



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

KHSAA Form T76
Rev. 11/16

School:	Morgan County High School
Prepared By:	Barbara Kok
Date of Re-Visit:	October 24, 2024
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	

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	X
Test Three – Full and Effective Accommodation of Interest and Abilities	X
Analysis Form Review	

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was conducted during the 2023-24 school year. Students in grades 8-11 were surveyed with a return rate of 70.5%. The summary of the student responses showed zeros in all KHSAA sponsored Fall/Winter/Spring sport activities. To continue to meet the standard for Test 3, the results of the Student Interest Survey should be reflected on the T-3 form. Clear instructions to students, before the survey, are important to ascertain true interests in activities listed, not just the current school's offerings. Morgan County High School currently offers 10 varsity sports for males and 9 varsity sports for females. The total number of sport offerings is twelve for males and fourteen for females.

School administration was reminded of the importance for accurate team and roster submission so that data results provide a true and complete analysis in the area of Opportunities.

BENEFITS REVIEW

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: Written evidence viewed appears to ensure parity to all teams and indicates a three-year cycle for review/replacement of uniforms for all teams. The Morgan County Board of Education provides funding for uniforms. The uniforms viewed were high to mid quality and equitable in quantity for all teams. Archery, Golf, Bass Fishing and Tennis are replaced annually, and students retain possession at the end of the season. Other equipment viewed appeared to well-maintained and suitable for the specific sport. A two-year average of spending for uniforms and equipment appears equitable for both male and females.

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: The most recent competitive schedules appear to be equitable in playing times and show parity in number of competitive events for "like sports". The athletic director is responsible for scheduling all practice and competitive facilities (google calendar). The schedule is accessible for viewing to all coaches. The shared facilities for Morgan County are main gym, practice gym, soccer field and the weight room.

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:

Guidelines for travel and per diem viewed indicated athletes are transported by school bus and meals for overnight trips are provided at a cost of \$10 per meal. All teams are provided the opportunity for out-of-town travel and over-night stays.

To ensure equivalence, it is recommended the current guidelines for travel/per diem be expanded to include but not limited to:

1. **Mode of transportation-** school bus, school owned van, charter bus and guidelines indicating use.
2. **Provision for housing-**Type of hotel, free breakfast, number of athletes to a room, interior corridors, etc.

A review of spending shows approximately \$191 per male athlete and approximately \$206 per female athlete.

See Other Actions Necessitated by Visit

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

BENEFITS REVIEW- COACHING: The Morgan County salary schedule viewed appeared to equivalent in compensation and number of coaching positions available for all sports. Reported data showed the athlete to coach ratio, regarding accessibility, is 10:1 for females and 7:1 for males giving a slight advantage to males. The coaches and Athletic Director meet at the end of each season for an informal evaluation.

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: Written evidence in the Title IX file indicated all teams were assigned a locker room and storage area. Locker rooms viewed appeared to be comparable with similar amenities. Storage areas were clean with ample space.

The main school building houses practice and competitive facilities for girls' and boys' basketball, volleyball, and archery. Cross country has an on-campus running course where they hold meets several times a year.

Since the previous audit, Morgan County has constructed a new athletic complex with a turf football field, eight lane rubberized track, and field house. The Field House contains storage rooms, football and track office, locker rooms and weight room. The most recent addition to on-campus facilities is a tennis venue with 6 new courts with lights.

Off campus practice and/or competitive athletic venues include: (Transportation to all off-campus venues is provided by school bus.)

Soccer - Herdman Field located at the old high school building.

Baseball - Joe Stacey Recreational Complex

Softball - Joe Stacey Recreational Complex

Golf - Pleasant Valley Country Club

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 SERVICE: Morgan County athletes have access to two (2) weight rooms, one located in the main building and one in the Field house. Schedules viewed in the Title IX file for both facilities appear to provide equitable access to all teams. *It is recommended the schedules be posted on site.* Equipment in each room was appropriate for use by female athletes.

The school provides athletes an opportunity several times a year for a physical exam at no charge. Morgan County does not have the services of an Athletic Trainer.

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: Interviews with administration indicated oversight to ensure the equitable support of cheerleaders and band for football and girls' and boys' basketball teams.

Guidelines viewed pertaining to the display and maintenance of banners were comprehensive and appeared to ensure equity to all teams and individuals. Guidelines for individual awards and post season activities or banquets were not included in the Title IX file. Coaches interviewed indicated their teams did participate in post season team celebrations and awards were presented. Communication between the coaches and Athletic administration regarding post season activities would ensure equity and parity to all teams. It is recommended the GERC develop guidelines for individual awards and post season activities.

Spending for awards could not be accurately assessed due to incorrect reporting on the Annual report. The Administration and Athletic Director were given information to help accurately report spending in this category.

See Other Actions Necessitated By Visit

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: Limited office space is shared by all coaches providing a workspace for use of phone calls, computer work or conferences. There are no Booster Clubs at Morgan County High School. All fundraising is responsibility of the individual teams and deposited into the school's team accounts. Coaches interviewed showed understanding of the process for fundraising and procedure for purchasing. Overall spending for the past two years shows approximately \$432 and 47% per male athlete and \$434 and 53% per female athlete. Currently Morgan County meets acceptable parameters in both percentage and per athlete basis. Meeting these parameters demonstrates administrative oversight ensuring equivalence to all athletes.

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 and per diem guideline: Develop a travel guideline to include all possible modes of transport for student athletes. This may include, but not limited to, school bus, van, charter bus, etc. Develop the parameters for housing for overnight stays (number to a room, type of housing, interior corridors, free breakfast, cost, etc.). All guidelines would ensure equity and parity for all teams	Please submit to the KHSAA on or before December 15, 2024
Publicity: Develop guidelines for individual/team awards and post season activities (banquets) that would ensure parity to all.	Please submit to the KHSAA on or before December 15, 2024
Medical and Training Facilities: Weight room schedule contained in Title IX file needs to be posted in each weight room.	Not for submission. Post on site

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Braxton Howard	Athletic Director
Hope Phipps	Tennis Coach
Mark Easterling	Football/Track Coach
Maci Adams	Student Athlete/Basketball
Asher Gamble	Student Athlete/Basketball
Katlin Haney	Deputy Superintendent
Jeff Marksbury	KHSAA
Barbara Kok	KHSAA bkok@khsaa.org

OTHER GENERAL OBSERVATIONS

Morgan County High School administration has demonstrated their commitment to providing athletic opportunities and well-maintained facilities to their students. They are to be commended for the major construction projects completed in recent years. The school was well prepared for the visit and accepting of all information the KHSAA personnel provided.

The Emergency Action Plan in the Title IX file was complete and detailed but not venue specific. It is recommended the school develop venue specific plans and include all sites off campus. The administration was reminded rehearsal of EAP's for each site is mandatory and records should be kept.

There are six AEDS located at the school and athletic venues.

No one attended the public forum. Audit team departed 3:05