



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

KHSAA Form T76
Rev..11/16

School:	Lee County High School
Prepared By:	Barbara Kok
Date of Re-Visit:	November 6, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2023-2024

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality	X
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: According to data provided, it appears Lee County High School has met the Standard for Test 1 for Substantial Proportionality (Female 49.6% enrollment to 47% participation). Lee County is to be commended for the increase in female participants the past year. The school currently offers thirteen sport levels for males and eleven sport levels for females. The Student Interest Survey is to be administered this year and the school will continue to monitor interest and determine feasibility of providing additional sports.

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: Written evidence viewed indicated a 5-year rotation plan for the replacement/review of uniforms for all teams. Uniforms inspected were of high to mid quality and equitable in quantity and quality for like sports. All other sports equipment appeared to be suitable for their specific sport and well maintained. Spending per athlete for equipment was in acceptable range with a slight advantage for the female athlete (approximately \$21 per male and \$30 per female.)

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 written evidence of all team schedules in the Title IX file. Current schedules appeared to show overall equivalence and parity regarding the number of competitive events provided. Scheduling of the shared facilities (Big gym, little gym, weight room) is the responsibility of the Athletic Director with priority given to the in-season sport team. Schedules were available to coaches on Google calendar and posted on site. Rotation of practice times and sites appeared to be equitable to all teams.

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 of Travel guidelines that included procedure and cost relative to travel but did not include specifics relative to housing on overnight trips. Interviews with the administration and coaches indicated use of school buses for transportation. The Per Diem guideline included provision for meal allowances but did not include specifics relative to housing (overnight stay). This guideline should include parameters such as type of motel (Hampton Inn?), number of athletes to room, free breakfast, inside corridors).

See Other Actions Necessitated by this Visit

The T-35 form in the 2022-23 Annual Report Indicated zero money spent on travel for nine individual teams. Discussion with the Athletic Director and District representative indicated this was an error that occurred during transmission of the report to KHSAA. A corrected T-35 was presented to the auditors confirming the actual Travel expenditures made for all teams.

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 Board approved salary schedule which showed overall equivalence in stipend amounts and parity in the number of coaching positions provided. Data reported showed the athlete to coach ratio in regard to accessibility is 8:1 for females and 10:1 for males. Half of the coaching staff members for both male and female teams are employed on campus. Each coach receives a Coaches' Handbook that outlines expectations of behavior and guidelines pertaining to Lee County athletic department. A written instrument is used by the Athletic Director and school administrators to evaluate coaches at the completion 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: Written evidence viewed indicated not all teams had an assigned locker room. Upon inspection of the facility, it was determined locker rooms assigned to P.E. classes could also be used for teams without an assigned space. *It is recommended the locker room assignment sheet be updated and placed in the Title IX file.* Bowling and golf teams were provided dressing areas at their off-campus facility. The Coaches' Handbook required the quality of amenities for all locker room be the same. There was written evidence viewed indicating storage provided for all teams.

On campus practice and competitive facilities include girls' and boys' basketball, volleyball, archery, E-sports, and tennis.

Off campus venues include:
 Bowling-Lee County Rec Center
 Golf-Lee County Country Club
 Cross Country, Softball and Baseball- Happy Top Park
 Bass fishing-various lakes in the area

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: Lee County has one weight room located in an outer building that is accessible to all athletes. A schedule showing equitable usage and access was in the Title IX file and posted on site. Viewed equipment appeared to be appropriate for female use. The school does not have services of an athletic trainer. Local Doctors provide physical exams free of charge to Lee County athletes.

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: To ensure equitable support performances by the cheer squad and band for girls' and boys' basketball, the Athletic Director monitors attendance to games. There was written evidence of an Awards-recognition guideline that included provision for All Sports Program, individual team sport awards, display of Senior athletes' banners. The local Kiwanis Club provides the funding for all awards for each team. During discussion with the Athletic Director and administration, it was explained the money provided by the Kiwanis Club for awards should be reported on the 2023-24 Annual Report T-35 form in the Booster column. A two-year review of spending for this category could not be accurately evaluated due to the lack of information.

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. Off campus coaches have access to the conference room if needed to meet with an athlete or complete work. Interviews with the coaches and administration indicate there are no external booster accounts. Interviews with coaches indicate knowledge of the process for school approval to purchase items. According to documentation submitted, a two-year review of spending showed approximately \$169.00 was spent per male athlete and approximately \$258.00 per female athlete. Currently Lee County High School meets the acceptable parameters of expenditures both on a percentage and per athlete 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: Expand current travel and per diem guidelines to include information pertaining to provision of housing for overnight stays. (i.e., type of accommodations, free breakfast, number to a room, inside corridors).	Please submit to the KHSAA by January, 31 2024 . Place expanded guidelines in the Title IX file.
Develop an EAP for the area of the weight room and post on site	Place the weight room EAP in the Title IX file and inform coaches of the plan. Not for submission

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Syndie Deaton	Student Athlete
Bryce Angel	Student Athlete
Tyler Hensley	Girls' Basketball Coach
Angie Hall	XC assist. Coach, Tennis Coach
Noah Noble	Principal
Julia A. Evans	Finance Clerk
Danny Wright	District Athlete Oversight
Michelle Estes	Athletic Director
Jeff Marksberry	KHSAA Title IX Consultant
Barbara Kok	KHSAA Title IX Consultant

OTHER GENERAL OBSERVATIONS

Lee County Athletic Director and Administration were well prepared for the visit and open to any discussion for improvements. The Title IX file was very organized and comprehensive. The athletes and coaches interviewed expressed great pride in their athletic programs and facilities. Lee County is a perfect example of a small school providing well maintained facilities and working hard to meet the needs and interests of their students.

Emergency Action Plans viewed in the Title IX file were comprehensive and specific to all athletic venues on and off campus. *Due to the location of the weight room facilities, it is recommended an additional EAP be developed for that area and placed in the Title IX file.* The Athletic Director indicated all coaches have been trained in procedures outlined in the EAP for all areas. There are 3 AED s located on site and two portable AEDs in the Athletic Director's office.