten (10) lighted courts. The archery team utilizes the Morningside Elementary for practice with competitions being held at the high school gym. The previous audit conducted in 2015 found this area to be Deficient due to the lack of equitable amenities at the softball field. Since that time, a specific softball facility has been built, adjacent to the field, which includes an exclusive indoor hitting area, locker room, and storage area. An expansion of the dugouts, inning by inning scoreboard, and new permanent fencing that encloses the playing area and outfield area. The development of this facility aided in ensuring the equitable provision of amenities for all teams at Elizabethtown High 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: There are two (2) weight rooms at Elizabethtown High School. One is located in the main school building and the other is located in the athletic complex. The athletic complex is on the main school campus and is adjacent to the main school building. There was written evidence of the guideline for weight room usage and access. A priority use schedule is in place for those sports in season, those sports that are less than 90 days to the start of their season, and then those sports that are more than 90 days out for the start of their season. Both weight rooms provide equitable access, are very spacious, and provides a variety of equipment appropriate for female use. Interviews with student athletes and coaches indicated usage and access to the either weight room. This schedule for usage is also included on the Event Link application which all students can view and access. The Athletic Training services are provided thru a contract with Baptist Health. The trainer is available on a daily basis and at all practice and competitive events. Training rooms are set up to provide the best access to the indoor and outdoor sports. Interviews with administration indicated that athletic physicals are made available to all students through the Healthy Kids Clinic, an Elizabethtown School District Program. Students have access to a school nurse and/or nurse practitioner to aid in scheduling a physical exam.

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 provisions for banquets, letters/bars and team awards. Documentation stated that each team will have an end-of-season banquet, however, the specifics to ensure overall equivalence was not included. Interviews with students indicated end of season banquets held in the Commons Area of the high school with some meals being pot luck and/or catered. The awards guideline also included the provision for trophy display with the recognition of district and/or regional championship trophies and another for KHSAA state championship display of trophies. There was also evidence of promotional schedule cards provided for each sports season. 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. The awards guideline also included the specifics relative to the Elizabethtown High School Athletic Hall of Fame. Hall of Fame categories included those for athlete, coach, and contributor. The process for nomination and selection into the Hall of Fame was included in the criteria. School administration were reminded that the Hall of Fame committee should be cognizant of ensuring fair and equitable gender representation for those that are selected. A two-year review of spending showed that approximately \$35.00 was spent per male athlete and approximately \$45.00 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 appears to be equitable. Interviews with administration indicated that there is one external booster organization that provides support for all teams. Interviews with coaches indicated that request of purchase from the booster account required prior approval by the Athletic Director and/or Principal. Interviews with coaches also indicated knowledge of the process for school approval to purchase items using school and/or team funds. A two-year review of overall spending, excluding Travel and Per Diem, showed that approximately 40% of total dollars was spent on females which made up approximately 43% of the total participants. It also showed that approximately \$418.00 was spent per male athlete and approximately \$411.00 was spent per female athlete. Based on the submitted data, it appears that Elizabethtown High School currently meets the acceptable spending parameters both on a percentage and per athlete 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
Uniforms – Expand the current listing for uniform review/replacement to include swimming and golf as uniforms that are purchased and retained by the athlete on a yearly basis.	Please add to current uniform rotation plan that lists all sports. Not required to submit to KHSAA.
Housing (Travel and Per Diem) - Expand the current guideline to include the provision/specifics for overnight stay (housing). This may include, but not be limited to, interior corridors, free breakfast, brand name hotel, number of students per room, etc.	Submit to the KHSAA on or before February 29, 2024 . Please send to kjohnston@khsaa.org.
Travel and Per Diem – Submit expenditures from the 21-22 school year for this category representing all teams. A review, of the document provided, should be helpful in reporting all relevant and real expenditures that can be included for this category.	Submit to the KHSAA on or before February 29, 2024 . Please send to kjohnston@khsaa.org.
Awards and Recognition – Expand the current awards guideline to include the provision for end-of-season banquets. This may include, but not be limited to, the possible site(s) for hosting a banquet, providing of food, oversight of cost, etc.	Please add to the current awards guideline. Not required to submit to KHSAA.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gehrig Galvin	Student Athlete – baseball, basketball, golf
Rachel Bell	Student Athlete – soccer, tennis
Amber Courtney	Coach – girls’ basketball
Derek Pfeiffer	Coach – girls golf, JV boys’ basketball
Alex Todd	Athletic Director
Travis Gay	Director of Student Services
Carol George	Athletic Trainer and Assistant Athletic Director
Don Pitts	Head Baseball Coach and Assistant Athletic Director
James Haire	Head Boys’ Basketball Coach and Assistant Athletic Director
Joella Nall	Cheer Coach
Kathy Johnston	KHSAA – kjohnston@khsaa.org
Barb Kok	KHSAA

OTHER GENERAL OBSERVATIONS

School administration and staff were welcoming and very well prepared for the visit. The school Title IX file was well organized and complete. There was a viewed example of an Elizabethtown High School Coaches Handbook which included references to the guidelines of the benefit areas. It serves as a great resource for all coaches. The public forum, scheduled for 3:00 pm was held in the school library. One person was in attendance. Information was shared relative to Title IX and the areas that may be reviewed. After a brief discussion and with no further questions or comments, the audit team left Elizabethtown High School at approximately 3:25 pm.

There was viewed evidence of Emergency Action Plans (EAP) for all on- and off-campus athletic venues. There was also viewed evidence for the placement of six (6) permanent AED units at various athletic venue sites as well as ten (10) portable AED units available for athletic trainer and coach access.