



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

KHSAA Form T76
Rev..11/16

School:	Lexington Christian Academy
Prepared By:	Kathy Johnston
Date of Re-Visit:	January 28, 2020
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2019-2020

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	Satisfactory
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was conducted during the 2017-2018 school year. Students in grades 8-11 were surveyed with a return rate of over 90 %. The most recent sport or sport activities added have been freshman volleyball, dance, junior varsity football, and archery. Reported documentation showed that Lexington Christian Academy currently offers twelve (12) varsity sports for males and eleven (11) for females. School administration were reminded of the importance for accurate team and roster submission so that data results may provide a 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: There was written evidence of an equitable uniform review/replacement plan in the school Title IX file that included all teams. Teams are on a four-year cycle of rotation for purchase. Written documentation indicated yearly review and purchase of replacements, as necessary. The uniforms for swimming, golf, tennis, and archery are replaced annually and are purchased each by the student athlete. Interviews with administration indicate that all other uniforms are purchased with school funds. Viewed uniforms were of high quality and appeared to be equitable in the quantity provided. A two-year review of spending for this category showed that approximately \$225.00 was spent per male athlete and approximately \$147.00 per female athlete. The difference in spending falls outside the acceptable parameters (\$40-\$50) for the category or Equipment and Supplies.

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 school Title IX file. Current and past viewed schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided. There was written evidence showing the equitable scheduling of all shared facilities. Shared facilities included the main gymnasium, the auxiliary gymnasium, the indoor batting cages, the balcony in the main gym, the lower level multi-purpose area, Turner Field, and the multi-numbered fields outdoors for soccer, football, and lacrosse. The written guideline indicated priority use of facility by teams in season and all scheduling for access and usage is done through the Athletic Director.

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 a Travel guideline that indicated the use of parent or individual transport to competitive events within Fayette County and each of the contiguous surrounding counties. Competitive events transport outside of this area includes usage and access to school passenger vans. The guideline for Per Diem (meals and housing) included the provision for per meal cost as well as the specifics for housing (overnight stay). This included number of students per room, distance traveled, and level of hotel quality. To ensure equivalence, all guidelines stipulated the requirement of prior approval by the Athletic Director and school administration. A two-year review of spending for this category showed that approximately \$130.00 was spent per male athlete and approximately \$76.00 spent per female athlete. The difference in spending falls outside the acceptable parameters (\$20-\$30) for the category of Travel and Per Diem.

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 school approved salary schedule which showed overall equivalence in the number of positions provided which included parity for the like sports. However, the viewed salary schedule did not show parity in the reported stipend amounts for some of the like sports. There were head coaching salary differences between baseball/softball, boys/girl's soccer, boys/girl's basketball, boys/girls golf, and boys/girls tennis. It also did not coincide with what was reported on the most recently submitted T-35 forms of the Annual Reports. Interviews with administration indicated that the reported differences may relate to additional responsibilities or duties attributed to the person, rather than a base amount for the specific coaching position. Equivalence in compensation is evaluated based on the position and not the actual person. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 6:1 for both males and females. Interviews with administration that coaching evaluations are conducted by the Athletic Director. A written document is used for the evaluation process.

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: There was written and viewed evidence of locker room and storage assignment for all teams. All viewed locker rooms were in excellent condition, with similar amenities, and in close proximity to each practice and competitive venue. The on-campus competitive facilities include those for football, soccer, track, volleyball, basketball, lacrosse, cross country, tennis, baseball, softball, and archery. The off-campus competitive facilities include those for golf and swimming. The golf teams' practice and compete at the Golf Club of the Bluegrass or Keene Run and the swim team utilizes the facility at Willow Oak and Transylvania University. All facilities are in excellent condition and very well maintained. Since the previous audit, many improvements have been made to the softball facility. These include a new two-story press box which also provides space for storage, new scoreboard, full-netted fence behind home plate, fully padded backstop area, an outdoor hitting facility located near the first base dugout and a full concrete base that provides for a direct walkway and foundation for the bleachers and press box. These improvements have made the softball facility comparable to all the other excellent facilities at LCA.

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 is one (1) weight room that is located on the lower level of the main school building adjacent to the multi-purpose room. The room is very well organized, spacious, and provided appropriate equipment for female use. There was a weight room schedule in the school Title IX file and also posted at the site. The schedule showed equitable usage and access for all teams. Interviews with students and coaches indicated knowledge and access to the weight room. Written documentation showed that there is an Athletic Development Program Director that manages and supervises the weight room on a daily basis. This position aids in the establishment of conditioning and work out programs for all teams. This is an excellent benefit to all student athletes. Athletic Training services are provided through a contract with Bluegrass Orthopedics. There are two training rooms; one is located in the main school building, close to the gymnasium, and another is located at the football/track stadium. Both are accessible to student athletes during the indoor and/or outdoor sports season. The training room is spacious and fully equipped. The athletic trainer is available on a daily basis and at all home events. Contact information for the trainer was posted at the training room site. Interviews with administration indicated that athletic physicals are made available to all students through the services of Bluegrass Orthopedics.

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: There was written evidence of an awards/recognition guideline that include the provisions for end-of-season banquets, banner display, and picture/trophy display. It also included the provisions for the awarding of letters/bars, senior night recognitions, and school awards relating to academic achievement, Christian Sportsmanship, male/female athlete of the year, and male/female three (3) sport participation. There were also guidelines specific to the nomination and selection of members to the LCA Hall of Fame. To ensure equivalence, all guidelines stipulated prior approval by the Athletic Director and school administration. Interviews with administration indicated the oversight for the equitable scheduling of cheerleading and dance, as support groups, for football, boy's basketball and girl's basketball. There was viewed evidence of team promotion guides for softball, baseball, football, boy's basketball, and girl's basketball. These serve as excellent examples for publicity and recognition. A two-year review of spending for this category showed that approximately \$11.00 was spent per male athlete and approximately \$9.00 spent per female athlete. This difference in spending falls within the acceptable parameters (\$3-\$8) for the category of Publicity.

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: There was viewed office space designated for the girl's basketball coach and a shared office for football and baseball. Consideration of access to available space should be given to the off-campus coaches meet with players, parents, or needs for computer use, copier, etc. Interviews with administration indicated that all fundraising dollars are deposited in school and team accounts. All purchases require prior approval by the Athletic Director, school administration, and/or the school Athletic Committee. Interviews with coaches indicated knowledge of the process for school approval to purchase items. There was provided examples of a Coaches Handbook, an Athletic Policy Manual, and a Parent Handbook. These all serve as excellent tools to aid in the management of the athletic program and helping to ensure overall equivalence. Based on reported documentation, it appears that Lexington Christian Academy meets the acceptable parameters on a percentage basis and on a per athlete basis. The percentage basis shows that 35% of total dollars were spent on females whose participation rate was 38%. A two-year average of per athlete spending showed that approximately \$724.00 was spent per male athlete and approximately \$622.00 was spent per female athlete.

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
Coaching Compensation – Review head coaching salaries of the identified sports to create a base salary stipend that would reflect head coaching duties and show comparability and equivalence to it's like sport.	Please submit to the KHSAA, on or before August 1, 2020 a salary schedule that would meet the requirements of equivalence.
Equipment/Supplies Review of Spending – Review and report, for accuracy, the actual expenditures of the high school teams of the 2018-2019 school year and to include them on the 2020 Annual Report.	Not for submission – this will be evaluated with the submission of the 2020 Annual Report
Travel/Per Diem Review of Spending – Review and report, for accuracy, the actual expenditures of the high school teams of the 2018-2019 school year and to include them on the 2020 Annual Report.	Not for submission – this will be evaluated with the submission of the 2020 Annual Report

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Steven Young	Student Athlete – soccer, tennis, cross country
Mackenzie Butler	Student Athlete – soccer, basketball, track
Michael Fulton	Coach – girls' soccer
Haley Lee	Coach – girls' basketball
Terry Johnson	Athletic Director
Kirby Willoughby	Deputy Athletic Director – Title IX Coordinator
Scott Wells	Principal
Andrew Carlson	Athletic Trainer – Committee Member
Dave Messner	Parent – Tennis Coach – Board Member
Cathy Rupp	Parent – Committee Member
Greg Shewmaker	Committee Member
Gary Lawson	KHSAA
Kathy Johnston	KHSAA – kjohnsto@khsaa.org 859-494-2509

OTHER GENERAL OBSERVATIONS

School and administration were very welcoming and well prepared for the visit. The school Title IX file was very well organized and complete. The public forum, scheduled for 3:00 pm was held in the main school building on the upper floor. There was written evidence of Emergency Action Plans for all athletic venues. There was also listed and designated sites of AED access for all the indoor and outdoor facilities. There was one person in attendance. After a brief discussion, the audit team left Lexington Christian Academy at approximately 3:30 pm.