



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

KHSAA Form T76
Rev..11/16

School:	Monroe County High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	November 28, 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	
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities	<u>Satisfactory</u>
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 92%. The most recent sports and/or sport activities that have been added for both males and females are soccer, fishing, and swimming. Monroe County High School currently offers ten (10) varsity sports for males and 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

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. All sports are on a four-year rotation for uniform review and/or purchase. Viewed uniforms were of high quality and were equitable in the quantity provided. An overall review of spending, according to reported data, for this category showed that approximately \$129.00 was spent per male athlete and approximately \$104.00 spent 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 schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided. Viewed schedules in the Title IX file were presented on small schedule cards. All sports were represented, however, for better viewing and review by the Gender Equity Committee, all current game schedules should be presented as full page schedules representing each sport team. There were written guidelines and viewed calendars that provided for the equitable scheduling of the shared facilities for the main gym, auxiliary gym, soccer field(s), batting cages, and the wellness center.

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 for mode of transport, and the provision for meals and overnight stay (housing) by teams. The mode of transport included those for school bus, school board vehicle, and charter bus. Meal provision criteria included distance to be traveled and value of meals for breakfast, lunch, and dinner. The provision for housing (overnight stay) outlined number of persons per room and projected cost of hotel room per night. The guideline also included the stipulation for School Administration approval for all trips. An overall review of spending, according to reported data, for this category showed that approximately \$38.00 was spent per male athlete and approximately \$44.00 was 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 written evidence of a school approved salary schedule which showed overall equivalence in base stipend amounts and parity for the number of positions provided. Interviews with administration also indicated that coaches may receive financial increment increases based on years of experience. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 10:1 for males and 9:1 for females. Interviews with administration indicated that coaches are evaluated after each sports season. Evaluations are conducted by the Athletic Director with a written evaluation tool used for documentation.

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. The quality and amenities for all locker rooms were comparable, equitably assigned for all teams, and were all in close proximity to each competitive facility. The golf team practices and competes at the Hidden Hills Golf Course. All other athletic facilities are on school owned campus sites. Located directly on the high school campus are facilities for softball, basketball, volleyball, cross country, swimming, and tennis. The soccer complex is located at the Gamaliel Elementary (Owen Holland Field), the baseball field located at the previous high school (site of auxiliary gym), and the Darrell Carter Stadium houses the football/track complex. Transportation is available to all sites for after school practices. All facilities were well kept 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 are two (2) weight rooms/conditioning facilities. One is located at the Wellness Center, on the main high school campus, and another located at the football/track competitive area. A schedule showing equitable usage and access was in the school Title IX file and also posted at the site. Both weight facilities are well equipped and provide a variety of equipment appropriate for female use. Interviews with administration indicate that there are no athletic training services but that a local physician provides on-site services at all home football and basketball games. Also, provided for all outdoor athletic venues, is an on-site ambulance service. Athletic physicals are the responsibility of each student athlete. There was viewed evidence of Emergency Action Plans for all athletic venues in the school Title IX file.

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/recognition guideline that included the provision for end of season team banquets, criteria for banner display, school awards, senior night recognition(s), team/individual accomplishment photos, and trophy display. There was also a written provision and the procedure used for college letter-of-intent signings. Interviews with administration indicated oversight to ensure the equitable assignment as provided by the cheerleading squad and band as support groups for football, girls and boys basketball. There was viewed evidence of schedule cards representing all teams as promotion items. An overall review of spending, according to reported data, showed that approximately \$7.00 is spent per male athlete and approximately \$4.00 is spent 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: The assignment and access to office space appears to be equitable and available to all coaches. There are no external Booster Club accounts and all fundraising dollars are deposited in the internal school team accounts. Interviews with coaches indicate the knowledge and procedure to obtain approval for fundraising activities and for the school process to purchase items. An overall review of spending showed that approximately \$381.00 was spent per male athlete and that approximately \$339.00 was spent per female athlete. Reviewed data also showed that the comparison for percentages of participation and dollars expended fell within a three (3) percent range. Based on reported data, it appears that Monroe County High School meets the acceptable parameters both on a percentage and per athlete spending. School administration were reminded of the importance to report all benefit expenditures as outlined on the T-35 form of the Annual Report. This will ensure the ability to provide an accurate analysis of expenditures for Monroe County High School.

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
Support Services – School administration shall report all actual expenditures, regardless of source, on the T-35 form of the 2018 Annual Report for the categories representing Equipment/Supplies, Travel/Per Diem, and Awards. Reported expenditures should represent those from the 2016-17 school year.	Not for submission – should be reviewed by the Gender Equity Committee
Team Rosters – School administration shall validate the accuracy of team roster submission and levels of play for <u>all</u> sports and sport activities.	Not for submission – should be reviewed by the Gender Equity Committee.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Tishia Bartley	Coach – Track/Field
Clifton Hamilton	Head Girls Basketball Coach
Lydia Proffitt	Student Athlete – BKB, VB, SB
Braden Murphy	Student Athlete – FB, BB
John Peteet	Athletic Director
Tommy Gerald	Title IX Coordinator / Facilities Director
Hillary Lee	Teacher / Athletic PR
Dawn Shaw	Teacher / Athletic PR
Christy Biggerstaff	Parent
Kathy Johnston	KHSAA – 859-494-2509 kohnston@khsaa.org

OTHER GENERAL OBSERVATIONS

School administration were very welcoming and well prepared for the visit. The Title IX file was very well organized and complete. The public forum, scheduled for 3:00 pm, was held in the school library. One individual attended the forum. After some questions and answers regarding Title IX, the audit team left the building at approximately 3:30 pm.