



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

KHSAA Form T76
Rev. 11/16

School:	Fern Creek High School
Prepared By:	Barbara Kok
Date of Re-Visit:	November 27, 2018
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-2019

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality	Satisfactory
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: According to the data and information submitted, it appears that Fern Creek High School has met the standard for Test 1 and Test 3 for the provision of athletic opportunities. The Student Interest survey was administered April 2018 with a return rate of 85% indicating validity. Fern Creek High currently offers all KHSAA sports and activities (except Bass Fishing not approved by JCPS) and has added Archery, Dance and Girls' Lacrosse. The permanent Title IX file was well organized and complete.

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: A written uniform replacement/review policy indicated a four-year rotation for all sports. The coaches interviewed were aware of the uniform policy. The uniforms viewed were of high quality and comparable in quantity for like sports. All other equipment viewed appeared to be well-maintained and suitable for their individual sport.

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: Game schedules viewed (and available in calendar form on line/website) appeared to be equitable in number of competitive events for "like sports". Included in the Title IX file was a schedule for the shared facilities (small and large gymnasiums and weight room) indicating priority for usage is given to the team that is in season and provides for equity to all teams. The athletic director monitors scheduling to ensure equivalent use and rotations for all teams.

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: A written policy for travel/per diem provides guidelines for meals (\$10 per day) based on JCPS board policy. Transportation is provided by school bus or if unavailable Miller Transport bus. Fern Creek's guidelines for over- night housing include required continental breakfast and rooms with interior access. Spending for a two-year period slightly favors the female athletes.

BENEFIT	Satisfactory	Deficient
COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Compensation	X	
Accessibility	X	
Competence	X	

BENEFITS REVIEW- COACHING: The JCPS salary schedule viewed in the Title IX file appeared to be equitable in compensation and number of coaching positions for all teams. 80% of head coaches are employed on Fern Creek campus. There is a coach to athlete ratio of 1:13 for male athletes and 1:16 for female athletes giving a slight advantage to males. Coaches are evaluated using a written instrument by the athletic director at the end of their season.

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 evidence of locker room assignment for all teams that appeared to be equivalent. The quality of amenities appeared to be comparable for like sports. Storage space was assigned to all teams. Competitive and practice venues on campus include softball, baseball, football, track, girls' and boys' basketball, wrestling, girls' and boys' soccer, girls' lacrosse and archery. All areas are well maintained with comparable amenities and suitable for post season competition. Off campus competitive and practice venues are:
Tennis: Fern Creek Tennis Center
Golf: Charlie Vettner Golf Course
Swimming: Central High School
Bowling: Fern Bowl
Cross Country: Fern Creek Park

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:

Fern Creek has two weight rooms. One is located in the auxiliary gymnasium and equipped with weights and machines that are appropriate for use by female athletes. A schedule that provides for equitable use by male and female teams is posted on site and monitored by the athletic director to ensure parity. The weight facility located in the field house appears to be male dominated and equipped with heavier weights. Interviews with athletes and coaches indicated their preferred site is the weight facility located in the auxiliary gymnasium. Fern Creek has the services of an athletic trainer contracted through Norton's Hospital and Kort. The training room is very organized, centrally located and appeared to be accessible to all athletes. The trainer's schedule and contact information were posted on the door. The trainer is available on campus every afternoon and attends all athletic events. Physical exams are offered seasonally to students with a fee. Emergency actions plans viewed were comprehensive and available for all athletic venues. There is an AED located in the main office and in possession of the athletic trainer.

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: Fern Creek has one cheer squad that attends all home football games, girls' and boys' basketball games. Attendance of support groups (band, mascot, dance team) is equitably assigned and monitored by the athletic director. School-wide assemblies are held seasonally to honor all teams.

Written evidence viewed provided guidelines for banners in the gymnasium (district, regional, and state champs), letters and bars, and athletic awards that appeared to be equitable for all. Interviews with coaches and athlete stated all teams did have some type of post season recognition program. To ensure parity, it is recommended guidelines on banquets and post season recognition program be included in the awards policy.

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:

Interviews with coaches and athletes indicated all athletes pay a fee that includes monies for insurance and supplies for the athletic trainer. The administration informed auditors that all fees must be submitted and approved by JCPS. Athletes unable to afford fees are not penalized and have the opportunity to fund raise or provide community service work. It is recommended a list of JCPS approved fees be placed in the Title IX file.

Football is the only team with a booster organization. All booster groups must have prior approval from JCPS. They are required to submit monthly financial statements to the school bookkeeper and to JCPS Board of Education. It is recommended that Fern Creek athletic director and principal continue to provide administrative oversight to ensure parity in expenditures. Overall spending for a two-year period falls within acceptable parameters on both 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
No deficiencies observed		

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
No deficiencies observed		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Publicity: Expand policy for awards to include guidelines for post season recognition programs.	March 1, 2019
Support services: Continue to provide administrative oversight of expenditures by the Football Boosters.	Not for submission.
Support services: Review assignment of office space to ensure all coaches off or on campus have a dedicated meeting area.	Not for submission but included in the Title IX file

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Devin Mason	Student Athlete
Shelby Cundiff	Student Athlete
Rob Robinson	Softball Coach
Nick Barte	Baseball Coach
Rebessa Nicolas	Principal
Troy Johnson	Athletic Director
Gary Lawson	KHSAA
Barbara Kok	KHSAA

OTHER GENERAL OBSERVATIONS

Fern Creek administration and athletic director are to be commended for their commitment to providing equitable programs and facilities for all athletes. With the addition of Lacrosse, they have increased their number of sport opportunities for female athletes.

The Title IX file was well organized and contained guidelines and information regarding athletics at Fern Creek High School. For a comprehensive analysis of the athletic program, it is recommended the school administrator view the Title IX file in its entirety.

No one attended the public forum. The audit team left the school at 3:15