



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

KHSAA Form T76  
Rev..11/16

School:	Madison Central High
Prepared By:	Kathy Johnston
Date of Re-Visit:	November 22, 2019
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2019-2020

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

<b>OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)</b>	<b>Completed</b>
<b>Test One</b> – Substantial Proportionality	
<b>Test Two</b> – History of Continuing Practice of Program Expansion	
<b>Test Three</b> – Full and Effective Accommodation of Interest and Abilities	<b>Satisfactory</b>
<b>Analysis Form Review</b>	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 81%. The most recent sport activities added have been fishing and dance. Madison Central High School currently offers twelve (12) varsity sport and/or sport activities for females and fourteen (14) for males. School administration were reminded of the importance for accurate roster and team submission so that data received may present a complete analysis summary for Madison Central High.

**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 documentation of an equitable uniform review/replacement plan for all teams. The uniforms for golf, tennis, bowling, swimming, and archery are replaced yearly while all other teams are on a five-year cycle for purchase. All uniforms are purchased with school funds with designated dollar amounts provided by the school. All amounts appeared to be equitable and showed parity for the like sports. All viewed uniforms were of high quality. A two-year average of spending for this category showed that approximately \$264.00 was spent per male athlete and approximately \$208.00 spent per female athlete. This falls within the acceptable range of spending for this category.

<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:** There was evidence of viewed team schedules within the school Title IX file. School administration was reminded that the viewing of competition schedules, by the Gender Equity Committee, is to ensure the equitable number of competitive opportunities for all teams and particularly for the like sports. All competitive schedules should be included in the school Title IX file. There was viewed equitable schedules for the shared facilities of the Health Building gymnasium for volleyball, girls' and boys' basketball and the indoor hitting facility for baseball and softball.

<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 that designated school bus as the mode of transportation for athletic travel. There was written evidence that provided for administrative oversight and approval relative to housing (overnight stay) and meals, however, the specific parameters for each were not included. A two-year average of spending for this category showed that approximately \$126.00 was spent per male athlete and approximately \$109.00 spent per female athlete. This falls within the acceptable range of spending for this category.

<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 viewed evidence of a school approved salary schedule which showed overall 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 10:1 for females and 11:1 for males. Interviews with administration indicated that a process for evaluation of coaches, for the area of competency, is currently not being done.

<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 and viewed evidence of locker room and storage assignment for all teams. The qualities and amenities of viewed locker rooms appeared to be comparable and equitably assigned for all teams and most storage areas are in close proximity to the competitive facility. The off-campus facilities include those for golf, swimming, cross country, bowling, and soccer. The golf teams' practice and compete at the Gibson Bay Country Club and the Madison Central Country Club. The swim teams' practice and compete at the local YMCA, the bowling team at the Galaxy Lanes, and the cross-country teams utilize course areas at the Caudill Middle School and the ECU Chip Track. The soccer teams have their own facility, located at the school owned Bellevue Memorial Field, which includes exclusive locker rooms, practice fields, lights, dugout team benches, restrooms, concessions, press box, public address system, etc. The on-campus facilities include those for football, track, volleyball, basketball, wrestling, tennis, baseball, and softball. All facilities are excellent and very well maintained.

<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	X	
Physical Exams	X	

**BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES:** There are two (2) weight rooms that serve the student athletes at Madison Central High. One is located in the Health Building, close to the gymnasium, and the other is located, in a separate building, near the outdoor facilities. Both weight rooms are spacious and well organized with equipment appropriate for female use. There was a weight room schedule which showed usage and specific 'open' availability times for access. Weight room schedules were viewed in the school Title IX file and also posted through the school google docs application which make it available to all students. Interviews with coaches and student athletes indicated usage and access to the weight rooms. Athletic Training Services are provided through a contract with Advanced Orthopedics. An athletic trainer is available on a daily basis and at all practice and home events. The training room is located off the gymnasium which provides equitable access and a schedule showing availability. Interviews with administration indicated that athletic physicals are made available, to all students, on a date during the month of April. Athletic physicals are done free of charge and are provided by the staff of Advanced Orthopedics. There was viewed evidence of Emergency Action Plans for all athletic venues as well as sites for accessible AED units for the indoor and outdoor facilities.

<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:** Interviews with administration indicated that current support groups included the cheerleading, band, and dance groups. It was also indicated that support was provided at home games for football, girls basketball, and boys basketball, however, there was no documentation that designated for administrative oversight to ensure the equitable support provided by each support group for home and/or away events. There was written evidence of an Awards/Recognition guideline that included the provisions for end-of-season banquets, banner display, team awards, and senior night recognitions. It also included the display of team trophies in the foyer space recognized as the 'Lobby of Champions'. Interviews with coaches and students also indicated the receiving of letters and bars for athletic achievement. A two-year average of spending for this category showed that approximately \$27.00 was spent per male athlete and approximately \$18.00 spent per female athlete. This falls within the acceptable range of spending for this category.

<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:** The availability and assignment of office space appears to be equitable. School administration was reminded to provision for accessible office and/or meeting space for those off-campus coaches to meet with students, parents, have computer access, etc. Interviews with administration indicated oversight of external booster accounts with review and approval of all fundraisers, submitted budgets and monthly bank statements. A two-year average of total spending showed that approximately \$448.00 was spent per male athlete and approximately \$438.00 spent per female athlete. Documentation also showed that 37% of total dollars were spent on female participation, which made up an average of 38% of the total participants. This data falls within the acceptable range both on a 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
<b>Travel and Per Diem Benefit – Meals and Housing</b> = Expand the current guideline to include the specific provision for meals and housing (overnight stay). Regarding meals, the parameters may include, but not be limited to, per meal or per day costs. Regarding housing, the parameters may include, but not be limited to, number of students per room, cost range per room, free breakfast, brand name of hotel, etc.	Please submit to the KHSAA on or before March 15, 2020. Upon completion, expansion of guidelines should be made available to all coaches and also placed in the school Title IX file.
<b>Coaching Benefit – Competence</b> = Development of a method for coach evaluations. This would include who is conducting the evaluations and what method of documentation is being used. The evaluation process should be used as a method for continued growth, training, and development for each respective coach.	Please submit to the KHSAA on or before March 15, 2020. Upon completion, documents should be made available to all coaches and also placed in the school Title IX file.
<b>Publicity Benefit – Support Group Assignments</b> = Development of a guideline that ensures administrative oversight for the equitable scheduling of all support groups. This should include cheer, dance, and band/pep band.	Not for submission – this should be reviewed by the Gender Equity Committee and made available to each respective support group coach/director.

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Brad Lovely	Head Coach Girls Basketball
Ryan Jones	Head Softball Coach / Assistant Football Coach
Isabella Cooksey	Student Athlete - swimming
Jeffrey Kinley	Student Athlete – football, wrestling, track
Randy Neeley	District Title IX Coordinator – Deputy Superintendent
Robert Cooksey	Athletic Director
Brandon Fritz	Principal
Chad Fyffe	Head Wrestling Coach
Marita Kinley	Head Coach - Volleyball
Kathy Johnston	KHSAA – <a href="mailto:kjohnston@khsaa.org">kjohnston@khsaa.org</a> 859-494-2509
Gary Lawson	KHSAA

**OTHER GENERAL OBSERVATIONS**

School administration were very welcoming and well prepared for the visit. The school Title IX file was well organized and complete. The public form, scheduled for 3:00 pm was held in the school library. With no one in attendance, the audit team left Madison Central High School at approximately 3:20 pm.