



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

KHSAA Form T76
Rev..11/16

School:	Menifee County High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	September 26, 2017
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2017-2018

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality Satisfactory	
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 administered during the 2015-16 school year. Students in grades 8-11 were surveyed with a return rate of 87%. Menifee County currently offers six (6) varsity sports for females and five (5) for males. Results of the most recent survey showed interest in volleyball, swimming, and tennis. Documentation showed that meetings were held to follow-up on such interest and as a result, volleyball was added for the 2017 season. Interviews with administration indicate a continued pursuance for consistent participation in the sport or activities of golf, fishing and archery.

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/replacement plan for all sports. Discussion with school administration indicated that the uniform plan will be under review since the addition of volleyball. Viewed uniforms were of mid to high quality and equitable in the overall quantity provided. An overall review of spending for this category showed that approximately \$68.00 was spent per female athlete and approximately \$52.00 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 Title IX file. Current schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided. There was written evidence showing equitable scheduling for the shared facilities of the Elementary Gym, High School Gym, soccer field, and indoor batting cage.

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 and Per Diem guideline that listed the specifics relative to mode of transport, meals, and overnight stay. Interviews with coaches and administration indicate that all travel requests and projected expenditures require prior approval by the Principal. An overall review of spending for this category showed that approximately \$38.00 was spend per female athlete and approximately \$43.00 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 written evidence of a school board approved salary schedule which showed overall equivalence in salary amounts and positions provided. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 10:1 for both females and males. Interviews with administration indicated that coaches are evaluated, seasonally, by the School Principal. It was also indicated that an evaluation tool is utilized for this process.

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 of locker room and storage assignment for all teams. There are two (2) locker rooms; one assigned for all girls' teams and one assigned for all boys' teams. They are located off the gymnasium in the main school building. The qualities and amenities of both locker rooms are equitable. Off campus practice and competitive facilities include the soccer field, baseball, softball field, and golf course. The soccer field is located behind Botts Elementary Field, the baseball and softball field is located at Menifee County Park, and Carrington Green is used for golf practice and competition. On campus practice and competitive facilities include those for volleyball and basketball. The on campus venues for track and cross country are used for practice only. All regular season competitive meets are away. All viewed facilities are well maintained and have equitable amenities. With the exception of track and cross country, all sports teams are in the scheduled rotation(s) for post season play.

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	N/A	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The weight room area is located in the main school building, next to the gymnasium, and provides equitable access for all athletes. A schedule showing equitable access and usage was posted at the site and in the Title IX file. Although limited in quantity, the equipment provided meets the needs for the Menifee County students and is appropriate for female use. There are currently no athletic training services available, however, there is an Emergency Medical Service that is accessible for injury evaluation and available for on-site game events. Interviews with administration indicated that Athletic Physicals are made available to all students, free of charge, by a local medical clinic. There was viewed evidence of Emergency Plans for all athletic venues.

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 guideline that included the criteria for end of season banquets and school awards. There was viewed evidence of banner, picture, and special awards (ex.1000 point club) display but written criteria for each was not included as part of the awards guideline. Interviews with administration indicated oversight for the equitable scheduling of cheerleading and band as support groups. An overall review of spending for this category showed that approximately \$12.00 was spent per female athlete and approximately \$8.00 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: There are two (2) athletic office areas, located next to each boy's and girl's locker room area, which are accessible for all coaches. There is also available access to the Athletic Director's Office and a designated room/meeting area located in the high school building. Interviews with coaches and administration indicate that there are two (2) teams that have booster club accounts outside of the school. There was also written documentation that all proposed expenditures must have prior approval by the School Principal. Interviews with coaches indicated knowledge of the school process for approval to purchase items. An overall two-year review of spending showed that approximately \$285.00 was spent per female athlete and approximately \$282.00 was spent per male athlete. It also showed that the percentage difference between participation and expenditures was 1% for both females and males. Menifee County High School meets the standard for spending 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
Upon receipt of this report, the Gender Equity Committee should review the Awards Guideline and expand it to include the provision for banner, picture, and special award display and recognition.	Update and place in school Title IX file.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Kaylee Sallaz	Student Athlete
William Clemons	Student Athlete
Jeneen Sallaz	Girls Soccer Coach
Paul Ricker	Girls Basketball, Track, Cross Country Coach
Paula McGuire	District Athletic Director
Wallace Bates	Principal
Kathy Johnston	KHSAA Auditor 859-494-2509 kjohnston@khsaa.org

OTHER GENERAL OBSERVATIONS

School administration were very welcoming and well prepared for the visit. The Title IX file was well organized and complete. It appears that the Menifee County High School supports the interests and opportunities for their students. The public forum, scheduled for 3:00 pm, was held in a meeting room at the high school. Two (2) individuals, in addition to school administration, attended the meeting. After a brief discussion regarding Title IX, the auditor left the building.