



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

KHSAA Form T76
Rev. 11/16

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| School: | Nicholas County High |
| Prepared By: | Kathy Johnston |
| Date of Re-Visit: | November 8, 2018 |
| Staff Reviewed By: | Darren Bilberry, Asst. Commissioner |
| School Year: | School Year 2018-2019 |

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

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|--|---------------------|
| 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 2017-2018 school year. Students in grades 8-11 were surveyed with a return rate of 81.5%. The most recent teams added have been junior varsity football, junior varsity golf for both males and females, and freshman softball. Nicholas County High School currently offers seven (7) varsity sports for males and seven (7) for females. A total of fourteen sport level opportunities (varsity, junior varsity, and freshman) are offered for each gender. School administration were reminded of the importance of accurate team and roster submission so that data results may provide an accurate analysis for the areas of Opportunities and Benefits.

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 a current uniform plan but it did not show clarity relative to review or replacement that would ensure overall equivalence. Uniforms viewed were of mid to high quality and appeared to be equitable in the quantity provided. A two-year review of spending for this category showed that approximately \$78.00 was spent per male athlete and approximately \$65.00 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: There was viewed evidence of all team schedules in the school Title IX file. Viewed schedules showed comparability and parity for the number of competitive opportunities provided for all teams. There was written evidence showing the equitable scheduling of the two (2) gymnasiums. Interviews with students indicated the equitable usage and access to the indoor hitting facility, as a shared facility, however, there was not a current written schedule in the school Title IX file.

| BENEFIT | Satisfactory | Deficient |
|---------------------------------|---------------------|--------------------------|
| TRAVEL AND PER DIEM | X | |
| INDIVIDUAL COMPONENTS | Acceptable | Needs Improvement |
| Mode of transportation | | X |
| Provision for meals and housing | X for meals | X for housing |
| Equity of spending | X | |

BENEFITS REVIEW- TRAVEL AND PER DIEM: There was written evidence of required approval, by school administration, for all athletic trips, however, the specific mode of transport (school bus, charter, etc.) was not included as part of the guideline. Interviews with students and coaches indicated travel by school bus and a competitive event that occurred at a far distance may request use a charter. There was written evidence for the provision and expenditure oversight relative to meals. There was written evidence requiring administrative approval for all overnight trips but the specific provisions for overnight (housing) were not included. A two-year review of spending for this category showed that approximately \$134.00 was spent per male athlete and approximately \$107.00 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 written evidence of a school approved salary schedule which showed overall equivalence in stipend amounts and parity for the number of positions provided for the like sports. Reported documentation showed that the athlete to coach ratio is 14:1 for females and 12:1 for males. The school is to be commended for its high percentage of on-campus head coaches. Interviews with administration indicated that coach evaluations are conducted by the Athletic Director and school administrative personnel. Evaluations are conducted at the end of each sports season.

| 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. All viewed locker rooms and storage areas were comparable and most were located in close proximity to their competitive facility. School administration were reminded to be sure that all athletes know the location of their designated locker room. The practice and competitive facilities located on the school campus are for football, baseball, basketball, and volleyball. Cross country and track provide for practice areas only as all competitive events are away. There appears to be ample space for cross country team practice, however, the track team has a small oval shaped, asphalt covered area with limited space for running or field event(s) practice. The off campus facilities include those for tennis, softball, and golf. The tennis courts and softball field are located at the East End Park, which is a school owned property, approximately one (1) mile from the school. The golf teams practice and compete at the Lake Carnico Golf Course located in Nicholas County. All competitive facilities are very good 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 is one (1) weight room that is located in the main school building. There was viewed a variety of equipment and all appropriate for female use. Interviews with students and coaches indicated use of the weight room, however, there was not a schedule showing the equitable usage. An athletic trainer is available through a contract with the University of Kentucky Sports Medicine. Services are provided at all home contests and on Wednesdays in between sports seasons. Interviews with administration also indicated a direct contact with the UK athletic training service for injury evaluation and treatment. Interviews with administration also indicated that athletic physical exams are the responsibility of each student. There was written evidence of Emergency Action Plans, for all athletic venues, in the school Title IX file. There was also viewed evidence of school provided AED units at each venue.

| 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 provisions for end of season banquets, banner display, letters-bars-certificates, and school awards. There was also viewed evidence of a Wall-of-Fame display that gave recognition to all individual sport champions and to those individuals that achieved first, second, or third team all-state. There was also a banner display that recognized those basketball players, both male and female, that have scored 1000 points in their career. These two areas were not included as part of the viewed award-recognition guideline. Interviews with administration indicated oversight relative to the equitable support group assignment of the cheerleading and band given to the football team and the girls and boys basketball teams. A two-year review of spending showed that approximately \$13.00 was spent per male athlete and approximately \$11.00 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 – It appears that all available office space is assigned equitably. Interviews with administration indicated that there are no external booster accounts and that all monies raised are deposited in the school internal team accounts. Interviews with coaches indicated knowledge of the process and procedure to purchase items. A two year review of spending showed that approximately \$398.00 was spent per male athlete and approximately \$431.00 spent per female athlete. Based on reported documentation, it appears that Nicholas County High School meets the acceptable spending parameters, both on a percentage and per athlete basis. School administration were reminded of the importance to report all expenditures relative to each benefit category so that an accurate analysis for Nicholas County High School can be made.

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 |
|---|---|
| Uniform Review Plan – Develop a uniform plan that would list all teams and an equitable plan showing review and-or purchase. This should also show a full cycle for review-replacement. | Please submit to the KHSAA, on or before February 1, 2019. |
| Shared Facilities – Develop a shared facility schedule for the indoor hitting facility which shows equitable usage and access by the softball and baseball teams. | Not for submission - please complete and place in school file and post at the facility. |
| Mode of Transport – Develop a Travel guideline that would indicate the available mode(s) of transport and the provision for each (school bus, charter bus, van, etc.) of when they may be used. | Please submit to the KHSAA, on or before February 1, 2019. |
| Provision for Housing (overnight stay) – Develop a housing guideline (overnight stay) that would include the specific hotel provisions that may include, but not be limited to, number of students in a room, quality type of hotel, cost range per room, free breakfast, etc. | Please submit to the KHSAA, on or before February 1, 2019. |
| Weight Room Usage Schedule – Develop a weight room schedule which shows equitable availability and access for both males and females. | Not for submission – please review and post schedule at the weight room site |
| Awards Recognition – Review the current guideline and include the specifics and provisions for award recognition for the Wall of Fame and the 1000 point club. | Not for submission – please review and update the current awards guideline. |

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

| Name | Title |
|------------------|--|
| Isaac Fryman | Student Athlete – football, baseball |
| Haley George | Student Athlete – softball, basketball, cheerleading |
| Greg Letcher | Coach – Girls Basketball, Asst. Football |
| Peter Chamness | Coach - Tennis |
| Josh Earlywine | Asst. Principal and Title IX Coordinator |
| Robert Hopkins | Athletic Director and Coach - football |
| Cindy Smith | Parent |
| Amy Adams | Parent |
| Jennifer Cleaver | Parent |

OTHER GENERAL OBSERVATIONS

School administration were well prepared for the visit. The school Title IX file was well organized and complete. There was evidence of a Student Athlete Handbook which provides for a great resource for both students and parents. It was inclusive of all rules and provisions relative to various benefit categories. The public forum, scheduled for 3:00 pm was held in the school conference room area. With no one in attendance, the audit team left Nicholas County High School at approximately 3:15 pm.