



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

KHSAA Form T76
Rev..11/16

School:	Male High School
Prepared By:	Jeff Marksberry
Date of Re-Visit:	December 3, 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	X
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 NOTES: The most recent Student Interest Survey was conducted during the 2023-24 school year. Students in grades 9-11 were surveyed with a return rate of 69%. The school currently offers 19 varsity teams (28 total) for female participation and 17 varsity teams (24 total) for male participation. During December 3, 2024 visit, the school's Title IX file was reviewed. It contained copies of all previous Title IX school visit reports, a board-approved salary schedule for coaches, a listing of the current members of the Gender Equity Review Committee, and recent game schedules for all varsity teams. The file also included a designated locker room (**see KHSAA Recommended Action, p.6**) and athletic equipment storage space assigned to each team, a uniform review and replacement plan, and guidelines related to travel and per diem (**see KHSAA Recommended Action. p.6**). School administrators were reminded of the importance of accurate team and roster submission so that data results may provide a complete school analysis for 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: The 2016 Title IX school visit report designated this benefit category Satisfactory. The 2016 report stated that the uniform review/replacement plan did not show a full cycle of replacement for all teams. The current uniform review/rotation included all teams. All uniforms viewed during the most recent school visit were of high quality and seemed to be supplied in equitable quantities, except girls track and boys wrestling, each had a slight advantage in quantity supplied. The viewed uniform review, rotation, and/or replacement plan showed all teams are on a four-year cycle of replacement, except, boys and girls golf, archery, esports, boys and girls bowling, and boys' and girls' tennis which are purchased and kept by participants annually. Interviews with student athletes and coaches seemed to show the uniform review/replacement plan was being followed. All other viewed equipment appeared to be well maintained and equitable. A two-year review of spending showed that approximately \$128.00 was spent per male athlete and approximately \$195.00 spent per female athlete. This falls within the acceptable spending parameters for the category of 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 for the like sports. There was not written evidence showing the equitable scheduling for the shared facilities of the main gym, the auxiliary gym, batting cage, and the soccer field (**see KHSAA Recommended Action, p.6**). Interviews with coaches showed that the scheduling of all facilities are monitored by the Athletic Director but no written schedules were viewed. There was a viewed and posted weight room schedule.

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: The 2016 audit indicated there were insufficient Travel and Per Diem guidelines. The most recent audit showed written evidence of a Travel and Per Diem guideline that included the provision for mode of transportation, provision of meals, and for housing (overnight stay). The modes of transport included school bus and vans. Interviews with administration indicated that airplane flights and charter buses were used but there was not provision for flights and charter buses in guidelines (**see KHSAA Recommended Action, p.6**). Written documentation for the provision of meals indicated \$26.00/day or a breakdown of cost for breakfast (\$6), lunch (\$8), and dinner (\$12). The provision for housing indicated a cost expenditure range and number of students per room (4) but it did not include the provisions specific to the type of hotel (**see KHSAA Recommended Action, p.6**). Interviews with students indicated previous experiences with the provision for housing and meals and the subsidization which supported the current guideline. A two-year review of spending in this area indicated \$72.00 spent on males and \$82.00 spent on females.

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

BENEFITS REVIEW- COACHING: There was viewed evidence of a school approved salary schedule which showed overall equivalence in coaching 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 14:1 for males and 13:1 for females. Currently, there are 5 head coaches of female teams on campus and 6 head coaches of male teams on campus. Interviews with administration indicated that 'informal' type of coaching evaluations are completed in the middle of each season and at the end of each season. Currently, a written instrument is not used in the evaluation process. School administration were reminded that, with regard to Title IX, and the area of Competence, as related to the coaching benefit, an evaluation method may be used to aid in the growth and development of coaches.

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: The 2016 Title IX school visit report designated this benefit category Satisfactory. The most recent visit showed the “dressing areas” component needs attention. There was viewed written evidence of locker room assignment, however, interviews with student athletes suggested that not all teams “had” a locker room to use. School administration was reminded that all students have the right to a safe and secure place to change and store belongings. *It is strongly recommended that school administration make sure that all coaches and athletes are made aware of each locker room assignment to ensure privacy and security (see KHSAA recommended action, p.6).* All competitive facilities serving like sports seem to have equivalent amenities. The school has access to two gyms (Main and Auxiliary), field hockey field, soccer/lacrosse field, track, football field, baseball field, softball field, weight room, shared batting cage, practice field, and 3 on campus tennis courts (reported as not used for matches but available for practice if needed). Off campus venues include Woodhaven Golf Course, Seneca Park (Cross Country), Executive Bowl, JCT Middle school (Archery), Central HS/Shawnee HS (Swim), Petersburg Park (Tennis). All outdoor fields are well maintained by outside grounds service providers. The equipment storage space assigned to teams seems appropriate to the teams’ size and proximity to practice and competitive facilities.

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: The 2016 Title IX school visit report designated this benefit category Satisfactory. The school currently has the services of 2 certified athletic trainers (1 male/1 female) through a contract with CORT/Norton. The trainers are available daily at 2:00 pm and cover all home events. Contact information for each trainer was posted on the training room door visible to all. Physicals are not provided by the school. There was an equitable usage schedule posted for the weight room at the facility. Interviews during the most recent visit indicated equitable access to weight training. The weight room is easily accessible for female athletes and is female friendly with equipment that is appropriate for female usage.

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 included the provisions for banquets, letters/bars and team awards. Documentation stated that each team will have an end of-season banquet, however, the specifics to ensure overall equivalence was not included. Award guidelines also included a provision for equitable state championship awards. The schools have many pictures and banners displayed throughout the facilities but there was no written provision for display (**see KHSAA recommended action, p.6**). Interviews with students and coaches indicated end of season banquets were held both on and off campus with some meals being pot luck and/or catered. Interviews with coaches indicated administrative approval/oversight for awards given to teams. Interviews with administration also indicated the equitable scheduling and oversight of cheerleading, dance, and band as support groups for the teams of football, girls' basketball, and boys' basketball. A two-year review of spending showed that approximately \$18.00 was spent per male athlete and approximately \$21.00 spent 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 availability and assignment of office space favors male sports with boys' basketball, baseball, and football having offices. There is a female coaches office located in the girls' basketball locker room that is shared. There is also a shared common office which is able to be used by any coach. Interviews with administration indicated that there is not an external booster organization that provides support for all teams, but rather, an alumni association which provides support to the athletic department. Interviews with administrators indicated that athletic requests made to alumni association must be requested by the Athletic Director and/or Principal. Even though there appears to be administrative oversight with Alumni Association athletic spending, *it is strongly suggested that a Booster Club Agreement or written guidelines be put in place to ensure continued equivalence of benefits from these funds.* Interviews with coaches also indicated knowledge of the process for school approval to purchase items using school and/or team funds. A two-year review of overall spending, showed that approximately 51% of total dollars was spent on females and 49% was spent on males. It also showed that approximately \$419.00 was spent per male athlete and approximately \$461.00 was spent per female athlete. It should be noted that there was significant improvement in the reporting of expenditures on the T-35 form from since 2016 audit. Based on the submitted data, it appears that Male High School currently meets the acceptable spending parameters 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
N/A		

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
N/A		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Travel and Per Diem- The school is to submit to KHSAA guidelines addressing the equitable provision for use of charter bus and flights by student athletes. Upon approval of these regulations, they are to become part of the Title IX file.	February 28, 2025 please send updated guidelines to jmarksberry@khsaa.org
Travel and Per Diem- The school is to submit to KHSAA expanded guidelines addressing the equitable provision of housing (overnight trips) for student athletes. The expanded guidelines should include the Hotel type (Hamton Inn quality and interior corridors). Upon approval of these regulations, they are to become part of the Title IX file.	February 28, 2025 please send updated guidelines to jmarksberry@khsaa.org
Publicity- The school is to submit to KHSAA regulations addressing equitable posting of banners/pictures for athletic recognition. Upon approval of these regulations, they should become part of the Title IX file.	February 28, 2025 please send updated guidelines to jmarksberry@khsaa.org
Shared Facility Usage Schedule- The school should create and post usage schedules for all shared facilities, including batting cages, used by teams. These usage schedules should become part of the Title IX file.	
Locker Rooms- The school should update locker room assignment sheet to include all teams in locker room assignment including golf, swimming, bowling, tennis, swimming, and archery.	February 28, 2025 please send updated guidelines to jmarksberry@khsaa.org
Emergency Action Plans- The school is to develop EAP for the off-campus venues used for competition and practice which include: Woodhaven Golf Course, Seneca Park (Cross Country), Executive Bowl, JCT Middle school (Archery), Central HS/Shawnee HS (Swim), Petersburg Park (Tennis). These plans should be included in the Title IX file with EAP for on campus facilities.	

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Jeff Marksberry	KHSAA (jmarksberry@khsaa.org)
Gary Lawson	KHSAA
John Kelsey	Athletic Director
Christian Lauria	Assistant Athletic Director
Maurice Ponder	Girls Basketball Coach
Thomas Noe	Girls Wrestling Coach
Shane Crowe	Student Athlete
Lana Reeves	Student Athlete
Keith Cathey	Principal

OTHER GENERAL OBSERVATIONS

School administration and staff were welcoming and very well prepared for the visit. The school Title IX file was well organized and complete. The public forum, scheduled for 3:00 pm was held in the school Alumni Association room. No one was in attendance for public forum meeting. The audit team left Male HS at 3:15.

There was viewed evidence of Emergency Action Plans (EAP) for all on-campus athletic venues. School will need to develop and submit EAP for off-campus venues (see Other Actions Necessitated, p.6) There was also viewed evidence for the placement of six (6) permanent AED units at various school/athletic sites as well as one (1) portable AED unit available for athletic trainer and coach access.