



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

KHSAA Form T76
Rev..11/16

School:	Louisville Collegiate High
Prepared By:	Kathy Johnston
Date of Re-Visit:	November 12, 2019
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	X
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities	X
Analysis Form Review	Satisfactory

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was conducted during the 2017-2018 school year. Documentation showed that students in grades 8-11 were surveyed with a return rate of 100 percent. Collegiate High School currently offers nine (9) varsity sports for females and eight (8) for males. The sport of Crew is also offered, as a club team, as its competitive schedule is made up of teams out of state. School administration were reminded of the importance for accurate team and roster submission so that data results may provide an accurate and 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: There was written evidence of an equitable uniform review/replacement plan in the school Title IX file. Documentation showed that all teams are on a four-year cycle with uniforms being purchased with school funds. The individual uniforms for the sports of golf and swimming are purchased and retained by the student on a yearly basis. Viewed uniforms were of high quality and appeared to be equitable in the quantity provided. So as to ensure equitable quality, purchases made by students are done through an online school store. An overall review of spending, for this category, could not be sufficiently evaluated as actual expenditures were not reported on the T-35 form.

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 evidence of all team schedules in the school Title IX file. Current and past schedules showed overall equivalence and parity regarding the number of competitive opportunities provided. There was written evidence showing the equitable scheduling for the shared facilities of the Lannert and Frazier gyms.

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 included the provision for transport but did not include the specific modes of transport. Interviews with administration, coaches, and students stated that school bus, school vans, and family transport were the modes of transport currently used. The written provision for meals and housing (overnight stay) stated that students would assume the responsibility for expenditure, however, the guideline did not identify the parameters for spending that would ensure overall equity. An overall review of spending, for this category, could not be sufficiently evaluated as actual expenditures were not reported on the T-35 form.

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 and parity in the number of coaches provided for the like sports. Differences in salary result in increment increases based on years of experience from an established base salary. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 10:1 for males and 9:1 for females. Interviews with administration indicated that end-of-season meetings, considered an informal evaluation, are held with each coach. Currently, at this time, a written evaluation tool is not being used.

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 for locker room assignment for all teams except golf, swimming, track, tennis, and cross country. Although teams may practice and compete at off-campus facilities (golf, swimming, track, tennis), locker room assignments should be designated. Interviews with administration, coaches, and students did indicate locker room access at those off-campus sites. Viewed on-campus locker rooms showed a separate and secure team room within each main locker room area which would provide two locker rooms for females and two locker rooms for males. Viewed locker room and team room areas are comparable and with similar amenities. There was viewed and written evidence of storage assignment for all teams. Storage areas were well maintained and provided a secure area for uniforms and equipment. The on-campus facilities include those for girls' and boys' basketball, and cross country. The off-campus facilities include those for golf, swimming, tennis, track, lacrosse, field hockey, and soccer. The golf teams' practice and compete at Seneca Park Golf Course, the tennis teams' practice and compete at Seneca Park, and the swim teams' practice and compete at the Blairwood Swim Facility. The soccer teams, field hockey team, and lacrosse teams' practice and compete at the Collegiate School Champions Trace Athletic Complex. There are seven (7) fields at the complex. The track teams utilize the Assumption High School track facility (across street from Champions Trace). All viewed practice and competition venues are well maintained and with similar amenities.

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 weight room that is located in the main school building. Next to the weight room is also an accessible aerobic room that provides open space for conditioning and non-weight use. The weight room is very spacious, well organized, and provides a variety of equipment appropriate for both female and male athletes. Interviews with athletes and coaches indicate usage and access to the weight room facilities. There was evidence of a weight room usage schedule in the school file and posted at the site. Athletic Training services are provided by Norton Healthcare and Pro Rehab. Interviews with administration indicate that the athletic trainer provides services on a daily basis and is present at all home events. A schedule showing availability and access was posted at the Training Room site. Interviews with administration indicate that athletic physicals are the responsibility of each student. There was written evidence of Emergency Action Plans for all athletic venues and accessible AED units for athletic even.

BENEFIT	Satisfactory	Deficient
PUBLICITY	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Support group assignments	N/A	
Written regulation for recognition	X	
Equity of spending		X

BENEFITS REVIEW- PUBLICITY: There was written evidence of an awards guideline that indicated the specifics for school awards that are presented, end-of-year all sports recognition, and end-of-season recognitions by each team. The awards guideline also included the provision for individual and team accomplishment banners and their display. Interviews with administration indicated that there are currently no support groups i.e. cheerleaders, band, dance groups. An overall review of spending, for this category, could not be adequately evaluated as actual expenditures were not reported on the T-35 form.

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 evidence of one shared coaching office for girls' and boys' basketball. There was viewed conference space and alternate office areas, within the school, that coaches may have access to meet with players, parents, etc. Interviews with administration indicated that there is one booster organization within the school that provides support to all school programs, academic and athletic. A two-year review of spending could not be evaluated as it appears that actual expenditures were not reported on the T-35 form.

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
<p>Support Services – Overall Spending - Reported expenditures for the benefit categories of Equipment/Supplies, Travel/Per Diem, and Awards should reflect actual, real expenditures and not budget amounts. Review the guideline and listing for reporting of expenditures and those amounts should be reflected on the submission of the 2020 Annual Report. A reminder that the expenditure amounts would be those from the 2018-2019 school year.</p>	<p>This will be reviewed and evaluated upon receipt of the 2020 Annual Report.</p>
<p>Travel and Per Diem – Expand the Travel guideline to include all modes of transport (bus, van, personal, parent, etc.) Expand the Per Diem guideline to include the expenditure parameter for meals (per meal or daily) and the expenditure parameter and provisions for hotel/overnight stay. This should include, but not be limited to, quality/type of hotel, number of students in a room, cost range, free breakfast, etc.</p>	<p>Not for submission. Please update guideline and include it as part of the school Title IX file. Any changes and additions should be included in the Athletic Handbook.</p>
<p>Coaching Competence – Development of a coaching evaluation document to aid in the growth and development of coaches to better serve student athletes.</p>	<p>Not for submission. Upon development, the evaluation form should be shared with all coaches and made part of the Athletic Handbook.</p>
<p>Locker room assignments – Designated locker room assignment should be made for all teams, regardless of site, so that each student athlete may be provided a safe, secure place to dress.</p>	<p>Please submit to the KHSAA, no later than February 15, 2020, a printed copy listing all teams and their locker room designation.</p>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Cal LeDoux	Student Athlete – soccer, cross country, track/field
Meghan Speth	Student Athlete – field hockey, lacrosse, track/field
Ayala Mehrotra	Student Athlete – soccer, cross country, track/field
Grant Foley	Student Athlete – basketball, tennis
Richie Sutton	Coach - Girls Basketball
Thomas Travis	Girls Varsity Soccer Coach
Curtis Otstot	Coach – Boys and Girls Track/Field and Cross Country
Jim McGuire	US Division Head
Rob Macrae	Head of School
Chad Wozniak	Teacher / Boys Soccer Coach
Tim Gray	Assistant Athletic Director / Event Management
Meghan Farmer	Assistant Athletic Director / Golf Coach/ GERC Committee
Paul Augustus	Athletic Director / GERC Committee
Kathy Johnston	KHSAA – kjohnston@khsaa.org 859-494-2509

OTHER GENERAL OBSERVATIONS

School administration were very welcoming and well prepared for the visit. The school Title IX file was well organized and complete. There was also evidence of a very comprehensive Athletic Handbook which acts as a great resource for all Coaches. The public forum, scheduled for 3:00 pm was held in the school conference area. Two people attended the public forum. After a brief discussion, the audit team left Collegiate High School at approximately 3:20 pm.