



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

KHSAA Form T76  
Rev..11/16

School:	Letcher County Central High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	January 30, 2018
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2017-2018

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

<b>OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)</b>	<b>Completed</b>
<b>Test One</b> – Substantial Proportionality <span style="float:right"><u>Satisfactory</u></span>	
<b>Test Two</b> – History of Continuing Practice of Program Expansion	
<b>Test Three</b> – Full and Effective Accommodation of Interest and Abilities <span style="float:right"><u>Satisfactory</u></span>	
<b>Analysis Form Review</b>	X

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The most recent Student Interest Survey was administered during the 2015-16 school year. Students in grades 8-11 were surveyed with a return rate of 85%. The most recent sport and/or sport activity added for both males and females is archery. There are currently ten (10) varsity sports for males and nine (9) for females. School administration were reminded of the importance for accurate team and roster submission on the Annual Report so that data results may provide an accurate and complete school analysis.

**BENEFITS REVIEW**

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>EQUIPMENT AND SUPPLIES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Uniform review / replacement plan		X
Status of uniforms and equipment	X	
Equity of spending		X

**BENEFITS REVIEW- EQUIPMENT AND SUPPLIES:** There was written evidence of an equitable plan of rotation for the review and/or purchase of uniforms, however, it could not be verified that the stated plan was being implemented. Viewed uniforms were of excellent quality with a slight advantage to the females in the quantity provided with an additional uniform viewed for girls' soccer and basketball. A review of spending for this category showed that approximately \$200.00 was spent per male athlete and approximately \$69.00 spent per female athlete. School administration were reminded of the importance for accurate expenditure reporting for this benefit area so that an accurate evaluation and analysis can be made for Letcher County Central High.

<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:** Current and past viewed schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided. Team schedules were not viewed in the school Title IX file. There was written evidence showing the equitable scheduling for the shared facilities of the football/soccer field and the gymnasium. The indoor hitting facility, located off the gymnasium, did not show a current schedule showing equitable usage as a shared facility.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>TRAVEL AND PER DIEM</b>	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	

**BENEFITS REVIEW- TRAVEL AND PER DIEM:** There was written evidence of a Travel and Per Diem guideline that included the provision for mode(s) of transport, and the specifics for the provision of meals and housing for overnight stay. A review of spending for this category showed that approximately \$156.00 was spent per male athlete and approximately \$119.00 spent per female athlete. School administration were reminded of the importance for accurate expenditure reporting for this benefit area so that an accurate evaluation and analysis can be made for Letcher County Central High.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>COACHING</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Compensation	X	
Accessibility	X	
Competence		X

**BENEFITS REVIEW- COACHING:** There was written evidence of a school approved salary schedule which showed equivalence in stipend amounts and parity for the number of positions provided for the like sports. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 13:1 for males and 14:1 for females. Interviews with administration indicate that there is currently not a plan in place for the evaluation of coaches.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Competition and practice venues	X	
Dressing areas	X	
Equipment storage areas	X	

**BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES:** There was written evidence of locker room and storage assignment for all teams. The qualities and amenities for all locker rooms are comparable and are equitably assigned. The golf team practices and competes at the Raven Golf Course. Interviews with administration indicate that school transport is available for those participants to the golf course from the school on a daily basis. The practice and/or competitive facilities for football, soccer, cross country, volleyball, basketball, wrestling, baseball, softball, tennis, archery, and track are located on the school campus. The school also has access to additional city tennis courts, if needed. All facilities are excellent and very well maintained. It's also a great advantage to teams that their dressing area and storage areas are in close proximity to each respective practice and/or competitive facility.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<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	N/A	
Physical Exams	X	

**BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES:** There are two (2) weight rooms. One is located off the gymnasium (room A) and another located in the fieldhouse (room B). The schedule for the weight room, off the gymnasium, shows equitable usage and access. The schedule for the weight room in the fieldhouse gives first access to the football team on a daily basis while other teams are scheduled later. Both weight rooms are spacious, however, it appears that the equipment in room A is more appropriate for female use. Interviews with students indicate regular usage of weight room A and use weight room B if not being used by football. It also appears that weight room A provides a safer and more secure environment for females. There are currently no Athletic Training Services available. Free athletic physicals are available to all students through the Mountain Comprehensive Health Care Facility and also through the School Health Clinic. There was written evidence of emergency action plans for all athletic venues.

<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:** There was written evidence of an awards/recognition guideline that included the provision for banners, letters/bars/certificates, school awards, trophies, and senior recognition. The viewed guideline indicated that banquets were at the 'discretion of each athletic program'. However, interviews with students and coaches indicate that all teams had banquets and/or end-of-season recognitions. Interviews with administration also indicated the monitoring of cheerleading, band, and dance teams to ensure the provision for equitable support to the teams of football, girls basketball, and boys basketball. A review of spending for this category showed that approximately \$5.00 was spent per male athlete and approximately \$5.00 spent per female athlete. School administration were reminded of the importance for accurate expenditure reporting for this benefit area so that an accurate evaluation and analysis can be made for Letcher County Central High.

<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:** All available office space appeared to be assigned equitably. Interviews with administration indicate that there are no external booster accounts for any team. All fundraising dollars are deposited in school accounts and the process for approval to purchase items required administrative approval. A two-year review of spending showed that approximately \$715.00 was spent per male athlete and approximately \$444.00 was spent per female athlete. An expenditure range for the difference of a \$100.00 should be the target for per athlete spending. The two-year review also showed that an average of 38% of total dollars was spent on approximately 49% of the female athletes. The acceptable range of difference between percentage of dollars spent and percentage of participating athletes should be around 5%. Based on reported data, it appears that Letcher County Central High is currently not meeting the parameters of spending on a per athlete or percentage basis.

**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**

<b>Action</b>	<b>Due Date</b>

<p><b>Equipment and Supplies</b> – Please submit to the KHSAA a uniform review/replacement plan that shows equity and parity for the like sports. This plan should also include the signature of all coaches to show understanding of the developed cycle for review/replacement.</p>	<p>Due by May 1, 2018</p>
<p><b>Scheduling of Games and Practice Times</b> – copies of the most recent team schedules for all sports should be placed in the school Title IX file</p>	<p>Not for submission – for review and placement in school Title IX file</p>
<p><b>Scheduling of Games and Practice Times</b> – Please submit to the KHSAA a schedule showing the equitable usage and access for the shared facility of the indoor hitting facility for baseball and softball.</p>	<p>Due by April, 15, 2018</p>
<p><b>Coaching</b> – Please submit to the KHSAA a plan for evaluation to aid in the growth and development of coaches in the area of competence. This may include, but not be limited to, a process for administrative evaluation and the use of a school developed written instrument.</p>	<p>Due by May 1, 2018</p>
<p>Publicity – The school should review the current guideline for banquets so as to ensure overall equity. Consideration for the removal of ‘banquets shall be held at the coach’s discretion’ should be reviewed.</p>	<p>Not for submission – for review and any revision to be placed in the school Title IX file</p>
<p><b>Support Services</b> – The school should conduct an in depth evaluation and self-analysis of the expenditures in the benefit categories of Equipment/Supplies, Travel / Per Diem, and Awards. Accurate reporting in each of these categories will help provide a more accurate overall evaluation in the area of expenditures for Letcher County Central High.</p>	<p>Due by April 30, 2018 – as part of the Annual Report submission</p>

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Emma Maggard	Student Athlete – VB/BKB
Gregory Kincer	Student Athlete – BKB/BB
Winston Lee	Coach/Teacher – TF/XC/BBKB
Keith Baker	Coach/Teacher - GBKB
Gracie Maggard	Principal
Brian Johnson	Administration – Central Office
Michael C. Melton	Athletic Administration
Cecilia Smith	Secretary
Donna Perkins	Cheer Coach
Kenneth Cornett	Administration – Central Office
Amy Kincer	Parent / Teacher
Betty Acevedo	Coach / Teacher
Gary Lawson	KHSAA
Kathy Johnston	KHSAA – <a href="mailto:kjohnston@khsaa.org">kjohnston@khsaa.org</a> 859-494-2509

**OTHER GENERAL OBSERVATIONS**

School administration and staff were very welcoming and well prepared for the visit. The Title IX file was well organized and complete. It is evident that Letcher County Central High School administrators, coaches, and students have great pride in their school. They are very interested in providing the opportunities that support the interests of their students. The public forum, scheduled for 3:00 pm, was held in the school library. With no one in attendance, the audit team left Letcher County Central High at approximately 3:20 pm.