



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

*KHSAA Form T76
Rev..11/16*

School:	Jeffersontown High School
Prepared By:	Barbara Kok
Date of Re-Visit:	November 10, 2017
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2017-2018

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	X
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: According to information and data submitted, it appears Jeffersontown High School has met the standard of Test 3 for the provision of athletic opportunities. Title IX compliance is an on -going endeavor and administering the Student Interest Survey this year will enable the school to assess the students' athletic interests. All documentation of actions taken to address indicated athletic interests should be listed on the T-3 form of the Annual report. Jeffersontown currently offers 15 sport levels for males and 14 sport levels for females. The school is encouraged to continue trying to increase participation numbers of female athletes.

To ensure equitable and full representation of the Jeffersontown community, it is recommended the Gender Equity Review Committee be expanded to include parent representatives and other members from the community.

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: Uniforms viewed appeared to be of mid to high quality and equitable in quantity for like sports. The written uniform policy indicated a 4-year rotation for review/ replacement. Coaches interviewed were not aware of the policy and stated uniforms were purchased at the coaches' discretion and when funds were available in their budget. To ensure equity for all, it is the responsibility of the administration and athletic director to inform the coaching staff of the uniform policy established by the GERC.

See KHSAA Recommendations

All other equipment viewed appeared to be suitable and well maintained (exception soccer goals).

Expenditures on a two -year average slightly favored the 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: Game schedules for like sports appeared to be equivalent in number of competitive events. All girls' soccer games were played on away fields due to having only one soccer goal. This issue should be addressed on the T-60 form Improvement Plan.

Equitable, written schedules were present regarding the practice times for shared facilities (gymnasium and weight room).

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: A written policy for travel/ per diem provided suggested guidelines for meals and housing. Information for mode of transportation was in a separate section of the Title IX file and should be included with meals and housing. To ensure parity and equity for all, a policy establishing set parameters for meals, housing and mode of transportation should be developed as policy and not just a suggestion.

See KHSAA recommendations

Expenditures in the benefit area of travel/per diem could not be evaluated due to \$0 reported on the T-35 report. Information given by the auditors helped the athletic director understand what was to be reported on the T-35 form Annual Report for travel.

See KHSAA recommendations

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

BENEFITS REVIEW- COACHING: A review of the coaches' salary schedule appears to be comparable in regard to money and number of positions for like sports. The athletic director and principal are responsible for the evaluation of coaches. The current access ratio of coach to athlete is 1:16 for males and 1:10.

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: The tour of the facilities during the visit showed assignments of locker room and storage for all teams. All appeared to be adequate and comparable. Written verification was not present in the Title IX file.

See KHSAA recommendations

Venues for athletic participation are all located on campus with the exception of golf and bowling.

Amenities of practice/competitive facilities for like sports were comparable and well maintained. The issue with the broken soccer goal should be addressed in order to compete on the home field. The lack of a home field could be deemed a deterrent for participation in the soccer program. The condition of the tennis courts was in question but it was explained to the auditors they are owned and maintained by the city.

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	n/a	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: A written schedule for usage of the weight room was in the file and posted on site. Interviews with coaches could not verify the schedule was followed. The girls' basketball coach interviewed commented the lack of appropriate equipment and cleanliness made it uncomfortable to use the weight room. It is recommended lighter hand weights be added to the weight room facility.

The school has the services of an athletic trainer provided by Baptist Hospital who attends all practices and competitions. It is recommended the trainer post his schedule and contact information on the trainer room door. Physical exams are not provided by 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: The school has one cheerleading squad that cheers at all home games for football, girls and boys' basketball, as well as post season competitions. The pep band performs at double header basketball games.

There was written evidence of an awards guideline that provides criteria for banquets, banner and picture recognition, and team awards. *Expenditures for awards could not be accurately evaluated due to errors in reporting on the T-35 form.* The information indicated budgeted items not actual expenditures. Posters with team schedules for fall and spring sports were viewed.

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: During the tour of the facilities, offices for all teams were observed but written evidence was not in the Title IX file.

See KHSAA recommendations

An overall two-year average of expenditures could not be accurately evaluated as inaccurate or incomplete amounts were reported in the benefit areas of travel/per diem and awards. Zero amounts were also reported in all booster columns on the T-35 form. According to Title IX, a "booster" is any individual, entity, or group that contributes to the benefits of the student athlete. It is extremely important the athletic director and administration accurately assess and report all contributions made by outside sources.

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
Support Services	Accurately report all monies in the areas of travel/per diem, awards, and booster contributions on the 2017-18 T-35 form	Upon submission of 2017-18 Annual Report

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
None		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Equipment and supplies- The school is to submit a copy of the current uniform review/replacement policy signed by all head coaches.	On or before January 30, 2018
Travel and per diem- The school is to submit a travel policy with set (not suggested) guidelines for travel and per diem.	On or before January 30, 2018
Travel and per diem- The school is to submit a corrected T-35 form with actual expenditures for years 2016-17 in the area of travel.	On or before January 30, 2018
Locker room, practice, and competitive facilities- The school is to submit written evidence of assignments of locker rooms and storage for all teams.	On or before January 30, 2018
Support services- The school is to submit written evidence of assignments of office for all coaches.	On or before January 30, 2018

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Maddie Beaman	Student Athlete
Emmanual Sowders	Student Athlete
James Brentlinger	Softball Coach
Pamela Amshoff	Girls Basketball Coach
MaryBeth Smith	Assistant Principal
Gary Weiter	Athletic Director
Autumn Reece	Counselor
Barbara Kok	KHSAA
Gary Lawson	KHSAA

OTHER GENERAL OBSERVATIONS

The tour of the facility was efficiently and timely and locker rooms and storage for all teams appeared to be present. Written evidence of all assignments must also be present in the Title IX file.

Athletes and coaches were complimentary of athletic director and his commitment to Jeffersontown High school and the athletic programs.

It is recommended the Athletic Director attend a KHSAA sponsored workshop to further his knowledge of Title IX standards and expectations.

Two parents attended the public forum. They expressed interest of possibly becoming a member of the GERC.

Auditors left the building at 3:30 pm.