



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

KHSAA Form T76
Rev. 11/16

School:	Metcalfe County High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	February 4, 2025
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2024-2025

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	
Analysis Form Review	Meets the standard of Test 1

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was conducted during the 2023-2024 school year. Students in grades 8-11 were surveyed with a return rate of 72.6%. The results of the survey showed an interest in soccer (43), swimming (13), and wrestling (27). This information and a plan for pursuance was not documented on the T-3 form of the 2024 Annual Report, therefore we are not able to validate meeting the standard of Test 3 for the full and effective accommodation of student interests and abilities. Reported documentation showed that Metcalfe County High School currently offers twelve (12) varsity sports and/or sports activities for males and eleven (11) for females. The total number of sport level opportunities offered for both males and females are sixteen (16). School administration was reminded of the importance for accurate team and roster submission so that recorded 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 viewed evidence of a uniform review and/or replacement plan that represented all sports teams. It indicated a four-year plan with tennis and golf uniforms replaced yearly. All uniforms are purchased with school athletic funds with prior approval and oversight by school administration. This information was also viewed in the coach's handbook and interviews with coaches were knowledgeable of the plan for uniform review. Viewed uniforms were of excellent quality and appeared to be equitable in the quantity provided. A review of spending for this category showed that approximately \$158.00 was spent per male athlete and approximately \$222.00 spent per female athlete. This meets the acceptable spending parameters for the area of Equipment/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. Previous and current schedules showed overall equivalence and parity in the number of competitive opportunities provided for the like sports. Interviews with administration indicated the shared facilities to include the main high school gymnasium, located on the main school campus, and the old gym, located at the original Metcalfe County High School, approximately 200 yards from the main school campus. There were viewed schedules which showed equitable usage and access to the shared facilities by the teams of volleyball, girls' basketball, and boys' basketball.

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 designation of travel provided by school bus. It also required prior approval for all trips by school administration. Interviews with administration and coaches indicated use of school vans of transport for a limited number of students. Written documentation indicated that meals and housing (overnight stay) would be the responsibility of boosters from each team, however, there was no written provision of administrative oversight to ensure the equitable benefit provided to student athletes. A review of spending for this category showed that approximately \$93.00 was spent per male athlete and approximately \$99.00 spent per female 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 8:1 for males and 7:1 for females. Interviews with administration indicated that the District and School Athletic Director meets with all coaches at the end of each season for an informal type of evaluation. A form is not used in this process. School administration were reminded that the Title IX component of Competence relates to aiding in the growth and development of coaches in providing the best benefit for their student athletes.

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 evidence of locker room assignment for all teams except tennis, track, and cross country. There are currently three (3) exclusive locker rooms for males and three (3) for females. Each locker room provides an adjacent storage area and all are located in close proximity to their practice and competition area. Viewed locker rooms were spacious, well-maintained, and equitable in amenities provided. The current on-campus facilities include those for volleyball, basketball, softball, and cross country. The Edmonton Park, approximately 200 yards from the main school campus, currently provides facilities for football, tennis, and track. The baseball field is located on school property, approximately 200 yards from the main school campus. The golf teams practice and compete at the Kentucky Hills Golf Course and Somershade Golf, approximately 10 minutes from the school. The bowling teams practice and compete at Ralphie's in Glasgow, approximately 15 minutes from the main school campus. Indoor hitting facilities for softball and baseball are exclusive and located at each respective site. During this site visit, there was major construction involving the addition and/or improvement of several athletic facilities. This will impact the sports of tennis, football, and track. The sport of tennis will have 6 new lighted courts, a new turf football field, and an eight-lane rubberized track. There will also be a designated locker room for football and assigned storage areas for football, track, and tennis. The baseball facility is undergoing major renovation including field upgrades, lights, press box, outfield fence, backstop netting, and brick dust warning track in the outfield. There will also be a weight room located within the fieldhouse adjacent to the turf field. Completion date is scheduled for this school year. These new facilities will provide a great benefit to the student athletes of Metcalfe County High School.

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 currently two (2) weight rooms. One is located at Edmonton Park, approximately 200 yards from the main school campus, and the other is located in the main school building, next to the gymnasium. The weight room at Edmonton Park is used by football while the other is shared with all other teams. Interviews with coaches indicated usage and access to the weight room, but there was no evidence of a usage schedule in the school file or posted at the site.

Viewed equipment appeared to be appropriate for female use, but in limited quantity. There was viewed evidence of a few light weights, bands, weighted balls, a cardio machine, and a couple of bench racks. Interviews with administration indicated that an athletic trainer is made available through a contract with TJ Regional Health from Glasgow. As part of the new construction there will be a new weight room that will be located at the outdoor stadium, adjacent to the high school. The athletic trainer is available on a daily basis and at all home events, away football events, and all postseason competitions. The training room is located off the main gymnasium, is well equipped, and accessible to all student athletes. Interviews with administration indicated that physical exams are made available thru the TJ Regional Health Center in Glasgow and also the Metcalfe County High School Nurse may schedule two (2) days for students to obtain athletic physicals.

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 provisions for senior awards, letters and bars, and team awards. The guideline listed the varsity requirements, regarding awards, for each team and the provision of cost in the presentation of team plaques. Documentation indicated that all awards are purchased by the Metcalfe County High School. Banner display includes the accomplishments for district, region, state runner-up, and state championship accomplishments. Individual achievements are given special recognition with display of picture/plaque in its respective sport area. Written guidelines indicated prior approval of awards by the Gender Equity Review Committee. The guideline included the provision for end-of-season banquets and/or team recognitions to be the responsibility of the head coach with financial support from each team boosters' group. Interviews with administration indicated administrative oversight for the equitable scheduling of cheer, pep band, and dance teams as support groups for football, girls' basketball, and boys' basketball. A review of spending for this category showed that approximately \$78.00 was spent per male athlete and approximately \$71.00 spent per female athlete. This meets the acceptable spending parameters for the area of Publicity/Recognition.

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: It appeared that the assignment of available office space was equitable. Written documentation indicated that all fundraisers require prior approval by the school Principal and/or Board of Education. There were specific guidelines for booster support and control outlined in the coach's handbook. Interviews with coaches indicated knowledge of the school process for the approval to purchase items with school funds. A two-year review of overall spending showed that approximately \$630.00 was spent per male athlete and approximately \$820.00 spent per female athlete. A two-year review comparing percentage of expenditures to percentage of participation showed that approximately 49.5% of total dollars were spent on females which made up approximately 45.5% of the total participants. It appears that Metcalfe County High School is meeting the acceptable 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

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
<u>Meals and Housing (overnight stay)</u> - Develop a guideline that would ensure administrative oversight and equitable benefit for regular season competitions. This would include, but not be limited to, the provision for meal(s) allowance and housing (overnight stay). Meals (per diem) may be developed on a per meal or per day basis. Housing (overnight stay) may include, but not be limited to, interior corridors, free breakfast, hotel brand quality, free wifi, etc.	Please submit, to the KHSAA, on or before May 15, 2025 . Please send to Kathy Johnston at kjohnston@khsaa.org
<u>Locker Rooms</u> - Designate locker room space for the boys and girls teams of tennis, track, and cross country.	Not for submission - please update and include in the school Title IX file.
<u>Banquets for Recognition</u> - Develop a guideline that ensures administrative oversight for the provision of end-of-season recognition. This may include, but not be limited to, site(s) of banquets, cost and/or types of meals, etc.	Not for submission - please update and include in the school Title IX file.
<u>Emergency Action Plans</u> - Include the specific plans for the off-campus sites of bowling and golf.	Not for submission - please update and include in the school Title IX file.
<u>Weight Room</u> - Review the status of available weight room facilities and develop an equitable usage and access schedule. Review the status of the current and/or new equipment to be appropriate for the needs and usage by all teams.	Not for submission - please update and include in the school Title IX file.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Kruz Tucker	Student Athlete - basketball / golf
Jozie Allen	Student Athlete - basketball / tennis
Deena Hunt	Softball Coach
Bryant Stockton	Track Coach - boys and girls
Matt Shirley	Facilities Director / District Title IX Coordinator
John Allen	Athletic Director / School Title IX Coordinator
Gail Harris	Finance Clerk
Lance Zurmehly	Boys basketball - freshman coach
Joseph Eaton	Principal - Metcalfe County High
Barb Kok	KHSAA
Kathy Johnston	KHSAA - kjohnston@khsaa.org

OTHER GENERAL OBSERVATIONS

School administration were very welcoming and well prepared for the visit. The school Title IX file was well organized. There was viewed evidence of an Athletic Coaches Handbook which serves as a great resource for coaches ensuring the equitable benefits for the Metcalfe County student athletes. The public forum, scheduled for 3:00 pm, was held in the central office conference room. There was one person in attendance. After a brief discussion, the audit team left the school at approximately 3:20 pm.

There was written evidence of Emergency Action Plans for all the on-campus and off-campus facilities except for bowling and golf. Each plan is identified by an area number which includes procedure for emergency contact, the process for emergency action, and location of the AED. There were four (4) mobile AED units available for coach and/or athletic trainer access. There are seven (7) permanent sites which cover all athletic areas for practice and/or competition. Interviews with administration indicated pre-season coaches training of all emergency and AED uses and protocols.