



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

*KHSAA Form T76
Rev..11/16*

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| School: | Kentucky Country Day |
| Prepared By: | Barbara Kok |
| Date of Re-Visit: | October 17, 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 Satisfactory | |
| Test Two – History of Continuing Practice of Program Expansion Satisfactory | |
| Test Three – Full and Effective Accommodation of Interest and Abilities Satisfactory | |
| Analysis Form Review | X |
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ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: According to data and information submitted by Kentucky Country Day for the years 2016-2017, it appears the school has met the standard for Test 1 and Test 3 for the provision of athletic opportunities. Kentucky Country Day currently offers 15 sport levels for boys and 16 sport levels for girls. Title IX compliance is an ongoing objective and Kentucky Country Day is to be commended for their continued efforts to pursue and assess their students' interests.

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 high quality (Nike) and were equivalent in quantity for all sport teams. Interviews with coaches and athletes indicated uniforms were reviewed for replacement on a four -year rotation. A written uniform policy viewed supported this information. Other equipment viewed appeared to be suitable and well maintained. Information submitted reported approximately \$85 was spent per male athlete and \$100 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: Information contained in the Title IX file indicated the number of competitions for “like” sports was comparable. Written practice schedules for shared facilities appeared to be equitable. *It is recommended the GERC develop and place in the Title IX file a schedule for the indoor hitting facility that ensures parity for all.*

| 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: Written guidelines for travel and per diem provided information pertaining to mode of transportation, provision of meals and housing provision on over- night trips. To ensure equity and parity, the Athletic Director makes arrangements for overnight travel. The school spends approximately \$49 on travel for boys and \$58 on girls.

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

BENEFITS REVIEW- COACHING: A pay schedule in the Title IX file indicated equivalent pay and number of coaching positions for all “like” sports. Eight out of ten head coaches for boys are on campus during the day and nine out of eleven head coaches for girls on campus. Using a written instrument, the Athletic Director is responsible for evaluating head coaches 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: All teams were assigned locker room and storage space. Renovation plans will increase storage areas available for teams. All athletic venues (except swimming and golf) are located on campus and are well maintained. Schedules for shared facilities was present in the Title IX file. *It is recommended the Equity committee develop a schedule for the in-door hitting facility and place it in the Title IX file.*

| 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: The training and weight room facility has two levels-the lower room containing cardio-machines and equipment and the upper levels houses free weights, kettle bells, and weight machines. All equipment is appropriate for use by female athletes. Interviews with athletes and coaches indicate use by all athletes. The school employs a full time strength and conditioning coach who develops programs for all sport teams. KCD has an athletic trainer that is present daily and remains on site until practice or competition has been completed. Contact information is posted on the training room door. The training room is located near the gym and easily accessible to all. Physical examinations are the responsibility of the individual athlete.

Comprehensive emergency plans were viewed in the file and also posted at each athletic venue.

| BENEFIT | Satisfactory | Deficient |
|------------------------------------|---------------------|--------------------------|
| PUBLICITY | X | |
| INDIVIDUAL COMPONENTS | Acceptable | Needs Improvement |
| Support group assignments | N/A | |
| Written regulation for recognition | X | |
| Equity of spending | X | |

BENEFITS REVIEW- PUBLICITY: KCD does not have a cheer squad, dance team or band. The Title IX file policy for awards and recognition outlined the guidelines pertaining to banquets, banners, and individual awards and appeared to ensure equity for all. The school has a Hall of Fame with strict criteria for admission. KCD 's website provides a complete history of past athletic accomplishments.

| 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: KCD has limited office space available for coaches. Interviews with the Athletic Director and school administrators indicate plans for renovations will fully address this issue. Lack of office space and renovation plans should be addressed in the annual report on T-61 Improvement Plan. The school has one booster club that works closely with the Athletic Director to ensure equity and compliance to Title IX standards. Overall expenditures fall within acceptable parameters in both percentage and per athlete spending. On a two -year average, approximately \$399 in spent on male athlete and \$470 on female athletes.

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 |
|---|--|--|
| NONE | | |
| | | |
| | | |

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 |
|---------------|-----------------|
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PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

| Name | Title |
|--------------------|------------------------|
| LuLu Lavin | Student Athlete |
| Mary Claire Duncan | Student Athlete |
| Wilder Brice | Student Athlete |
| Patrick McAnulty | Lacrosse Coach |
| Amy Elliott | Field Hockey Coach |
| Kent Martin | High School Director |
| Tim Green | Athletic Director |
| James Foreman | Middle School Director |
| Kathy Johnston | KHSAA |
| Barbara Kok | KHSAA |

OTHER GENERAL OBSERVATIONS

Kentucky Country Day was well prepared for the visit. The Title IX file was very organized and all requested items were available for viewing. The school has a strong belief that participation in athletics is an integral piece of the academic process. Their support of all programs on all levels reinforces this belief. The Athletic Director, school administrators, coaches and student athletes were enthusiastic and extremely proud of their school and all accomplishments.
No one attended the public forum.