



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

KHSAA Form T76  
Rev. 11/16

School:	Jackson County High
Prepared By:	Kathy Johnston
Date of Re-Visit:	December 4, 2018
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-2019

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

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

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The most recent Student Interest Survey was administered during the 2017-2018 school year. Students in grades 8-11 were surveyed with a return rate of 82%. The results of that survey showed an interest in swimming, bowling, tennis, track, and soccer. The T-3 form of the 2018 Annual Report documented the interest relative to swimming and bowling but did not include tennis, track, and soccer. In order to meet the standard of Test Three, school administration should conduct a minimum of two (2) meetings, after school, to determine if interest is valid for the sports of tennis, track, or soccer. The results of such meetings and follow-up information should be included on the T-3 form of the 2019 Annual Report.

**BENEFITS REVIEW**

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>EQUIPMENT AND SUPPLIES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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. All sports, except golf, appear to be on a four-year cycle. Golf shirts are replaced yearly and retained by the student at the end of each season. Interviews with students and coaches appeared to be knowledgeable of the uniform plan. Uniforms viewed were of high quality and equitable in the overall quantity provided. A two-year review of spending for this category showed that approximately \$280.00 was spent per male athlete and approximately \$221.00 spent per female athlete.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>SCHEDULING OF GAMES AND PRACTICE TIMES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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, central office gymnasium, indoor golf facility, and middle school gymnasium.

<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 guideline that indicated school bus usage as the mode of transport. However, in discussion with administrators, it was indicated that school board owned vehicles may be used for small group travel and that charter bus requests can be made for travel out of state or travel based on distance. These provisions were not included as part of the mode of transport for Travel. There was written evidence of a Per Diem guideline that included the provision for meal allowance and the provision for housing (overnight stay). A two-year review of spending showed that approximately \$107.00 was spent per male athlete and approximately \$80.00 spent per female athlete.

<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 board approved salary schedule which showed overall equivalence in stipend amounts and parity for the number of positions provided for the like sports. Submitted documentation showed that the athlete to coach ratio, with regard to accessibility, is 12:1 for females and 11:1 for males. Interviews with administration indicated that coaches are evaluated at the end of each sports season. These evaluations are conducted by the Athletic Director and Principal.

<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 and storage assignment for all teams. The qualities and amenities of all locker rooms showed to be equitable and comparable. Viewed storage areas were in close proximity to each athletic facility. The off-campus facilities for practice and competition include the Battlefield Golf Course, located in Richmond, KY, approximately 28 miles from Jackson County High School, and the Jackson County Middle School gymnasium which is used for archery. The on-campus facilities include those for basketball, volleyball, softball, baseball, football, and cross country. There are also designated indoor hitting areas, exclusive each for baseball and softball. Each hitting area is located in the upper areas of the gymnasium and each provides a permanent netting framework that makes usage very efficient. All viewed 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 is one (1) weight room that is located in a separate building, on the main school campus and close to all athletic facilities. A schedule showing equitable usage and access was in the school Title IX file, but was not currently posted at the site. The weight room was well organized, spacious, and provided appropriate equipment for female use. Interviews with students and coaches indicated usage and access to the weight room. Athletic Training Services are provided through a contract with UK Sports Medicine. An athletic trainer is on campus one day a week, present at all football games and at special athletic events. The UK Sports Medicine outreach services also provide for emergency injury evaluation and treatment. Interviews with school administration also indicated the availability and access to the School Nurse and local Ambulance service for aid in treatment or injury evaluation. Interviews with administration indicated that athletic physicals are provided, free of charge, to any student. These are provided by the Jackson County High School Nurse and scheduled during the months of August and March, and as may be needed. There was written evidence of Emergency Action Plans for all athletic venues and accessible AED units in central locations.

<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-recognition guideline that outlined the provision for team banner display. Interviews with coaches and students indicated end-of-season recognitions (i.e. banquets) and senior athlete recognitions, however, these were not included as part of the recognition guideline. Interviews with administration also indicated the future development of a Jackson County High School Hall of Fame for athlete recognition. When completed, the hall of fame criteria should also be included as part of the complete recognition guideline. Interviews indicated administrative oversight to ensure overall equivalence relative to the support from cheerleading and band as provided for football, boys' basketball, and girls' basketball. A two-year review of spending for this category showed that approximately \$13.00 was spent per male athlete and approximately \$11.00 spent per female athlete.

<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:** Upon review it appears that available office space was assigned equitably. Schools are reminded to provide access, particularly for off-campus coaches, to a space where those coaches may meet with students, parents, have computer access, etc. There was written evidence for prior approval of all fund raising projects and the deposit of all fundraising dollars in the school's team accounts. There are no external booster club accounts. All purchases are made with administrative oversight and approval. Interviews with the coaches indicated knowledge of the process for school approval to purchase items. An overall review of spending showed that, for the females, approximately 45% of the total dollars were expended on the female participation rate of 48%. It also showed that approximately \$677.00 was spent per male athlete and approximately \$599.00 per female athlete. According to reported data, Jackson County High School meets the acceptable expenditure parameters both on a percentage and per athlete basis.

**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>

**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 - Update the current Travel guideline to include the provisions or specifics for use of school owned vans and charter bus for athletic travel.	Not for submission – The Gender Equity Committee should review and update the Travel guideline.
Weight Room Usage Schedule – Post a current schedule that would show the equitable use and access to the weight room for all teams.	Not for submission – The Gender Equity Committee should review and ensure posting of the schedule.
Regulation for Recognition – Develop a guideline for athlete recognition that would include, but not be limited to, end-of-season recognitions (banquets), team awards, and senior night recognitions.	Submit to the KHSAA, on or before March 15, 2019.
Test Three for the Full and Effective Accommodation of Student Interests – Conduct a minimum of two (2) meetings to determine if interest is valid for the sports of tennis, track, and soccer. Include all results and any follow-up information on the T-3 form of the 2019 Annual Report.	Not for submission – Information will be reviewed upon receipt of the 2019 Annual Report.

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Sandy Creech	Head Volleyball Coach
Kourtney Tyra	Head Girls Basketball Coach
Nick Baldwin	Student Athlete – football, baseball
Hannah Creech	Student Athlete – basketball, volleyball, softball
Wes Bishop	District Athletic Director
Brian Harris	Athletic Director
Jason Rice	Girls Golf Coach
Dustin Coffey	Head Baseball Coach
Jacob Bowling	Boys Golf Coach, Asst. Basketball Coach
Jerry Vickers	Boys-Girls Cross Country Coach
Lisa Truett	High School Secretary - Bookkeeper
Cinda Holland	Head Softball Coach
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 Jackson County High School at approximately 3:20 pm.