



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

KHSAA Form T76  
Rev..11/16

School:	Marshall County High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	December 14, 2017
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2017-2018

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

<b>OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)</b>	<b>Completed</b>
<b>Test One</b> – Substantial Proportionality <span style="float:right"><u>Satisfactory</u></span>	
<b>Test Two</b> – History of Continuing Practice of Program Expansion	
<b>Test Three</b> – Full and Effective Accommodation of Interest and Abilities <span style="float:right"><u>Satisfactory</u></span>	
<b>Analysis Form Review</b>	X

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The most recent Student Interest Survey was administered during the 2015-16 school year. Students in grades 8-11 were surveyed with a return rate of 83%. The most recent sport and/or sport activities that have been added for both males and females are archery and bass fishing. Marshall County High School currently offers eleven (11) varsity sports for males and eleven (11) varsity sports for females. School administration were reminded of the importance for accurate team and roster submission so that data results may provide an overall and complete school analysis.

**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 evidence of a uniform review/replacement plan that showed a three (3) year cycle for replacement, however, interviews with administration indicated that this is a new plan and is not currently being enforced. Coaches interviewed indicated that uniforms are reviewed yearly for the purpose of replacement, and with no presumed awareness of an equitable uniform purchase/replacement plan. Viewed uniforms were of excellent quality and appeared to be equitable in the quantity provided. An overall review of spending, for this category, showed that approximately \$243.00 was spent per male athlete and approximately \$215.00 spent per female athlete.

<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 viewed evidence of all team schedules in the Title IX file. Schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided. There was viewed evidence of the equitable scheduling for the shared facilities of the hitting barn (baseball and softball), and for the main and auxiliary gyms. There was also a written outline for the preference of usage for all available outdoor practice field areas.

<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 of a Travel and Per Diem guideline that listed the specifics for mode of transport, and the provision of spending allowance for meals and housing (overnight stay). Types of transport used were dependent upon number being transported and distance being traveled. The guideline also required school administrative approval for all trips. An overall review of spending for this category showed that approximately \$221.00 was spent per male athlete and approximately \$253.00 was spent per female athlete.

<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 written evidence of a school approved salary schedule which showed overall equivalence for compensation and parity in 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. Interviews with administration indicated that coaches are evaluated at the end of each season by the Athletic Director. A written instrument is used for coaching evaluations. Administrators also indicated that each coach will complete a self-evaluation form prior to a final evaluation.

<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 evidence of locker room and storage assignment for all teams. The quality and amenities for all locker rooms were comparable and were in close proximity to each respective competitive facility. All competitive facilities are located on the school campus except for golf and swimming. The archery team practices and competes at the Benton Middle School. The golf teams practice and compete at the Benton Country Club and the Calvert City County Club and the swim teams utilize the facility at Murray State University. The most recent facility improvements include the addition of the press box and outdoor hitting area at the softball field, the addition of the locker room to the baseball dugout, and the addition of a building at the baseball/softball area for restrooms and concessions. There was also a viewed concrete pad for an outdoor hitting area to be developed for baseball. All viewed practice and competitive facilities are excellent and are 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. One is located in the fieldhouse and the other is located in the main school building, close to the gymnasium. Schedules showing equitable usage and access were posted at each site. Interviews with coaches and athletes indicate usage of both weight rooms, although it appears that most teams utilize the weight room at the fieldhouse because of a bigger space. Both weight rooms are well equipped and with appropriate equipment for female use. Athletic training services are provided, on a daily basis, through a contract with Orthopedic Institute. There are two (2) training rooms. One is located in the fieldhouse and another located in the main gymnasium. A schedule of availability and access is posted at each site. Athletic Physicals are made available to all students at a cost of \$10.00. One date (July) is scheduled at the local hospital and another date (May/June) is scheduled at the high school. There was viewed evidence of Emergency Action Plans for all athletic venues in the school Title IX file.

<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:** There was written evidence of an awards/recognition guideline that included the provision for end of season team banquets, criteria for banner display, school awards, letters/bars, trophy display, and senior athlete recognition display. Interviews with administration indicated oversight to ensure the equitable assignment of cheerleaders and band as support groups for football, boy basketball and girl basketball teams. There were viewed examples of printed pocket schedule cards for all sports. An overall review of spending showed that approximately \$35.00 was spent per male athlete and approximately \$35.00 spent per female athlete.

<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:** It appeared that all available office space is equitably assigned. There was evidence of signed booster agreements for all teams. These agreements require regular reporting of dollars raised and expended and with required prior approval for all fundraising projects. Interviews with administration indicated that all booster club funds are housed off campus in external accounts. There is currently not a method in place for school oversight in amounts expended by the booster clubs. An overall two-year review of spending showed that approximately \$1086.00 was spent per male athlete and approximately \$1125.00 was spent per female athlete. Reported data also showed that there was less than a 3% difference between percentage of expenditures and percentage of participation. Therefore, Marshall County High School meets the acceptable parameters both on a percentage and per athlete basis.

**CURRENT DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to current deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>

### 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
Uniform Review/Replacement – Please submit, to the KHSAA, an equitable uniform review/replacement plan that would show a full cycle (minimum 4 years) for all sports. This plan should be developed by the Gender Equity Committee with oversight by school administration. Upon completion, each head coach’s signature should accompany the submitted plan, so as to ensure understanding for the established plan. A reminder that the like sports do not have to be on the same year, but should be on the same cycle.	March 1, 2018
Weight Room and Access – The school shall evaluate the current space(s) designated for the weight room and any other probable space(s) that may be utilized so as to ensure the appropriateness of space to better accommodate team size and, also, that available equipment may be better utilized for both genders.	Not for submission – review to be done by the Gender Equity Committee with school administrative oversight provided.

### PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Carlen Whirley	Student Athlete – SO/GBKB
Dalton Andersson	Student Athlete – AR/BB
Michael Boone	Coach – Girls Soccer
Corey Westerfield	Coach – Girls Track
Patricia Greer	Principal
Mike Johnson	Athletic Director – Title IX Coordinator
Dan Langhi	Coach – VB/GBKB
Gary Lawson	KHSAA
Kathy Johnston	KHSAA – <a href="mailto:kjohnston@khsaa.org">kjohnston@khsaa.org</a> 859-494-2509

### **OTHER GENERAL OBSERVATIONS**

School administration and staff were very welcoming and well prepared for the visit. The school Title IX file was very well organized and complete. The public forum, scheduled for 3:00 pm was held in the school library. With no one in attendance, the audit team left Marshall County High School at approximately 3:15 pm.