



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

KHSAA Form T76  
Rev.. 11/16

School:	Harlan County High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	December 6, 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	
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 9-11 were surveyed with a return rate of 84%. The most recent varsity sport or sport activities added are archery, dance, bass fishing and soccer for both males and females. Harlan County High School currently offers ten (10) varsity sports or sports activities for males and ten (10) for females. Based on reported team roster submissions, it was difficult to validate the data for Test One and Test Two. School administration were reminded of the importance for accurate team and roster submissions so that data results will provide an accurate and complete school analysis for Harlan 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 an equitable review-replacement plan for all sports. All sports appear to be on a five-year cycle and interviews with coaches indicated knowledge of the uniform plan. Viewed uniforms were of mid- to high quality and appeared to be equitable in the quantity provided. Based on reported documentation, a review of overall spending showed to strongly favor the males, however, a final determination could not be made due to possible errors in the financial reporting on the T-35 form and team roster submissions.

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 schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided. There was written evidence showing the equitable scheduling for the shared facilities of the gymnasium and the indoor hitting facility for softball and baseball. School administration were reminded to place all shared facility schedules in the school Title IX file and to post at the respective sites.

<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 provision for school bus as the mode of transport, the cost provisions for daily meal allowance, and the specifics for housing (overnight stay). Interviews with administration indicated past use of a charter bus for transport to an event out of state. Based on reported documentation, a review of overall spending showed comparability between males and females, however, a final determination could not be made due to possible errors in the financial reporting on the T-35 form and team roster submissions.

<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 coaching positions provided. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 15:1 for females and 13:1 for males. However, it is noted that due to possible errors in team roster submissions, the ratio may be slighted. Interviews with administration indicated that seasonal or yearly evaluations of coaches are not being conducted.

<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 assignment for all teams. The quality and amenities of viewed locker rooms appeared to be comparable. School administration were reminded that all teams (student athletes) should know of their designated locker room area. There was written and viewed evidence of storage assignment for all teams. All storage areas appeared to be proximal to each respective athletic venue and comparable to the size of the team. The off-campus facilities include those for soccer and golf. The soccer practice and competitive facilities are located at the James A. Cawood Elementary School and the golf team utilizes the facilities at the Harlan Country Club and the Sleepy Hollow Country Club. The on-campus facilities include those for football, track, cross country, tennis, baseball, softball, basketball, archery and volleyball. All facilities are excellent and very 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	X	
Physical Exams	X	

**BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES:** There are three (3) weight room – conditioning areas available for the athletes at Harlan County High School. One room is made up of Cardio-Vascular equipment that includes all treadmills and bicycles. A second room includes a wide variety of Cybex weight and conditioning equipment. Both rooms are adjacent to the gymnasium and provide excellent equipment, all appropriate for female use. A third room is located at the James A. Cawood Elementary school. This room includes several racks for lifting and a few weighted machines. Schedules showing usage and access were posted at all sites. Interviews with coaches and athletes indicated available use and access to all weight room-conditioning areas. There are two training room areas that provide for ice, water, and training tables for taping, athlete evaluation, etc. One is located off the gymnasium and another is located at the football-track complex. Both are available and accessible to all coaches. Athletic Trainer services are currently not available, however, interviews with administration indicated available ambulance service at home events and access to the Appalachian Regional Hospital for injury evaluation and treatment. Interviews with administration indicated that athletic physicals are provided, free of charge, through local health related agencies in the county. There was viewed evidence of Emergency Action Plans for all athletic venues as well as accessible AED units at the school and at athletic venues.

<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 guideline that identified the specifics for banner display, senior night recognitions for all athletes, display of team trophies, and the daily public address announcements for athletic results and accomplishments. Interviews with coaches and athletes indicated end-of-season recognitions (banquets, etc.), however, this was not included as part of the guideline. Interviews with school administration indicated oversight, so as to ensure the equitable support, of the cheerleading and band groups for football, girls and boys basketball. Based on reported documentation, a review of overall spending showed comparability between males and females, however, a final determination could not be made due to possible errors in the financial reporting on the T-35 form and team roster submissions.

<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 appeared to be designated office space for all teams. The school is to be commended as available office access allows coaches to be better organized and efficient for the benefit of their athletes. Based on submitted documentation, an overall review of spending showed to heavily favor the males, however, a final determination could not be made due to errors in team roster submissions and possible errors in the complete (booster and school) financial reporting of expenditures on the T-35 form. This overall review includes the financial analysis for the benefit categories of Equipment and Supplies, Travel and Per Diem, and Awards. Financial expenditure evaluation is based on a minimum of a two-year cycle. A review and update to the submitted data as reported on the 2017-2018 Annual Report will be required.

**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>
Support Services	The school is to review the expenditures as reported on the T-35 form of the 2018 Annual Report. Upon review, the school shall submit all up-dated and accurate expenditures for the areas of Equipment-Supplies, Travel-Per Diem, and Awards for all sports. (reminder that these are actual expenditures from the 16-17 school year)	Please submit to the KHSAA, on or before March 15, 2019.

**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>

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

<b>Action</b>	<b>Due Date</b>
Travel – Expand the current guideline to include the specifics and provisions for use of charter bus for transport of athletes to a competitive event.	Not for submission – please update and place in school Title IX file.
Coaching Competence – Consideration for development of an evaluation process for coaches to aid in their growth and development so as to benefit athletes.	Not for submission – review and make available to all coaches
Team Recognition – Expand the current Awards guideline to include the provision for end-of-season recognitions (banquets, etc.) by all teams.	Please submit to the KHSAA, on or before March 15, 2019.
Opportunities – Re-evaluate the varsity rosters as submitted as part of the 2018 Annual Report and re-submit the accurate number of participants for the varsity level only of the following sports; baseball, softball, girls basketball, boys basketball, football, volleyball, boys soccer, and girls soccer.	Please submit to the KHSAA, on or before March 15, 2019.
Opportunities – Develop a process of administrative oversight relative to the accurate input of team rosters for all levels of play; varsity, junior varsity, and freshman teams.	The 2018-2019 rosters will be evaluated upon receipt of the 2019 Annual Report.

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Debbie Green	Head Girls Basketball Coach
Ryan Vitatoe	Head Girls and Boys Track and Cross Country Coach
Rhileigh Alred	Student Athlete – cheerleading, softball
Benjamin Lewis	Student Athlete – Football, Baseball
Mark B. Bailey	Athletic Director
Edna M. Burkhart	Principal
Eric Bowling	Title IX Coordinator
Mary Linda Jones	Athletic Secretary
Holly Alred	Cheerleading Coach
Kristie Madden	Teacher
Gary Lawson	KHSAA – 502-545-3393
Kathy Johnston	KHSAA – 859-494-2509 kjohnston@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 library. With no one in attendance, the audit team left the Harlan County High School at approximately 3:20 pm.