



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

*KHSAA Form T76
Rev..11/16*

School:	North Hardin High School
Prepared By:	Jeff Marksberry
Date of Re-Visit:	November 14, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2023-2024

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	X
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: According to the data and information submitted, it appears that North Hardin High School has met the standard for Test 3 for the provision of athletic opportunities. The most recent Student Interest Survey was administered during the 2021-22 school year. Students in grades 8-11 were surveyed with a return rate of 63%. According to submitted documentation, North Hardin currently offers 14 varsity sports for females and 14 varsity sports for males. Reported documentation showed that there are a total of twenty-four sport level opportunities for females and males. School administration was reminded that 2023-24 was a survey year.

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 uniform review and/or replacement plan for all teams through the 2031-32 school year. All uniforms, except archery, bowling, golf, swim, and tennis are on a five-year cycle. Archery, bowling, golf, swim, and tennis are replaced yearly and purchased and retained by students. North Hardin has a contract with Adidas so all viewed uniforms were of excellent quality and appeared to be equitable in the quantity provided to like sports. All uniforms appeared to be well maintained due to proper storage provided to all teams. Interviews with students and coaches provided insight that they were well aware of the uniform rotation plan. An overall review of spending for this category showed that approximately \$77.00 was spent per female athlete and approximately \$47.00 was spent per male 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 evidence viewed of all team schedules in the school Title IX file. Current and past viewed schedules showed overall equivalence and parity regarding the number of competitive opportunities provided for like sports. There was written evidence showing the equitable scheduling for the shared facilities of Ron Bevers gymnasium, auxiliary gymnasium, indoor hitting facility, and soccer field/stadium. Interviews with administration indicated that web-based Facilitron scheduling program is used for the scheduling of all facilities with administrative oversight.

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 guideline that included mode of transportation as school bus/van for competitive events. There was evidence of a written guideline for the use of common carriers as well. There was written evidence for the provision of meals which included a per day monetary allotment. There was written evidence of a provision of housing which included parameters of administrative approval, guidelines to the number of athletes per room, and the use of housing without outside exits in rooms. An overall review of spending in this category was unable to be calculated due to incomplete T-35 forms submitted in the last two annual reports. Upon receipt of this report, the Athletic Director should re-submit an updated T-35 form showing all monies spent on travel and per diem for the 2022-23 school year. During our administrative interviews, it was indicated by the Director of Transportation that these travel numbers could be obtained by the AD for the transportation expenditures of each team.

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 like sports. Reported documentation showed the athlete to coach ratio with regard to accessibility, is 10:1 for females and 11:1 for males. Reported documentation showed that there are 10 head coaches of female teams on campus and 10 head coaches of male teams on campus. Interviews with the administrators indicated evaluation for competency occurred through post-season meetings with the athletic director. **It should be noted that North Hardin has an excellent coach's handbook that is used by the athletic department.**

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 locker room and storage assignments for all teams. Viewed locker rooms appeared to be equitable with similar amenities. Storage areas for teams were all in close proximity to each competitive facility as well as to each assigned locker room area. The amenities of the practice, competitive facilities for like sports appeared to be equitable. On campus practice and competitive facilities include those for football, cross-country, soccer, volleyball, basketball, wrestling, Esports, baseball, softball, track, and tennis. Off-campus facilities are utilized for golf, archery, bowling, and swimming. Golf utilizes Lincoln Trail golf club, swim utilizes Ft Knox, Bowling utilizes Dixie Bowl, and archery utilizes Northpoint Middle School. All viewed facilities are excellent and 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 weight room/conditioning centrally located in the fitness center. There was viewed evidence of a posted schedule that appeared to show equitable access. This room is very spacious, and very well organized. Interviews with students and coaches indicated usage and equitable access to the weight room. All viewed types of weight and conditioning equipment was appropriate for female use. Interviews with administration indicated that athletic training services are provided through Baptist Health. Services are provided on a daily basis and at all home events. There are two training rooms, one located in the powerhouse building and another located behind the auxiliary gym. Both are easily accessible by male and female athletes. There is a scheduled time frame in June where all student athletes can receive free physical exams through Baptist Health. If students miss the free opportunity, a local Zip Clinic provides students with 10.00 physicals. There was written and viewed evidence of Emergency Action Plans specific to all athletic venues and weight room.

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: North Hardin HS has one cheer squad, one dance squad, and a pep band. Interview with administrators indicated that the athletic director provides administrative oversight relative to the equitable assignment of these support groups. There was written evidence of guidelines in the areas of banquets, school awards, Hall of Fame, Letter and bars, state championship jewelry, and team awards. However, guidelines for banners and public display items were not included in the written guidelines viewed. **Upon receipt of this report, the inclusion of the parameters for individual/team banners and public display items should be added to the award guidelines within the Title IX file.** An overall review of spending in this category showed that approximately \$7.00 was spent per female athlete and \$4.00 was spent per male athlete. The spending in this category is incomplete as North Hardin provides letters and bars to athletes and this expenditure was not included on the T-35 form. **Upon receipt of this report, the Athletic Director should re-submit an updated T-35 form showing all monies spent on awards (letters and bars) for the 2022-23 school year.**

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 availability and assignment of office space appeared to be equitably assigned. There were 11 assigned office spaces with 9 of the offices being exclusive, including 5 exclusive offices for coaches of female teams. Interviews with administration indicated that the following teams have external booster accounts: football, boys' soccer, girls' soccer, girls' basketball, boys' basketball, wrestling, softball, baseball, boys track, and girls track. All other teams maintain funds in their respective school accounts. There was written evidence of booster agreements in the school Title IX file. Interviews with coaches and administrators indicated that there was administrative oversight of booster club fundraising and expenditures through an approval process. Interviews with coaches indicated knowledge of the school process for approval to purchase items. An overall review of spending showed that approximately \$275.00 was spent per female athlete and approximately \$285.00 was spent per male athlete. It also shows that approximately 42% of total expenditures were spent on females which made up approximately 42% of the participants. Based on this data, it appears that North Hardin High School meets the expenditure parameters on both a percentage and per athlete basis. **(Note: the financial data could change based on addition of travel money and award money that is being requested)**

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
N/A		

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
N/A		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Travel and Per Diem T-35 form- Please submit updated T-35 form with added transportation expenditures for all teams.	February 28, 2024- please submit to jmarksberry@khsaa.org
Awards T-35 form- Please submit updated T-35 form with added letter/bar expenditures for all teams.	February 28, 2024- please submit to jmarksberry@khsaa.org
It is recommended that the overall organization of the school Title IX file should be re-organized to meet the order of items evaluated on the Title IX checklist. Also, sleeves added to each individual paper in the binder/file to aid in viewing of contained documents.	

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Joe Stockton	Athletic Director
Chris Corder	District Athletic Director
Jeff Maysey	Principal
Bryan Lewis	DPP/District Title IX Coordinator
Jerica Johnson	Student-Athlete/Girls Soccer
Taveon Smith	Student-Athlete/Boys Basketball
Dan Duncan	Coach-Girls Tennis, Boys Golf
Vonce Isom	Coach-Girls Basketball
Jeff Marksberry	KHSAA- jmarksberry@khsaa.org
Barbara Kok	KHSAA

OTHER GENERAL OBSERVATIONS

School administration was very prepared for the visit. North Hardin High School administration and athletic director are to be commended for their commitment to providing an equitable program and outstanding facilities for all athletes.

There was written evidence of rehearsal of EAP performed by all head coaches and assistant coaches. There was also written and viewed evidence of the location of all AED units.

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