



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

KHSAA Form T76  
Rev..11/16

School:	Nelson County High School
Prepared By:	Jeff Marksberry
Date of Re-Visit:	December 5, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2023-24

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

<b>OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)</b>	<b>Completed</b>
<b>Test One</b> – Substantial Proportionality	X
<b>Test Two</b> – History of Continuing Practice of Program Expansion	
<b>Test Three</b> – Full and Effective Accommodation of Interest and Abilities	Satisfactory
<b>Analysis Form Review</b>	X

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** According to the data submitted on the 2022-23 T-1 form, it appears Nelson County High School is meeting the standard for Test 1. The most recent Student Interest Survey was conducted during the 2021-22 school year. Students in grades 9-11 were surveyed with a return rate of 64.1%. Nelson County currently offers 12 varsity sport and/or sport activities for girls and 15 for boys. Reported documentation showed that there are a total of eighteen sport level activities for girls and twenty-one for boys. School administration were reminded of the importance for accurate team and roster submission so that data may provide a complete school analysis for the area of opportunities. School administrators were also reminded that 2023-24 is a survey year and to continue to meet Test 3 analysis of data gathered from the survey should be used to determine the addition of new teams through meetings and documentation.

**BENEFITS REVIEW**

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>EQUIPMENT AND SUPPLIES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 and/or replacement plan for all teams. All viewed uniforms were of excellent quality and appeared to be equitable in the quantity provided. There was evidence of a four-year uniform rotation plan. Interviews with students and coaches were well aware of the uniform purchase plan. Other equipment viewed appeared to be well-maintained and suitable for their individual sport. An overall review of spending for this category showed that approximately \$222.00 was spent per female athlete and approximately \$159.00 spent per male athlete.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>SCHEDULING OF GAMES AND PRACTICE TIMES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 teams schedules in the school Title IX file. Current and past viewed schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided for like sports. There was written evidence showing to equitable scheduling for the shared facilities of the main gymnasium, auxiliary gymnasium, turf field, tennis courts, multi-purpose room, and fieldhouse weight room. All facilities are located on the immediate campus and accessible for all teams. Interviews with administrators indicated all facility schedules are displayed through Event Link computer application which is accessible by all students-athletes and parents.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>TRAVEL AND PER DIEM</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 guideline that included the mode of transportation as school bus for competitive events. The guideline also had specific information related to the use of commercial buses. There was written evidence for the provision of meals which included a per day monetary allotment, however, there was no written provision for housing (overnight stay). Coaches interviewed stated administrative approval is required for overnight trips and they follow school purchase order process for payment and approval when going on an overnight trip. There was evidence of equity for overnight travel for both male and female teams. **Upon receipt of this report, the Gender Equity Review Committee will develop the written parameters for overnight housing that may include, but not be limited to, number of students in a room, free breakfast, interior corridors, and/or name brand of hotel.** An overall review of spending in this category showed that approximately \$86.00 was spent per female athlete and approximately \$80.00 was spent per male athlete.

**See KHSAA Recommendations**

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>COACHING</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 like sports. There are 9 out of 15 head coaches on campus for female teams and 11 out of 15 head coaches for male teams on campus. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 25:1 for females and 30:1 for males. Interviews with students and coaches indicated Nelson County HS coaches use the TeamReach app for communication and accessibility to athletes and parents. Interviews with administration indicated that evaluation for competency was done by post-season meeting with head coach and athletic director.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 (except boys' and girls' soccer, archery) and storage assignment for all teams. Under Title IX, all students are guaranteed a safe and secure place to dress and store belongings during practice and competitive events, currently boys' and girls' soccer are not assigned locker rooms. All viewed locker rooms and storage assignments were marked with permanent signage indicating specific team assignment. Viewed locker rooms appeared equitable with similar amenities. Storage areas were all in close proximity to each competitive facility as well as each assigned locker room area. On campus practice and competitive facilities include those for volleyball, football, soccer, cross country, basketball, wrestling, tennis, track, softball, baseball, archery, and esports. Interviews with coaches indicated that both baseball and softball have separate hitting facilities, there were times that softball needed to cancel due to cold weather. The baseball facility is insulated and the softball facility is not and therefore difficult to heat during workouts. An off-campus facility is used for golf (Maywood Golf Course), swimming (Lebanon Aquatic Center) and bowling (Dix E Lanes). **Upon receipt of this report, the Gender Equity Review Committee will provide an updated locker room assignment list showing locker room assignments for boys and girls soccer and archery. Also, to be included in the updated locker room assignment sheet, should be the assignments for the off-campus facilities for golf, swim, and bowling.** All viewed facilities are excellent and well maintained.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>MEDICAL AND TRAINING FACILITIES AND SERVICES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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:** Nelson County High School has a very nice weight training facility with female appropriate training options. However, the location of the weight room causes a deficiency. The weight room is located in the football fieldhouse and is connected to the football locker room. Access by female teams is made difficult by the location and lack of wall/partition separating the weight room from the locker room. If a female team would choose to use the weight room they would have to wait until the connecting boys' locker room was cleared. This was addressed as potentially being a problem in the 2015-16 re-visit audit report and this problem still exists. Interviews with students and administration indicated that student athletes are enrolled in ASL class and have sport specific strength and conditioning during the school day. There is a full-time strength coach teaching the ASL class and the coach is available for a 1 hour after school session to catch any athletes that are unable to be scheduled in an ASL class. Interviews indicated that both the volleyball team and boys and girls swim teams use the weight room after school but there was no visible posted schedule showing these teams using the weight room. There were no other schedules or attendance method to show audit team there was parity and equitable access between male/female athletes in the ASL classes. **Upon receipt of this report, the Gender Equity Review Committee will submit a plan to make female team accessibility to the weight room easier. This plan should address how the weight room can be partitioned/blocked off from the male locker room. The school will also submit weight room usage schedule showing use by the teams using the weight room as a team. This schedule should also be posted in the weight room.** Interviews with administration indicated that athletic training services were provided by KORT. Services are provided on a daily basis and at all home events. The training room is centrally located and accessible by all student athletes. **It is recommended that the athletic trainer's on-campus schedule and contact information be posted outside the training room.** Interviews with administration also indicated that physicals were provided to all student athletes through the school's CARE clinic. If students choose to not take advantage of the CARE clinic physical, they must pay for their own.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>PUBLICITY</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Support group assignments	X	
Written regulation for recognition	X	
Equity of spending	X	

**BENEFITS REVIEW- PUBLICITY:** Interviews with administration indicated there was administrative oversight relative to the equitable assignment of cheerleading and band as support groups for football, boys basketball, and girls basketball teams. There was written evidence of an Award/Recognition guideline that included specifics to banquets, individual and team banners, picture display guidelines, team awards, and amount of money. Interviews with students and administrators indicated letters and bars were provided by the school. An overall review of spending in this category showed that approximately \$44.00 was spent per female athlete and \$21.00 was spent per male athlete.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>SUPPORT SERVICES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Office access	X	
Booster Support	X	
Overall spending for athletic support	X	

**BENEFITS REVIEW- SUPPORT SERVICES:** The availability and assignment of office space appeared to be equitably assigned. Interviews with administration indicated that no teams have external booster accounts. Interviews with coaches indicated knowledge of the school process for approval to purchase items. Interviews with administrators indicated that administrative oversight of booster expenditures needs to be expanded. An overall review of spending showed that approximately \$508.00 was spent per female athlete and approximately \$447.00 was spent per male athlete. It also showed that approximately 44% of total expenditures were spent on females which made up 40% of participants. The evaluation of spending shows school spending falls within the acceptable parameters.

**CURRENT DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to current deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>
MEDICAL AND TRAINING FACILITIES AND SERVICES	Submit a plan to make female team accessibility to the weight room easier. This plan should address how the weight room can be partitioned/blocked off from the male locker room. The school will also submit weight room usage schedule showing use by the teams using the weight room as a team. This schedule should also be posted in the weight room.	<b>March 12, 2024</b>

**RECURRING DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to recurring deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>
N/A		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

Action	Due Date
LOCKER ROOMS, PRACTICE, AND COMPETITIVE FACILITIES: Updated locker room assignment list showing locker room assignments for boys' and girls' soccer and archery. Also, to be included in the updated locker room assignment sheet, should be the assignments for the off-campus facilities for golf, swim, and bowling.	<b>March 12, 2024-</b> please submit to <a href="mailto:jmarksberry@khsaa.org">jmarksberry@khsaa.org</a>
TRAVEL AND PER DIEM- The Gender Equity Review Committee will develop the written parameters for overnight housing that may include, but not be limited to, number of students in a room, free breakfast, interior corridors, and/or name brand of hotel.	<b>March 12, 2024-</b> please send to <a href="mailto:jmarksberry@khsaa.org">jmarksberry@khsaa.org</a>

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

Name	Title
Glenn Spalding	Assistant AD
Matt Reynolds	Athletic Director
Nora Kate Simpson	Student Athlete- Basketball/Softball
Clay LaRue	Student Athlete- Basketball/Baseball
Anna Palmer	Coach- Volleyball
Bobby Parsons	Coach- Softball
Jessica Sekulski	Principal
Alex Martin	District Title IX Coordinator/DPP
Alex Edelen	Assistant AD/Strength Coach
Aaron LaRue	Parent
Jeff Marksberry	KHSAA- <a href="mailto:jmarksberry@khsaa.org">jmarksberry@khsaa.org</a>
Gary Lawson	KHSAA

### **OTHER GENERAL OBSERVATIONS**

School administration was very well prepared for the visit. The school Title IX file was organized and complete. Nelson County HS does an outstanding job displaying and recognizing the successes of their athletes. It appears students are the school's main focus for the areas of Opportunities and Benefits.

There was written evidence of Emergency Action Plans specific to all athletic venues (except Maywood Golf Course) and documentation of rehearsal of all Emergency Action plans. There was written and viewed evidence of 9 permanent AED units and 1 portable unit available.

No one attended the public forum. The audit team left the school at 3:15 pm.