



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

KHSAA Form T76
Rev. 11/16

8

School:	Greenup County High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	November 13, 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: The most recent Student Interest Survey was conducted during the 2017-2018 school year. Students in grades 8-11 were surveyed with a return rate of 82.5%. The most recent sport activities started have been bass fishing, dance, and archery. Greenup County High School currently offers nine (9) varsity sports for females and ten (10) for males. School administration were reminded of the importance for accurate team and roster submission so that data results may provide an accurate and complete school analysis for Greenup County High School.

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 four-year uniform plan for purchase for all sports except golf, fishing, archery, and dance. Interviews with administration indicated that those sport(s) or sport activity uniforms are replaced on a yearly basis and retained by the athlete. Interviews with coaches indicated knowledge of the uniform plan for review. Viewed uniforms were of high quality and equitable in the overall quantity provided. According to reported documentation, the two-year review of spending for this category showed that approximately \$395.00 was spent per male athlete and approximately \$190.00 spent per female athlete. School administration were reminded that reported expenditures should only include those that provide a benefit to the student athlete. Interviews with administration indicated that some reported expenditures for this category may have included items purchased for fundraising ventures.

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. Past and current viewed schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided. There was written evidence showing the equitable usage and scheduling of the gymnasium, as a shared facility.

BENEFIT	Satisfactory	Deficient
TRAVEL AND PER DIEM	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Mode of transportation		X
Provision for meals and housing	X meals	X housing
Equity of spending	X	

BENEFITS REVIEW- TRAVEL AND PER DIEM: There was written evidence of a guideline that stipulated school administrative approval for all trips. Interviews with students and coaches indicated the main mode of transport to events to be by school bus, however, the current guideline did not include the provision of other possible modes of transport (van, charter bus). There was a written guideline that included the specific provision for meal allowance during the regular season and the post season. Although, district approval is required for all overnight trips, there was not a written guideline that outlined the specific provisions for housing (overnight stay). A two-year review of spending for this category showed that approximately \$168.00 was spent per male athlete and approximately \$141.00 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 with showed overall equivalence in stipend amounts and parity for the number of coaching positions provided. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 9:1 for both males and females. Interviews with administration indicated that coaching evaluations are conducted by the Athletic Director at the end of each sports season. An evaluation tool is used for the process with follow-up by the school Principal..

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 viewed evidence of locker room assignment for all teams except golf, cross country, track, tennis, and dance. Although interviews with coaches indicated use of an available PE locker room as a dressing area, this was not listed as the designated area on the Locker Room Assignment list. There was designated storage area for all teams except golf. Viewed locker room and storage assignment sites were all in close proximity to each respective competition area. The quality and amenities of all viewed locker rooms appeared to be comparable and equitably assigned. The golf team practices and competes at the Riverbend Golf Course. The cross country teams practice on campus but travel to all competitive events. The on-campus facilities include those for basketball, volleyball, softball, football, track, softball, baseball, soccer, and tennis. Greenup County High School is to be commended for the many improvements that have been made to its athletic facilities since the previous audit in 2012. All viewed facilities are comparable 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. One is located in the upper area of the school gymnasium and the other is located at the fieldhouse, next to the football-track complex. Both areas provide for equitable usage and access. Interviews with students and coaches indicated use and access to both weight rooms. Although equitable access was provided, it appeared that the weight room located off the gymnasium provided more appropriate equipment for female use and the weight room located in the fieldhouse was more appropriate for male use. A full-time athletic trainer is provided as a district employee of the Greenup County Schools. There are two (2) training rooms; one located off the gymnasium and another located at the fieldhouse. Both show Athletic Trainer schedules and availability for student access. Interviews with administration indicated that athletic physicals are available to all students, twice a year, through the Kings Daughter Medical Center and Our Lady of Bellefonte. There was written and posted evidence of Emergency Action Plans at all athletic venues. There was also evidence of four (4) school available AED's.

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 recognition guideline that included the provisions for banner display, school awards, and letters, bars, and certificates. Interviews with students and coaches indicated end-of-season recognitions (banquets) but this was not included as part of the recognition guideline. There was also viewed evidence of a Greenup County High School Hall of Fame but no written evidence of criteria that would ensure overall equivalence. Interviews with school administration indicated administrative oversight to ensure the equitable scheduling for the support group assignments of cheerleading, band, pep assemblies, and dance squads. A two-year review of spending showed that approximately \$43.00 was spent per male athlete and approximately \$23.00 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: All available viewed office space appeared to be assigned equitably. Interviews with administration indicated that teams with external booster accounts include football, boy's basketball, girl's basketball, baseball, softball, girl's golf, and dance. There are written and signed booster agreements for each sport that include the provision for administrative oversight relative to approval for all fundraisers and any expenditure over \$500.00 would require prior school administrative approval. All other teams deposit all fundraising dollars in the school's internal team account. Interviews with coaches indicated knowledge of the process for school approval to purchase items. A two-year review of spending showed that approximately 35% of total dollar expenditures were spent on 42% of the female athletes and that 65% of total dollar expenditures were spent on 58% of the male athletes. A two-year average for per athlete spending showed that approximately \$881.00 was spent per male athlete and \$694.00 spent per female athlete. Based on reported documentation, there appears to be a spending advantage to the males on both a percentage and per athlete basis. School administration were reminded to review the criteria and specifics of items that may be included as an expenditure while providing a benefit to the student-athlete.

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 Spending</u> – Review and report those expenditures specifically relevant to the area of Equipment and Supplies and that provide benefit to the student athlete.	Not for submission – this will be reviewed upon receipt of the 2019 Annual Report.
<u>Mode of Transportation</u> – Provide the written provision relative to all possible modes of transport (bus, van, charter, etc.) that would ensure overall equivalence.	Not for submission – please update current Travel and Per Diem guideline and place in school Title IX file.
<u>Housing (overnight stay)</u> – Provide the written provision relative to housing and any specifics thereof that would ensure overall equivalence.	Please submit to the KHSAA, on or before February 1, 2019.
<u>Locker Room Assignment</u> – Review all available locker room space and designate assignment for the sport or sport activities of golf, cross country, track, tennis, and dance.	Please submit to the KHSAA, on or before February 1, 2019.
<u>End of Season Recognition</u> – Provide the written provision for end-of-season recognitions (banquets or other) that would ensure overall equivalence.	Not for submission – please update current Recognition guideline and place in school Title IX file.
<u>Hall of Fame Recognition</u> – Provide the process and requirements for Hall of Fame induction.	Please submit to the KHSAA, on or before February 1, 2019.
<u>Overall Spending</u> – Review the specific expenditure criteria for the benefit categories of Equipment and Supplies, Travel and Per Diem, and Awards and accurately report those expenditures that result in a benefit to the student athlete.	Not for submission – this will be reviewed upon receipt of the 2019 Annual Report.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Scarlet Shoemaker	District Title IX Coordinator
Matt Gilbert	Athletic Director
Josh Coleman	Head Coach – Cross Country Asst. Coach – Girls Basketball
Danielle Blankenship	Asst. Coach – Girls Basketball
Alexis Carroll	Student Athlete – Girls Basketball
Eli Sammons	Student Athlete – Varsity Football
Amy Crum	Athletic Trainer
Jason Smith	Principal
Mike Raby	Director Pupil Personnel Athletic Liaison
Scott Grizzle	Head Coach - Football
Kathy Johnston	KHSAA – kohnston@khsaa.org

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 public forum, scheduled for 3:00 pm was held in the school conference room. With no one in attendance, the audit team left the building at approximately 3:15 pm.