



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

KHSAA Form T76
Rev..11/16

School:	Knox Central High School
Prepared By:	Barbara Kok
Date of Re-Visit:	February 21, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-2023

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	Satisfactory
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: According to the data provided, it appears Knox Central High School has met the standard for Test 1 for the school year 2021-2022 with females being the under-represented gender. The most recent Student Interest Survey was conducted April 18, 2022 with a return rate of 67%. The school currently offers 20 KHSAA sanctioned sport levels for male and 18 KHSAA sport levels for female athletes. The school administration was reminded of the importance for accurate team and roster submission so data results would provide complete school analysis in 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: Uniforms viewed were of high quality and appeared to equitable in quality and quantity for like sports teams. Written evidence indicated a three (3) year cycle for review/replacement of uniforms. Coaches are required to complete an Athletic Inventory checklist of all equipment at the end of the year. All equipment appeared to be well-maintained and suitable for the specific sport. A two-year report of expenditures for equipment and supplies shows approximately \$196 per male athlete and \$248 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 Title IX file that appear to be overall equivalent in number of competitive events and opportune game times. There was written evidence showing equitable scheduling for the shared facilities (gymnasium, turf football field, Field House and weight room). Priority was given to the team in season such as volleyball. Schedules for shared facilities are posted by the Athletic Director on Google calendar ensuring equitable use and is accessible to all coaches.

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 a written guideline viewed that indicated use of a Knox County school bus as means of transportation. Knox Central provides several activity buses that transport students to off campus venues for practice and home afterwards. Recently purchased vans should also be included in the guidelines for mode of transport.

(See KHSAA Other Actions).

Parameters for the provision of meals and specifics for lodging for overnight stays were included in the written guidelines.

Expenditures for a two-year period show approximately \$85 per male athlete and \$110 per female athlete.

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

BENEFITS REVIEW- COACHING: The district approved salary schedule for Coaches appeared to show equivalence in pay and parity in the number of coaching positions provided. Data reported indicates the coaching ratio for male athletes is 9:1 athlete to coach and for female athletes 8:1 athlete to coach. There are 6 out of 14 female head coaches on campus and 7 out of 13 head coaches for males on campus. Interviews with the student athletes indicated coaches use *Remind Me* or *Group Meet* aps to communicate pertinent and daily information.

The Athletic Director evaluates all coaches using a written instrument at the end of their 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: Title IX ensures all athletes are provided with a safe and secure place to dress and store their belongings. Knox Central has four locker rooms (2 female and 2 male) that are assigned and shared equally among all teams. Amenities are similar and comparable in all locker rooms. There was indication of updates in progress in several locker rooms.

On campus practice and competitive facilities include football, soccer, track, cross country, volleyball, girls' and boys' basketball, archery, softball and baseball. The competitive facilities are well-maintained, comparable in amenities and qualify for post season events. Off campus sites include golf -Wasioto Country Club, swimming - Stivers pool Union College, tennis (6 newly constructed courts)-Lay Elementary, wrestling-Rock gym KCMS, and fishing -Laurel Lake and other local lakes. Transportation to off campus sites is provided if needed.

There was evidence of assigned storage space for all teams.

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 are two weight room facilities at Knox Central High School. One is located in the Field House and the other is off the gymnasium and accessible to all athletes. Interviews with coaches and athletes indicated all teams were provided with equitable use of either weight room depending on team preference. Weight equipment provided at either facility is well-maintained and appropriate for use by female athletes.

Knox Central has a contract with Bluegrass Orthopedics (BGO) for services of an athletic trainer who attends all practices and travels to competitive events. The two training rooms (one in the gym area and one off the football area) are clean, well equipped and easily accessible to all athletes. There is no provision for physical exams for athletes at Knox Central.

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: Knox Central has one cheerleading squad that is assigned to cheer at all District and Regional football games, girls and boys basketball games (home and Away). To ensure parity, the scheduling of support groups is coordinated by the Athletic Director.

The Title IX file contained guidelines providing parity for the displaying of banners and post season award banquets. Not included were criteria for the Hall of Fame awards and display of photos.

(See Other Actions Necessitated)

Expenditures for awards could not be determined due to zeros in the Awards column on the Annual Report T-35 form.

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. Due to the large number of coaches off campus, Knox Central should provide a space where they could meet with athletes and parents and have use of a technology.

Knox Central has one Booster Group (12th Man) with an account housed outside the school. There was a signed Booster agreement in the file indicating their contributions are primarily for football, however no Booster expenditures were reported on the Annual report T-35 form. *In order to provide an accurate analysis of finances at Knox Central, the importance of reporting contributions and expenditures by any Booster was discussed with the Athletic Director and Administration.*

According to data reported, it appears overall spending for a two-year period falls within acceptable parameters in both per athlete (male \$1234 female \$1294) and percentage (male 57% female 43%). *To provide an accurate picture of expenditures at Knox Central, it is important that spending in all benefit categories be reported on the Annual Report T-35 form.*

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: Expand current guidelines to include parameters for use of recently purchased school vans.	Please submit to the KHSAA on or before May 15, 2023 .
Publicity: To ensure parity for all, expand current guidelines pertaining to awards to include Hall of Fame criteria and display of photographs.	Please submit to the KHSAA on or before May 15, 2023 .
Accurate reporting on the T-35 form in all benefit categories.	To be checked when Annual Report is submitted 2023

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Jeffery Ketcham	Student
Sunni Ann Partin	Student
Steve Warren	Girls' Basketball Coach
Tony Messer	Track/Cross Country Coach
Jeff Canady	Athletic Director
Jeff Frost	Principal
Kirby Jones	Parent
Tina Sizemore	Bookkeeper
Kayla Smith	Parent/ Coach
Amber Clark	Administrative Asst.
Stacy B. Imel	District Title IX Coordinator
Kathy Johnston	KHSAA
Barbara Kok	KHSAA bkok@khsaa.org

OTHER GENERAL OBSERVATIONS

The School Administration was very welcoming and well prepared for the visit. The Title IX file was organized and complete. Knox Central is to be commended for the excellent upgrades to their athletic facilities (6 new tennis courts and the addition of turf on the playing field.). Athletes, GERC committee members, and school Administration exhibited great pride in all the school offers their athletes.

The Emergency Action Plan viewed contained basic information but was not venue specific. *With several competitive and practice facilities located off campus, it is recommended the Emergency Action Plan be revised to provide directives and information specific to each venue.*

There are 3 AEDS on campus and the Athletic Trainer has possession of a portable AED for travel. The school has recently ordered 4 more AEDS to be placed around campus.

With no one in attendance to the Public Forum the audit team left the school at 3:15 pm.