



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

KHSAA Form T76
Rev..11/16

School:	Graves County High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	November 16, 2017
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2017-2018

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

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

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was conducted during the 2015-16 school year. Students in grades 8-11 were surveyed with a return rate of 81%. The most recent sport and/or sport activities added are archery, and freshman level teams in football, softball, and girls' soccer. Graves County currently offers ten (10) varsity sports for both males and females. School administration were reminded of the importance for accurate team(s) and roster submission so that data results may provide a complete school summary and analysis.

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 sports. The guideline stipulated evaluation of uniforms on a yearly basis with a rotation plan of replacement on a three (3) year cycle. However, interviews with coaches and athletes indicated that uniforms may be purchased yearly. The quality and quantity of uniforms provided were excellent. An overall review of spending for this category showed that approximately \$195.00 was spent per male athlete and approximately \$154.00 spent per female athlete. This falls within the acceptable expenditure range for 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 schedules showed an overall equivalence regarding the number of competitive event opportunities provided. There was written evidence showing the equitable scheduling for the shared facilities of the gymnasium, the Cougar Center gymnasium, and the soccer practice and game fields.

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 listed the specifics for mode of transport and the provision for meals and overnight hotel stay. It was documented that all travel requests require the approval by school administration, school bookkeeper, and school board office. An overall review of spending for this category showed that approximately \$110.00 was spent per male athlete and approximately \$131.00 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 stipend amounts and parity for the number of positions provided. Reported documents showed that the athlete to coach ratio, with regard to accessibility, is 13:1 for males and 12:1 for females. Interviews with administration indicated that coaches are evaluated at the end of each sports season. These are conducted by the Athletic Director utilizing a written evaluation tool as documentation.

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 and storage room assignment for all teams. The locker room areas for football, boys' basketball, girls' basketball, volleyball are all very comparable and with similar amenities. The locker room areas located in the 'breezeway' are assigned to golf, baseball, softball, tennis, track, soccer, and cross country. These areas show very limited locker access for student athletes and when interviewed, students recognized these as the ROTC locker rooms. The off campus facilities include those for golf and bowling. Golf practices and competes at the Mayfield Country Club and the bowling team at the Spare Time Lanes in Mayfield. The fields and competition areas are excellent and well maintained. It has been documented on the Improvement Plan (T-60 form) of the Annual Report the pursuance of an indoor hitting facility and on-site locker room area for softball. This should continue to be reviewed for a completion timeline. The softball team currently has an indoor hitting facility that is located in a separate building away from the field as compared to the baseball indoor hitting facility that is located directly at the field site.

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) main weight room that is located in the AA building directly behind the high school. A schedule showing equitable usage and access was in the school Title IX file and also posted at the site. Interviews with students and coaches indicate the use of a secondary weight room located on the bottom floor of the gymnasium. Viewed equipment, from both areas, and interviews with coaches indicated appropriate equipment for female use. Interviews with administration indicated that current athletic training services are available for competitive events only. Those services are provided through an agreement with Jackson Purchase Medical Center. On-site athletic physicals are made available to all students at different times throughout the year. There is also the availability of the school Nurse Practitioner to provide an athletic physical, as necessary. There was viewed evidence of Emergency Action Plans for all venues in the school Title IX file.

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 provision for banner display, team awards, and trophy display. Interviews with coaches and athletes indicated end of season recognitions (banquets, etc.) but this was not included as part of the recognition guideline. Interviews with school administration indicated oversight to ensure the equitable support as provided by the cheerleading and band groups. Yearly promotion publications were viewed for volleyball, football, and boys and girls basketball teams. An overall review of spending for this category showed that approximately \$33.00 was spent per male and 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 assignment of available office space appears to be equitable. Interviews with school administration indicate several sports with external booster accounts. Interviews with school administration and financial staff of Graves County High School indicate management and procedural oversight of booster expenditures. Interviews with coaches indicated knowledge of the process for school approval to purchase items. An overall review of spending showed that approximately \$643.00 was spent per male athlete and approximately \$547.00 spent per female athlete. According to reported data, Graves County High School currently meets the acceptable 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

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
<u>Equipment and Supplies</u> - Please submit, to the KHSAA, a uniform replacement plan that shows a real timeline for the sports of Graves County High School.	February 1, 2018
<u>Locker Rooms</u> – Review all available locker room sites for assignment of space that would provide similar amenities for all teams.	Not for submission – to be completed by the Gender Equity Committee and updates placed in the Title IX file
<u>Weight Room</u> – Review to include the secondary weight room, located in the high school, for usage and access.	Not for submission – to be completed by the Gender Equity Committee and updates placed in the Title IX file
<u>Award Recognition</u> – Review and include the provision for end-of-season recognitions (banquets, etc.) for all sponsored teams.	Not for submission – to be completed by the Gender Equity Committee and updates placed in the Title IX file.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Lyndi Qualls	Student Athlete - bkb
Jordyn Navanjo	Student Athlete – bkb, bb
Aaron Beth	Coach – girls bkb
Chuck Whitnell	Boys/Girls Tennis Coach Boys/Girls Golf Coach
Paul K. Elliott	Athletic Director
Matthew Madding	Principal
Andrew Ford	Baseball Coach
Shellie Wright	Bookkeeper
Michelle McKee	Parent of female student athlete
Coye Elliott	Administrator Title IX
Kathy Johnston	KHSAA

OTHER GENERAL OBSERVATIONS

School administration were very welcoming and prepared for the visit. The Title IX file was well organized and complete. The public forum, scheduled for 3:00 pm, was held in the office area conference room. With no one in attendance, the audit team left the building at approximately 3:20 pm.