



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

*KHSAA Form T76
Rev..11/16*

School:	Mercer County High School
Prepared By:	Barbara Kok
Date of Re-Visit:	December 12, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2023-24

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: According to the data submitted for the years 2022-23, it appears the school has met the standard for Test 1 (substantial proportionality) and Test 3 (full and effective accommodation). The most recent Student Interest Survey was conducted April 12, 2022, with a return rate of 73.4%. At that time the survey showed a major interest in Wrestling which led to the development of Club wrestling for elementary and intermediate students.

Wrestling is to be added to Mercer County Athletics for both male and female athletes the 2024-25 school year. Currently the school offer 18 sport levels for both male and female 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: There was written evidence of a uniform review/replacement plan indicating a four-year cycle for all teams. Included in the Title IX file was a chart representing a year-by-year rotation of all teams. Uniforms viewed were of high quality and equitable in quantity for all teams. The school purchases shirts for Archery and Bass fishing with the athletes retaining possession at the end of the year. The Volleyball team players are provided with team shoes. The Booster Clubs purchase golf team shirts, warm-up suits for volleyball, girls and boys' basketball and backpacks for the track athletes.

All other equipment viewed was well maintained and suitable for each specific sport. Spending for equipment was approximately \$240 per male athlete and \$139 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 and past game schedules viewed appeared to show overall equivalence in the number of competitive events for "like sports". There was written evidence that appeared to show equitable usage of shared facilities for all teams (Sports Complex turf, indoor batting cage, gymnasium, indoor golf facility, and soccer field.) A poster with a QR code is posted at each venue giving coaches and athlete access to the schedule for that site.

BENEFIT	Satisfactory	Deficient
TRAVEL AND PER DIEM		
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 in the Title IX file indicated mode of transportation as school bus and school owned SUVs. It is recommended the Gender Equity Review Committee develop guidelines for the provision of per diem (meals), provision of charter bus use, and parameters for housing that will ensure parity and equivalence for all. Include but not limited to, \$ per meal or day per athlete, Housing: type of motel, number assigned to room, free breakfast, interior corridors, price range, etc)

Overall spending for a two-year average is approximately \$41 per male athlete and \$43 per female athlete.

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

BENEFITS REVIEW- COACHING: The Mercer County Board approved salary schedule appeared to provide equitable compensation and parity in number of positions for "like sports". Data provided indicated, regarding accessibility, the ratio of athlete to coach is 8:1 for female athletes and 9:1 for male athletes. Mercer County has eight out of eleven head coaches employed on campus for both male and female teams. The Athletic Director uses a written instrument to evaluate coaches at the end of each season.

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 evidence viewed for assignment of locker room and storage space for all teams. The quality of the amenities in each locker room was comparable. Mercer County is to be commended for provision of well-maintained practice and competitive facilities. On campus facilities are girls' and boys' basketball, volleyball, new softball and baseball complex, dance, golf driving range.

Off campus venues:

Football and track-Alvis Johnson Field
 Golf-Bright Leaf Course indoor facility-KMS
 Soccer-King Middle School
 Tennis-City Park
 Archery-MCES
 Bass fishing-Herrington Lake

The Sports Complex is a large building that contains a large turf work out surface, two weight rooms, indoor track, indoor baseball and softball hitting cages, wrestling mat.

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 are two weight and workout rooms located in the Sports Complex building that are spacious, well maintained and accessible to all. All equipment appears to be appropriate for female use. Mercer County has a strength Coach who is responsible for scheduling and developing plans for teams. The QR code to check availability is posted on site.

Mercer County has the services of an athletic trainer that is employed by the school board. The trainer is on campus daily and attends all home events. Training rooms are located at the football field and at the gymnasium and easily accessible to all. A local nurse practitioner provides free physical exams to Mercer County athletes.

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: The Athletic Director provides administrative oversight to ensure equivalent assignment of cheerleading (2 squads), pep band, and dance team as support groups for football, girls basketball and boys basketball.

Written guidelines viewed regarding post season recognition programs, banner display, letter and bars, and individual awards appear to be equitable for all sports both male and female. There is a Trophy Room that displays all current trophies awarded for each sport and updated annually. State Champions are provided a Championship ring. The local newspaper and booster clubs sponsor a "Meet the Titans" night for Fall, Winter, and Spring sports teams. Spending for awards in a two-year period was approximately \$32 per male athlete and \$45 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: Office space is available and appears to be assigned equitably to all coaches.

There was written and signed agreements in the Title IX file from the following Booster Clubs: Girls Soccer, Boys Soccer, Football, Golf, Archery, Volleyball, Softball, Track, Baseball, Cross Country, Boys Basketball, and Girls Basketball. All Booster Clubs have external accounts. Interviews with administration indicated oversight in fundraising activities for all Booster clubs. A two-year review of overall expenditures shows approximately \$670 per male athlete and \$544 per female athlete was spent. It showed approximately 34.5% of expenditures were spent on female athlete which make up approximately 42% of participants. Spending in both per athlete and percentage basis falls slightly outside acceptable parameters. Administrators were recommended to continue to monitor a pattern of expenditures for all athletic teams.

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
Travel/Per Diem- Please expand the current travel/ per diem guidelines to include provision of charter bus use, provision of meals and provision for housing on overnight stays. (include, but not limited to, number of students to a room, type of motel, interior corridors, free breakfast, etc.)	Please submit to the KHSAA on or before March 15, 2024 .

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Jay Anderson	Assist. Athletic Director/School Title IX Golf Coach
Haley Spivey	Girls' Basketball Coach
Lynn Flach	Volleyball Coach, Track Coach
Westin Irvin	Student Athlete, Football, Baseball
Mia Floro	Student Athlete, Volleyball, Softball
Spencer Tatum	Principal
Donald W. Smith	Athletic Director
Mark Dunn	Boys' Soccer Coach, Parent
Izzie Carlton	Student Athlete, Softball, Volleyball, Basketball
Mijaia Dunn	Student Athlete, Soccer, Basketball, Track
Ella Davis	Student Athlete, Volleyball, Softball
Jeff Marksberry	KHSAA
Barbara Kok	KHSAA bkok@khsaa.org

OTHER GENERAL OBSERVATIONS

The Athletic department and administrators were well prepared for the visit. The Title IX file was very organized and complete. Mercer County administrators, coaches, and athletes interviewed exhibited great pride in their school and all they had to offer.

No one attended the public forum. The KHSAA team departed 3:10 pm.

Emergency Action plans in the Title IX file were comprehensive and specific to each competitive and practice venue.

Mercer County has 20 AEDs on campus with five AEDs designated use for the athletic department.