



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

*KHSAA Form T76
Rev..11/16*

School:	Henry County High School
Prepared By:	Jeff Marksberry
Date of Re-Visit:	November 1, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2023-24

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

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

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: According to data submitted it appears Henry County High School has met the required standards to meet Test 1 in both 2021-22 and 2022-23. Henry County High School is to be commended for their attention to female opportunities and participation. The most recent Student Interest Survey was conducted during the 2021-22 school year. Students in grades 8-11 were surveyed with a return rate of 64.3%. According to submitted documentation, the most recent sport and/or sport activity Henry County HS is looking to add is Co-ed bass fishing. Henry County currently offers nine (9) varsity sport and/or sport activities to both males and females. School administration was reminded of the required Student Interest Survey for the 2023-24 school year. School administrators were also reminded of the importance of accurate team and roster submission so that submitted data provides an accurate picture of the schools' athletic department.

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 uniform review and/or four (4) year replacement plan for all teams. This plan was specific to home and away uniforms, 1st replacement home uniform, 2nd replacement away uniform. All uniforms, except golf and tennis, are on a four-year cycle. Golf and tennis are purchased each year by the school and retained by student-athletes at the end of season. There was written documentation which showed equitable monetary allotments provided for each team for the purchase of uniforms. All viewed uniforms were of excellent quality and appeared to be equitable in the quantity provided. Interviews with students and coaches provided evidence that they were well aware of the uniform review/replacement plan. An overall review of spending for this category revealed that approximately \$158.00 was spent per male athlete and approximately \$112.00 was spent per female athlete. Based on data submitted, the spending amounts per athlete appear to be satisfactory.

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 viewed schedules showed overall equivalence and parity in regards to the number of competitive event opportunities provided for the like sports. There was written evidence showing equitable scheduling for the shared facilities of the Roy Walton gymnasium, the auxiliary gymnasium, the soccer/football stadium, and the hitting cage located in the "Green" room. Interviews with administration indicated that all facility schedules are displayed through EventLink web-based application and available to and accessible by all student-athletes.

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: Interviews with coaches and athletes indicated evidence of a travel guideline that included the mode of transportation as school bus and school owned vans for practice and competitive events. **Upon receipt of this report, The Gender Equity Review Committee should develop the written guidelines for provision of meals, provisions of charter bus use, and overnight housing that may include, but not limited to, number of students per room, free breakfast, interior corridors, and/or name brand of hotel.** An overall review of spending for this category showed that approximately \$79.00 was spent per female athlete and approximately \$71.00 was spent per male athlete.

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

BENEFITS REVIEW- COACHING: There was evidence of a school board approved salary schedule which showed overall equivalence in coaching stipend amounts and parity for the number of positions provided for like sports. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 11:1 for females and 10:1 for males. Interviews with administration indicated that there is currently not a written evaluation tool in place. Each coach meets with AD at the end of each 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 and viewed locker room and storage assignment for all teams. Viewed locker rooms appeared to be equitable and contain the same amenities. It should be noted that Henry County High School has 3 female exclusive locker rooms (G Soccer, G Basketball, and Volleyball). Storage areas viewed were in close proximity to each competitive facility as well as to each assigned locker room. On campus practice and competitive facilities include those for volleyball, football, soccer, basketball, track, baseball, and softball. Off campus facilities include those for golf, cross country, soccer (practice only), swimming, and tennis. The golf teams play at Henry County Country Club, the cross-country team uses local park, soccer uses local park (practice only), swim team uses FAC, and tennis uses local park. All viewed competitive facilities are excellent and 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 is one weight room with adjacent conditioning area located in the fieldhouse. The weight room/conditioning room is spacious and well maintained with appropriate equipment for female use. A schedule showing equitable use was posted at the facility and in the Title IX file. Interviews with students and coaches indicate availability and access to the weight and conditioning rooms. Athletic training services were made available through Baptist Health. An athletic trainer is available on a daily basis and at home events. The athletic training room is located in the fieldhouse area and provides equitable access for all athletes. Interviews with administrators indicated the school nurse is certified to administer physicals and physicals are provided free of charge to athletes at the school.

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 viewed evidence of a written guideline which provided administrative oversight to the equitable assignment of cheerleading and band as support groups for football, girls basketball, and boys basketball. Written evidence, along with, interviews with students, coaches, and administrators indicated that there were guidelines for postseason recognition/awards ceremony. There was viewed evidence of a written guideline for team award parameters including male/female athlete of the year plaques. **Upon receipt of this report, the inclusion of the parameters for banner display should be added to the award guideline in the Title IX file.** An overall review of spending for this category showed that approximately \$7.00 was spent on both male and female athletes.

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 availability and assignment of office space appeared to be equitably assigned. Interviews with administration indicated that the following teams have external booster accounts: football, girls' basketball, boys' basketball, and softball. There was written evidence of a signed booster agreement for external groups in the school Title IX file (minus softball). Interviews with coaches indicated knowledge of the school process for approval to purchase items. Interviews with administrators indicated oversight of booster expenditures. An overall review of spending showed that approximately \$522.00 was spent per female athlete and approximately \$531.00 was spent per male athlete. It also showed that approximately 46% of expenditures were spent on female athletes which made up approximately 46% of the participants. Based on this data, it appears that Henry County High School meets the expenditure 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
N/A		

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
N/A		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Travel/Per Diem- Please submit to KHSAA the written guidelines for provision of meals, provisions of charter bus use, and overnight housing that may include, but not limited to, number of students per room, free breakfast, interior corridors, and/or name brand of hotel.	February 1, 2024- please submit to jmarksberry@khsaa.org

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Brandon McCollum	Student athlete - Football, Basketball
Micah MaGruder	Student athlete - Golf, Basketball, Softball
Landon New	Coach- Girls' Basketball
Shelley Sims	Coach- Volleyball
Derek Tingle	Athletic Director- School Title IX coordinator
Shannon Sageser	Principal
Zach Woods	DSS- District Title IX Coordinator
Jason Banta	Assistant AD
Tamera Soto	Bookkeeper
Matthew Wright	Coach- Football
Jeff Marksberry	KHSAA- jmarksberry@khsaa.org
Barbara Kok	KHSAA

OTHER GENERAL OBSERVATIONS

School administration were very well prepared for the visit. The school Title IX file was well organized and complete. Henry County High School does an outstanding job in making sure the areas of opportunities and benefits are student centered.

There was written and viewed evidence of Emergency Action Plans to all athletic venues, minus the fieldhouse.