



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

KHSAA Form T76  
Rev..11/16

School:	Eminence High
Prepared By:	Kathy Johnston
Date of Re-Visit:	October 4, 2018
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-2019

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

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

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The most recent Student Interest Survey was conducted during the 2017-2018 school year. Students in grades 9-11 were surveyed with a return rate of 81.3%. The results of the survey were supported by the documentation as presented on the T-3 form of the 2018 Annual Report. The most recent sport(s) or sport activities added are junior varsity football, junior varsity girls' basketball, freshman volleyball, archery, and dance. Interviews with administration also indicated the pursuance of Swimming and Tennis opportunities for students for the current school year. Eminence High School currently offers six (6) varsity sports for males and six (6) for females. Schools are always reminded of the importance of accurate team and roster submission so that data results may accurately provide a complete school analysis.

**BENEFITS REVIEW**

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>EQUIPMENT AND SUPPLIES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 and replacement plan for all sports. All sports appear to be on a four-year cycle with the exception of archery, tennis, and swimming as they are replaced yearly. Viewed uniforms were of high quality and equitable in the quantity provided. Interviews with coaches and students indicated knowledge of the uniform plan. A two-year review of spending showed that approximately \$129.00 was spent per male athlete and approximately \$188.00 spent per female athlete.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>SCHEDULING OF GAMES AND PRACTICE TIMES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided. There was also written evidence showing the equitable usage and access to the shared facilities of the main gymnasium and the gymnasium located at the Warrior Activity Center. Schedules showing usage and access were also posted at each respective site.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>TRAVEL AND PER DIEM</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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, the provision for meals, and the provision for overnight stay (housing). Documentation also stated that prior approval by administration is required for all trips and expenditures in this category. A two-year review of spending showed that approximately \$37.00 was spent per male athlete and approximately \$37.00 spent per female athlete.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>COACHING</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Compensation	X	
Accessibility	X	
Competence	X	

**BENEFITS REVIEW- COACHING:** There was written evidence of a school approved salary schedule which showed overall equivalence in stipend amounts and parity for the number of positions provided. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 9:1 for males and 9:1 for females. Interviews with administration indicated that head coaches are evaluated at the end of each sports season. These evaluations are conducted by the Athletic Director.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Competition and practice venues	X	
Dressing areas	X	
Equipment storage areas	X	

**BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES:** There was written evidence of locker room and storage assignment for all teams. The quality and amenities of all locker rooms are comparable and are equitably assigned for all teams. All locker rooms and storage areas are in close proximity to each respective competitive facility. The on-campus facilities include those for basketball, volleyball, football, baseball, softball, and archery. The baseball outfield area is part of the football field area. A temporary outfield fence is placed to satisfy the needed dimensions and to enclose the baseball field area for competitive play. Cross Country and track teams practice on the school campus but do not host any competitive meets. Interviews with administration indicate that tennis and swimming will utilize facilities located in Shelby County for practice and competition. All viewed facilities are comparable and appear to be well maintained.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>MEDICAL AND TRAINING FACILITIES AND SERVICES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Weight room location and access	X	
Weight room usage schedule	X	
Appropriate equipment for female use	X	
Athletic Training services	N/A	
Physical Exams	X	

**BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES:** There is one (1) weight room that is located in the Warrior Activity Center, which is located directly across the street, but still part of the main school campus. A schedule showing equitable usage and access was posted at the site. It is a well-organized room that provides for a variety of weight and conditioning equipment. All viewed equipment is appropriate for female use. Interviews with administration indicated a Strength and Conditioning Coach that is available to coaches to help develop training programs for each respective team. Interviews with coaches and athletes indicated usage and access to the weight room. There are currently no Athletic Training Services provided. Interviews indicated that Emergency Medical Personnel are in attendance at all home football games. Physical Exams are the responsibility of each student. There was viewed written and posted evidence of Emergency Action Plans for each respective athletic venue and viewed display of accessible AED's.

<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 and recognition guideline that include the provision for banquets, letters-pins, school awards, and hall of fame. There was also the provision for Athlete of Month recognition and the specifics for retiring jerseys. Interviews with administration also indicated the oversight of scheduling for the cheerleading and dance teams to ensure equitable team support. A two-year review of spending for this category could not be accurately determined due to lack of reported expenditures.

<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:** There was written evidence for the assignment and access to office space for all coaches. This access allowed for use of office equipment, phone and computer use, and a place to meet with students or parents. Interviews with administration indicated that all fundraising dollars are deposited in school team accounts. There are no off-campus team accounts. Interviews with coaches indicated knowledge of the school process for the approval to purchase items. A two-year review of spending showed that approximately \$317.00 was spent per male athlete and approximately \$354.00 was spent per female athlete. Eminence High School meets the acceptable parameters of spending both on a percentage and per athlete basis. School administration is always reminded of the importance to report all relative expenditures, for all benefit categories, so that an accurate analysis for Eminence High School can be made.

**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>
N/A		

**RECURRING DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to recurring deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>
N/A		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

<b>Action</b>	<b>Due Date</b>
Travel and Per Diem – The current guideline should be expanded to include the provision and specifics for the use of a charter bus for mode of transport to competitive events.	Not for submission – Upon completion, please add to the school Title IX file.
Coaching – In the area of Competence, a written instrument may be developed to aid in the evaluation of coaches.	Not for submission – Upon development, please add to the Coaches Handbook for information and reference.
Publicity – Report all monies expended that provide benefits to students in the area of Awards.	Not for submission – Information will be reviewed as part of the 2019 Annual Report submission.

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Isaiah Crosby	Student Athlete
Emilie Ethington	Student Athlete
Ashleigh Casa a	Coach – Dance
Jerry Skeeter	Coach – Varsity Girls Basketball
Tye Lawson	Athletic Director – School Title IX Coordinator – Football Coach
Angie Deckard	Principal
Brandi Boothby	Assistant Principal – District Title IX Coordinator
Kathy Johnston	KHSAA Auditor – 859-494-2509 kjohnston@khsaa.org

### **OTHER GENERAL OBSERVATIONS**

School administration were very inviting and well prepared for this visit. The school Title IX file was very well structured and complete. There was also viewed evidence of an Eminence High Coaches Handbook which aids as a great resource for their coaches.