



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

KHSAA Form T76
Rev..11/16

School:	Madison Southern High School
Prepared By:	Barbara Kok
Date of Re-Visit:	January 18, 2024
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	

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	X
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES: The most recent Student Interest Survey was conducted November 19, 2021, with a return rate of 73.2%. Students in grades 8-11 were surveyed showing interest in Field Hockey, Esports, boys’ Volleyball, and girls’ wrestling. Meetings were held by the Athletic Director to validate interest and feasibility and documented on the 2022-23 Annual Report form T-3. The most recent teams added are Esports, Girls’ Varsity Cross Country, Dance, JV girls’ soccer, and JV and freshman baseball. Madison Southern currently offers nineteen sport levels for both female and male athletes.

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: Written evidence viewed indicated a three-year cycle for review/replacement of uniforms for most teams. Funding for the purchase of team uniforms is provided by individual Booster organization. Golf, swimming, archery, baseball, and bowling athletes purchase uniforms from the Team Store annually and retain possession at the end of their season. Uniforms viewed were of high quality and equitable in quantity for all teams.

All other equipment appeared to be well maintained and suitability sport specific. Spending on a two-year average slightly favors male athletes (\$162 per male) as compared to \$87 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: Current game schedules viewed in the Title IX file showed overall equivalence and parity regarding the number of competitive opportunities for like sports. There was also viewed evidence of a comprehensive schedule for all shared facilities (Google Calendar) showing equitable usage. Shared practice and competitive facilities at Madison Southern include Ignite Gym, main Gym, cafeteria, weight room (2), soccer field, and indoor hitting facility. Upon completion the multi-purpose building will be shared with wrestling, cheer and dance teams.

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: Written guidelines viewed in the Title IX file indicate mode of transport for Madison Southern athletes is school bus, charter bus (with administrative approval), or certified vans. All out of state trips must have prior approval from the Board of Education. Written guidelines for the provision of meals (\$10 for breakfast/lunch and \$25 for dinner) and provision of housing (Booster provide funding, 3 athletes to a room, \$250 maximum) appears to ensure equivalence to all. Coaches interviewed were knowledgeable of the guidelines for travel and per diem.

Spending in the category of travel/per diem was approximately \$62 per male athlete and \$95 per female athlete.

BENEFIT	Satisfactory	Deficient
COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Compensation	X	
Accessibility	X	
Competence	X	

BENEFITS REVIEW- COACHING: The Madison County salary schedule viewed appeared to equivalent in compensation and number of coaching positions available for all sports. Reported data showed the athlete to coach ratio, regarding accessibility, is 9:1 for females and 9:1 for males. The school is fortunate to have most head coaches employed on campus. Interviews with the administration indicated the Athletic Director evaluates coaches at the end of each sport season 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: There was written and viewed evidence of locker room and storage assignment for all teams. The quality and amenities of all locker rooms appears to comparable and equitably assigned. On -campus competitive and practice facilities include volleyball, basketball, wrestling, baseball, softball, football, track, soccer, tennis, and archery. A multi-purpose building for wrestling, cheer and dance is due to be completed by spring 2024.

Off campus facilities include:

- Tennis-Berea College
- Golf-Berea Golf Course
- Bowling-Galaxy Lanes
- Swimming-Berea College Natatorium

A multipurpose building for wrestling, dance and cheer is due to be completed by Spring 2024.

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 SERVICE: Madison Southern has two weight rooms (Fieldhouse and Gymnasium) that are spacious and well equipped with weights appropriate for female use. A written schedule providing equitable use for all teams was posted on site and in the Title IX file. Interviews with coaches and athletes indicated all teams had equitable access to weight room assignment. Madison Southern has the services of an athletic trainer contracted through Orthopedic Sports of Richmond. The trainer attends practice daily and all home athletic events. The training room located in the gymnasium is well organized and easily accessible to all athletes. Physical exams are not offered by the school and are the responsibility of the individual athlete.

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: Interviews with administration indicated oversight to ensure the equitable attendance and support by the cheer leading squad, pep band and dance team to football, girls' and boys' basketball teams. Written documentation viewed included guidelines for banquets, banners, letters/jackets/ retired jerseys, and Hall of Fame criteria that appeared to be equivalent for all teams. Interviews with athletes and coaches indicated end of season recognition programs were held for most teams. It is recommended the Athletic Director monitor activities to ensure all athletes are equitably rewarded with end of season recognition program. A two-year review of spending for this category could not be evaluated due to inaccurate reporting on the T-35 form.

Madison Southern is to be commended for the use of technology (video board, website, Facebook, Instagram) for the promotion of athletic teams and activities.

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: All available office space is equitably assigned with similar amenities. There are twelve Booster Clubs at Madison Southern with outside bank accounts. The Title IX file contained signed Booster agreements that provided for administrative oversight of expenditures. Each Booster club must submit a preseason report of expected expenditures to the Athletic Director and Principal for approval. Coaches interviewed were aware of the process for fundraising and procedure for purchasing. It is recommended the school administrators continue to monitor Booster expenditures to ensure equitable benefits for all. Overall spending for the past two years shows approximately \$799 and 55% per male athlete and \$836 and 45% per female athlete. Currently Madison Southern meets acceptable parameters in both percentage and per athlete 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
On the 2024 Annual Report T-35 form accurately report expenditures in the benefit category of Awards for all teams.	Upon submission of the 2024 Annual Report, it will be reviewed for expenditures by KHSAA auditor Barbara Kok.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	
Jay Simmons	Athletic Director
Josh Curtis	Girls Basketball Coach
Katy Cress	Girls Soccer Coach
Laura Hazelwood	Teacher/Dance Coach
Brenda McGuire	Bookkeeper
Jeremy Phillips	Principal
Robert Montgomery	Teacher/Esports Coach
Ashlan Estep	Student Athlete Softball/Basketball
Clifton Scully	Student Athlete Golf/Bass Fishing
Jessica Bevins	Assistant Principal
Barbara Kok	KHSAA bkok@khsaa.org
Kathy Johnston	KHSAA

OTHER GENERAL OBSERVATIONS

The Title IX file was well organized and complete. Mr. Simmons was very prepared for the visit. Student athletes and coaches interview exhibited pride in Madison Southern and very complimentary of the support given by the Athletic Director and school administrators.

Emergency Action Plans viewed were comprehensive and venue specific for on and off campus competitive sites.

There are five (5) AEDS on Madison Southern campus. The Athletic trainer has possession of a portable unit.

With no one in attendance to the public forum, the Audit team departed 3:10 pm.