



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

KHSAA Form T76
Rev..11/16

School:	Iroquois High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	December 10, 2019
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2019-2020

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	
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 83%. The most recent sport or sport activities added have been non-varsity levels in volleyball and girls' basketball as well as golf and dance. Iroquois High School currently offers nine (9) varsity level sport or sport activities for females and ten (10) for males. According to reported documentation, the comparison between percentage of enrollment to percentage of participation for females is within 1% which meets the standard of Test One for Substantial Proportionality. In order to meet the standard of Test Three for the Full and Effective Accommodation of Interest and Abilities, a review of the Student Interest Survey (to be completed this school year), should be evaluated and follow-up documentation to be included on the T-3 form of the Annual Report that will be submitted in April of 2020. School administration were also reminded of the importance for accurate team and roster submission so that data results may provide a complete school analysis for the area of Opportunities.

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 teams. Documentation showed that teams are on either a four-year or five-year rotation plan for review. Interviews with administration indicated that all uniforms are purchased with school funds. Viewed uniforms were of mid to high quality and equitable in the quantity provided. A review of spending for this category showed that approximately \$75.00 was spent per male athlete and approximately \$63.00 spent per female athlete.

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 new gym, old gym, and the baseball outfield area.

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 that indicated the use of a Jefferson County school activity bus for student transport to competitive events. The guideline also included a provision for meal allowance, as established by the Jefferson County schools, that was specific to the use of student activity funds for trips and after school events. The provision for housing (overnight stay) required prior school approval, however, the specific parameters for housing were not included. A review of spending for this category showed that approximately \$48.00 was spent per male athlete and approximately \$50.00 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 board approved salary schedule which showed overall equivalence in stipend amounts and parity for the number of provided coaching positions. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 12:1 for both males and females. Interviews with administration indicated regular meetings with coaches and an informal type of evaluation that occurs at the end of each season with each coach. There is currently not a written document being used for coaching evaluations.

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 assignment for all teams, however, the designated teams of cross country, dance, and tennis were given the girls restroom as a dressing area. School administration were reminded that one of the main focuses of Title IX is that every student athlete has a right for a safe and secure place to dress and a restroom is not considered as such. All viewed locker rooms and storage areas were spacious and in close proximity to its competitive venue. The qualities and amenities of the locker rooms were comparable for those of like sports. The tennis and cross-country teams' practice and compete at the Iroquois Park, which is located directly across from the school. All other practice and competitive facilities are located on the school campus. All of the on-campus facilities are well maintained and show many improvements and upgrades that have taken place over the last few years.

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) weight room that is located in the main school building, on the bottom floor. A schedule showing equitable usage and access was in the school Title IX file. The weight room is very spacious and viewed equipment appeared to be appropriate for female use, however, there appeared to be a limited number of lighter hand weights available. It also appeared that the lighting illumination in the weight room area was limited to cover the entire space. Interviews with administration indicated that athletic training services are provided thru a contract with KORT. The athletic trainer is at Iroquois High on a daily basis and at all home events. The training room is located off the main gymnasium and is accessible to all students. Athletic Trainer contact information and schedule is posted at the room site. Interviews with administration also indicated that physical exams are the responsibility of each student, however, there are local medical agencies/physicians that make available physical exams for student athletes, at a reduced cost. There was viewed evidence of Emergency Action Plans for all athletic venues as well as accessible AED units.

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 end-of-season banquets, school awards, and senior night recognitions. The guideline also included the specifics relative to banner and trophy recognition and display. School administration were reminded that end-of-season recognition is for the benefit of the student athletes and not relevant to the win-loss record of a team. Interviews with administration indicate that the support provided by the cheerleading, band, and dance team is monitored by the Athletic Director to ensure equity. A review of spending for this category could not be evaluated due to the lack of reported spending.

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. There are no external booster accounts and all fundraising dollars are deposited in school team accounts. Interviews with coaches indicated knowledge for the process of fundraiser approval and the process of approval to purchase items through the internal school account. Based on reported documentation, an overall review of spending showed that approximately \$436.00 was spent per male athlete and approximately \$405.00 spent per female athlete. The percentage difference between participation and expenditures was 2%. Based on reported data, Iroquois High currently meets the acceptable parameters both on a percentage and per athlete expenditure 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
Travel and Per Diem Housing (overnight stay) provisions – Identify the parameters relative to housing that may include, but not be limited to, number of students per room, type quality of hotel, free breakfast, interior corridors, etc.	Please submit to the KHSAA on or before April 15, 2020.
Coaching in the area of Competence – Consider development of a coaching evaluation tool that would aid in the area of coaching competence relative to growth, training, and continued development. Any updates or changes should be shared with all coaches and placed in the school Title IX file and made part of the coaches’ handbook.	Please submit any updates or changes to the KHSAA on or before April 15, 2020.
Locker Room Dressing Areas – Review all current locker room space and assign designation of locker room to the teams of boys/girls’ cross country, dance, and tennis.	Please submit a complete list of locker room assignments to the KHSAA on or before April 15, 2020.
Publicity Equity of Spending – Review all possible expenditures that would be relative to the awards category and report all those expenditures (from the 18-19 school year) on the 2020 Annual report.	This will be reviewed and evaluated from information presented on the submitted Annual Report that is due April 30, 2020.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary Morris	Student Athlete - basketball
Elisabeth Cain	Student Athlete - volleyball
Annette Scott	Coach - Volleyball
Lori Brooks	Coach - Softball
John Barbagallo	Athletic Director
Rob Fulk	Principal
Barb Kok	KHSAA
Kathy Johnston	KHSAA – kjohnston@khsaa.org 859-494-2509

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 Iroquois High School at approximately 3:15 pm.