



KHSAA TITLE IX RE-VISIT  
FIELD VISIT REPORT

KHSAA Form T76  
Rev..11/16

School:	Leslie County High School
Prepared By:	Barbara Kok
Date of Re-Visit:	November 12, 2024
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2024-2025

**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	
Analysis Form Review	

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** In review of the annual 2023-24 Title IX Annual Report for Leslie County, it appears the school has failed to meet the standard for provision of opportunities on any of the three tests. After discussion with athletic director and tour of the school's facilities, failure to meet these standards is likely due to incorrect reporting on the annual report. School administration was reminded that accurate submission of team rosters provides data that results in a complete analysis in the provision of Opportunities. To meet the standard for Test 3, clear instructions to the students, prior to the Student Interest Survey, are important as the results of the survey should reflect interest in all sports/sport activities currently offered and possible additions to Leslie County. The most recent survey (administered March 5, 2024) was deemed invalid due to the zeros reported in the school's current sport offerings and many new activities. To determine student interests and meet the standard of Test 3 for full and effective accommodation of interest and abilities, it is recommended Leslie County administer the Student Interest Survey electronically the 2024-25 school year. Leslie County currently offers eleven sports teams for males and twelve sports teams for females. The most recent sports added are Esports, girls and boys golf and girls' and boys' indoor track.

<b>BENEFITS REVIEW</b>		<b>Deficient</b>
<b>EQUIPMENT AND SUPPLIES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
<b>Uniform review / replacement</b>	X	
Status of Uniforms and equipment	X	
<b>Equity of spending</b>	X	

**BENEFITS REVIEW- EQUIPMENT AND SUPPLIES:** There was written evidence of a uniform review and/or replacement plan that appears to be equivalent for all teams. Uniforms are purchased on a four -year rotation with funds provided by Leslie County Board of Education. Uniforms viewed were mid to high quality and equivalent in number for "like sports". Shoes were provided for girls' basketball and volleyball teams. Coaches and athletes interviewed were aware of the uniform guidelines. All other equipment viewed appeared to be well-maintained and suitable for the specific sport. Spending for equipment and supplies on a two-year average was approximately \$170 per male and \$201 per female athlete and falls within acceptable parameters.

<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:** All competitive schedules viewed appeared to be comparable in number of events and times except softball/baseball. The softball schedule viewed showed ten fewer games than baseball. Interviews with the administration indicated scheduling for softball was not complete at this time and additional games would be on the schedule.

The Nixon Center is a multipurpose gymnasium shared with volleyball and girls' and boys' basketball with priority given to the in-season team. Written evidence of a schedule for the Nixon Center was not available. The athletic director indicated the coaches work together to develop a schedule for the facility monthly. It is recommended written evidence for usage of the Nixon Center be posted on site and placed in the Title IX file. The schedule for the weight rooms (2) is posted on site and appears to provide equitable use for both male and female athletes.

**See Actions Necessitated by Visit**

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
TRAVEL AND PER DIEM	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
<p><b>BENEFITS REVIEW- TRAVEL AND PER DIEM:</b> Written evidence viewed indicated transportation for athletic events is by school bus with the provision to use a charter bus when deemed necessary. Procedure for approval and scheduling a charter bus was included. Guidelines for meals allows \$15.00 a day per athlete. Not included in the travel guidelines is parameters for over-night housing.</p> <p><b>See actions necessitated by visit.</b></p> <p>Spending for travel/per diem could not be assessed due to zeros reported on the T-35 form in 2022-23 and 2023-24 Annual Reports. The athletic director was provided information as to what data should to be entered on form T-35 2024-25 Annual report to ensure parity in expenditures for travel.</p>		

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 Leslie County salary schedule that showed overall equivalence in coaching stipends and parity in number of positions for all sports. Regarding accessibility, data provided showed the athlete to coach ratio is 10:1 for both female and male athletes. Accessibility is no issue as most head coaches are employed on campus. Interview with the athletic director indicated that all coaches are evaluated each year using a written instrument.

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:** Practice and competition venues for Leslie County are located on campus. The football field is turf, lights, press box, new digital scoreboard, and ample bleacher seating. Adjacent to the football stadium is a separate six (6) lane track recently resurfaced. The Nixon Center houses the gymnasium for volleyball, girls' and boys' basketball and locker room facilities. The baseball field and softball field are side by side with comparable amenities. Archery practices in the school cafeteria. A course for cross country is on campus and meets are held several times a season. All other facilities meet the standard to host post season contests.

Written evidence for the assignment of locker rooms did not include all teams. While touring the facilities it was noted two locker rooms in the Nixon Center that were not being used by Leslie County athletes. It is recommended the athletic director and GERC evaluate **available** locker rooms and assign ALL teams a dressing area. *According to Title IX, all students have the right to be provided a safe and secure place to dress and a safe and secure place to store their belongings.*

<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 SERVICE:** Leslie County has two weight rooms that are easily accessible and appropriately equipped for female usage. A schedule is posted in each weight room that appears to provide equal access and time slots to both male and female teams. The school offers weight training classes during the school day for male and female athletes. A local physical therapist contracted by Leslie County provides athletic training services and attends afternoon practices and all home athletic competitive events. Physical exams are provided in partnership with Grace Health and the school nurse and are free of charge to all students.

<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:** Leslie County has one cheer squad and a pep band that serves as support groups for football, girls', and boys' basketball teams. The athletic director provides oversight to ensure equitable support and attendance to all teams. There was written evidence of an awards/recognition guideline that includes the provision of team and individual awards, team and individual banners, and banquets. Interviews with coaches and athletes indicate all teams hold post season recognition programs. The athletic director was reminded to report all expenditures made by teams for post season events. Spending on average for a two -year period is approximately \$19 per male athlete and \$19 per female.

<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:** The assignment of office space for coaches appears to be equitable. There are no booster clubs at Leslie County High School and all teams have individual accounts in house. There is a procedure in place for approval of fundraising projects and expenditures that provides administrative oversight. Interviews with the coaches indicate they are knowledgeable of the procedures required for fundraising activities and purchasing. With the information submitted it appears overall spending for a two -year period falls within acceptable parameters in both percentage (55% male and 45% female) and per athlete basis (\$431 male and \$426 female). The athletic director is reminded that complete and accurate reporting of expenditures in all benefit categories provides a true assessment of Leslie County's athletic programs.

#### **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

Action	Due Date
<b>Accommodation of Interest and Abilities:</b> To ensure student interests are being accurately evaluated and accommodated, it is recommended the Student Interest Survey be administered electronically 2024-25. Results evaluated and documented on T-3 form the follow-up procedure.	Will be reviewed on the 2024-25 Annual Report to determine if the standard for Test 3 is being met.
<b>Travel and Per Diem:</b> To ensure equivalency to all teams, expand current travel and per diem guidelines to include parameters for housing on overnight trips. (i.e., type of motel, free breakfast, interior doors, # of athletes to a room, etc.)	Please submit to the KHSAA on or before <b>January 15, 2025</b> and place written guideline in the Title IX file.
<b>Travel and Per Diem:</b> Accurately report on the T35 form money spent on travel from all sources	Will be reviewed on the 2024-25 Annual Report
<b>Locker Rooms, Practice, and Competitive Facilities:</b> Evaluate available locker rooms and assign dressing rooms to all teams.	Please submit to the KHSAA on or before <b>January 15, 2025</b> and place written assignments in the Title IX file.
<b>Scheduling of Games and Practice Times:</b> To ensure parity in practice times for girls and boys' teams, develop written evidence of a schedule for shared facilities that shows rotation in times and days for practice.	Please submit to the KHSAA on or before <b>January 15, 2025</b> and post on site. This should also be placed in the Title IX file.

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

Name	Title
Mark Collett	Vice Principal Athletic Director
Christopher Roberts	Girls Cross Country Coach
Brian Hubbard	Volleyball Coach
Raven Duff	Student Athlete
Tanner Estep	Student Athlete
Merlene Lewis	Principal
Brett Wilson	Leslie County Superintendent
Jeff Marksbury	KHSAA
Barbara Kok	KHSAA <a href="mailto:bkok@khsaa.org">bkok@khsaa.org</a>

**OTHER GENERAL OBSERVATIONS**

The Athletic Director, Principal and Superintendent were very welcoming and demonstrated interest in providing equivalence and parity in facilities, financial support, and sports offered to all students. They were well prepared for the visit and open to recommendations and evaluations made by auditors. The programs and facilities at Leslie County High School are a great source of pride to the students and community. The administration is to be commended for their continued efforts to improve their athletic department.

The Emergency Action Plan in the Title IX file was complete, detailed, and specific to all athletic venues. When golf is offered as a Leslie County sport, is recommended the school develop specific plans to include the off-campus site.

There are 4 AEDS mounted at various sites in the school with four portable AEDS accessible to the athletic department and Athletic Trainer.

No one attended the public forum. Audit team departed 3:05