



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

*KHSAA Form T76
Rev..11/16*

School:	Marion County High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	December 1, 2022
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-23

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 2021-22 school year. Students in grades 8-11 were surveyed with a return rate of 73.3%. According to submitted documentation, the most recent sport and/or sport activities added have been girls golf, Esports for girls and boys, and freshman boys' baseball. Marion County currently offers ten (10) varsity sport and/or sport activities for girls and eleven (11) for boys. Reported documentation showed that there are a total of sixteen sport level opportunities provided for both females and males. School administration were reminded of the importance for accurate team and roster submission so that submitted data 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: There was written evidence of an equitable uniform review and/or replacement plan for all teams. All uniforms, except golf, swimming, and fishing, are on a four-year cycle. Golf, swimming, and fishing uniforms are replaced yearly and retained by the student. There was written documentation which showed equitable monetary allotments provided for each team for the purchase of uniforms. All viewed uniforms were of excellent quality and appeared to be equitable in the quantity provided. Interviews with the student and coaches were well aware of the uniform purchase plan. An overall review of spending for this category showed that approximately \$133.00 was spent per female athlete and approximately \$86.00 spent per male 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 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 written evidence showing the equitable scheduling for the shared facilities of the Roby Dome gymnasium, the Knight Academy gymnasium, the Glasscock gymnasium, and the soccer fields. All facilities are located on the immediate school campus and accessible for all teams. Interviews with administration indicated that all facility schedules are displayed thru an Event link computer application which is available to and accessible by all student-athletes.

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 mode of transportation as school bus for competitive events. Interviews with administration stated that there are school Board regulations that include the parameters for use of charter bus for any school group. There was written evidence for the provision of meals which included a per day monetary allotment, however, there was no written provision for housing (overnight stay). Written guidelines stated that prior administrative approval is required for all overnight trips which would include the details of any trip taken. Coaches interviewed stated that they follow the school purchase order process for approval and payment when going on an overnight trip. Upon receipt of this report, the Gender Equity Committee should develop the written parameters for overnight housing that may include, but not be limited to, number of students in a room, free breakfast, interior corridors, and/or name brand of hotel. An overall review of spending for this category showed that approximately \$78.00 was spent per female athlete and approximately \$42.00 spent per male athlete.

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 10:1 for females and 14:1 for males. Interviews with administration indicated that there is currently not an evaluation process in place for coaches. 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: There was written and viewed locker room and storage assignment for all teams. Viewed locker rooms appeared to equitable and with similar amenities. Storage areas were all in close proximity to each competitive facility as well as to each assigned locker room area. All locker rooms were identified with permanent signage indicating each specific team assignment. On-campus practice and competitive facilities include those for volleyball, basketball, tennis, track, cross country, baseball, softball, soccer, and esports. Off campus facilities include those for golf and swimming. The golf team practices and plays at the Lebanon Country Club and the swim team utilizes the facility at the Graham Memorial Park. All viewed competitive facilities are excellent and very well maintained.

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 (1) weight room/conditioning area that is located in the Fitness Center. The Fitness Center is centrally located on the main school campus. It provides equitable access, is very spacious, and very well organized. Interviews with the student and coaches indicated usage and access to the weight room. All viewed types of weight and conditioning equipment/supplies was appropriate for female use. There was a schedule showing equitable usage in the Title IX file. **Upon receipt of this report, the usage schedule for the weight room should be posted at the site, so as to be viewed by students.** Interviews with administration indicated that athletic training services are provided thru a contract with KORT. Services are provided on a daily basis and at all home events. Interviews with administration also indicated that physical exams are provided to all student-athletes thru the school district's Healthy Kids Clinic. This is scheduled for two (2) days in July and at a minimal \$10.00 cost, per student. Students not taking advantage of this opportunity are then required to obtain physical exams on their own.

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 viewed evidence of a written guideline which provided administrative oversight relative to the equitable assignment of cheerleading and band as support groups for football, boys basketball, and girls basketball teams. There was written evidence of an Awards/Recognition guideline that included the specifics relative to team letters/bars and the specifics for individual and team banner display. Interviews with the student and coaches indicated post season recognitions (banquets, pot luck, etc.), however, this was not included as part of the written guideline. Upon receipt of this report, the inclusion of the parameters for post-season recognition should be added to the Award guideline within the Title IX file. An overall review of spending for this category showed that approximately \$9.00 was spent per female athlete and approximately \$4.00 spent per male 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 appeared to be equitably assigned. Interviews with administration indicated that the following teams have external booster accounts; football, baseball, softball, boys' basketball, boys/girls' soccer, and boys/girls swimming. There was written evidence of a booster agreement in the school Title IX file and viewed written regulations as set forth by the Board of Education. All other teams maintain funds in their respective school account. Interviews with coaches indicated knowledge of the school process for approval to purchase items. An overall review of spending showed that approximately \$657.00 was spent per female athlete and approximately \$505.00 was spent per male athlete. It also showed that approximately 47% of total expenditures were spent on the females which made up approximately 41% of the participants. Based on this data, it appears that Marion County High school meets the expenditure 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
Coaching - Please submit to the KHSAA a plan for evaluation of coaches that may aid in their sustainability, growth, and development.	March 1, 2023 – please submit to kjohnston@khsaa.org

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Maddie Wisler	Student Athlete – Golf Team
Bre Elder	Coach – Girls Basketball
David Hibbard	Coach - Volleyball
Michael Holt	Athletic Director – Title IX Coordinator
Robby Peterson	Principal
Janice Hoppes	Bookkeeper
Kathy Johnston	KHSAA – kjohnston@khsaa.org 859-494-2509
Jeff Marksberry	KHSAA

OTHER GENERAL OBSERVATIONS

School administration were very well prepared for the visit. The school Title IX file was well organized and complete. Marion County High School does an outstanding job displaying and recognizing the successes of their athletes. It appears the students are the school's main focus for the areas of Opportunities and Benefits.

There was written and viewed evidence of Emergency Action Plans specific to all athletic venues and the fitness center. There was also written and viewed evidence of the location of all available AED units.

The public forum, scheduled for 3:00 pm, was held in the school cafeteria. With no one in attendance, the audit team left Marion County at approximately 3:15 pm.