



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

KHSAA Form T76
Rev..11/16

School:	Lincoln County High School
Prepared By:	Barbara Kok
Date of Re-Visit:	November 21, 2022
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	
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 2021-2022 school year. Students in grades 9-11 were surveyed with a return rate of 62.7%. Lincoln County currently offers 17 KHSAA sanctioned sport levels for both male and female athletes. School administrators were reminded of the importance for accurate team and roster submission so data results would provide complete school analysis.

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 mid to 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. Lincoln County is currently in the process replacing all uniforms with the NIKE brand due to be fully completed next school year. A two-year report of expenditures for equipment and supplies shows approximately \$152 per male athlete and \$160 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 contests. There was written evidence showing equitable scheduling for the shared facilities (gymnasium and soccer field). Priority was given to the team in season such as volleyball. The schedule for gymnasium usage was posted and accessible for athletes to view.

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 the mode of transportation. Guidelines indicated administrative approval must be made before out-of-state trips with Boosters bearing the cost of the transportation. Per Diem guidelines included the specifics for meals but did not include parameters specific to housing (see KHSAA other actions). Expenditures for a two-year period show approximately \$63 per male athlete and \$68 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 10:1 athlete to coach and for female athletes 9:1 athlete to coach. There are 5 out of 12 female head coaches on campus and 3 out of 11 head coaches for males on campus. Interviews with the student athletes indicated this was not an issue or problem with communication. Coaches meet with the Athletic Director at the end of their season to complete a written checklist for evaluation.

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 evidence of locker room designation for all teams, however, upon review, some of those areas were public restrooms or large open areas. A focus of Title IX is to ensure that all athletes have a safe and secure place to dress and secure belongings. Public restrooms do not qualify as such. The amenities of actual locker rooms viewed were comparable and in good condition. To ensure parity and equity, *it is recommended the GERC assess the current situation and suggest improvements to the several of the locker rooms and dressing areas.* There was written evidence of assigned storage but several were noted to be in a coaches' home. *It is recommended that all teams be assigned on-campus storage.*

On campus practice and competitive facilities include football, soccer, track, tennis, volleyball, girls and boys' basketball, softball and baseball. The competitive facilities are comparable in amenities and qualify for post season events. Interviews with the athletes and coaches indicated there was an issue with the softball field and cancelation of games due poor drainage. Administration indicated improvements were made to the softball field last year that included leveling and drainage for better field. The administration will continue to monitor the situation and assess further needs. Off campus sites include golf at Dix River Country Club, swimming at ECU pool, bowling at Danville Bowlarama, archery at the Board office gym, and fishing at Cedar Creek lake. Transportation to off campus sites is provided if needed.

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 Lincoln County High School. One is located in the Field house (next to the football field) and appears to be male dominated and the other is off the gymnasium and accessible to all athletes. The schedule viewed for the weight rooms included football, girls' basketball and boys' basketball. The Athletic Director indicated there was little interest in other teams using the weight room. With the recent hiring of a conditioning coach interest in weight training may increase, therefore, all teams should be allotted a specific time in the weight room schedule for usage. (see Other Actions)

Lincoln County has a contract with University of Kentucky for services of an athletic trainer who is on campus daily. It is recommended the trainers' contact information and hours of availability be posted and accessible to athletes. Opportunities for physical exams are available twice during the year for a nominal fee.

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: Lincoln County has one cheerleading squad that is assigned to cheer at all football games, girls and boys basketball games. The band performs at home games. To ensure parity, the scheduling of support groups is coordinated by the Athletic Director.

The Title IX file contained excellent guidelines providing parity for the displaying of banners, awarding of letters and bars, and post season award banquets. Expenditures for a two-year period were approximately \$16 per male athlete and \$23 per female athlete.

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, Lincoln County should provide a space where they could meet with athletes and parents and have use of a computer/phone.

Interviews with administration indicated several teams have external Booster Club accounts. There were no signed Booster agreements but expenditures are closely monitored by the principal. A two-year review of spending showed approximately \$517 per male athlete and \$530 per female athlete. Lincoln County appears to meet spending parameters in both per athlete and percentage 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 guidelines to include parameters and specifics for (over -night stay) housing that would ensure equivalence to all teams.	Please submit to the KHSAA on or before February 15, 2023.
Training Facilities: Develop a weight room schedule that is inclusive of all teams.	Please submit to the KHSAA on or before February 15, 2023.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Colton Ralston	Student athlete
Kennedy Stamper	Student athlete
Lewis Cummins	Girls' Soccer Coach
Suzanne Haberek	Volleyball Coach
Brad Petrey	Athletic Director
Michael Godbey	Principal
Brad Smith	Asst. A.D./ Public Relations
Angela Horton	Parent
Donna Clark	Bookkeeper
Travis Frith	Girls Basketball/Baseball Coach
Chase Padgett	Asst. Principal
Kathy Johnston	KHSAA
Barbara Kok	KHSAA Bkok@KHSAA.org

OTHER GENERAL OBSERVATIONS

School administration was well prepared for the visit and open to all discussions from the KHSAA representatives. The Title IX file was very organized and complete. All interviewed were positive and showed great pride in Lincoln County and all they offered. Emergency plans viewed were excellent and venue specific. There are three AEDs available on campus located in the main hall, field house, and gymnasium.

The 3:00 p.m. public forum was held in the auditorium with one person in attendance. It was suggested they contact the Athletic Director and attend the next GERC meeting to discuss and receive information on any issues or concerns they may have. The audit team left Lincoln County at 3:30.