



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

*KHSAA Form T76
Rev..11/16*

School:	North Laurel High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	January 19, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-2023

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	Satisfactory
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was conducted during the 2021-22 school year. Students in grades 8-11 were surveyed with a return rate of 69%. According to submitted documentation, the most recent sport and/or sport activities added have been Junior Varsity Tennis, Archery for boys and girls and Dance. North Laurel currently offers eleven (11) varsity level sports and/or sport activities for boys and twelve (12) for girls. Reported documentation showed that there are a total of nineteen sport level opportunities for boys and twenty-one for girls. As documented on the most recent T-3 form, student interest in Esports and Wrestling will be explored for validity. In addition, student interest in Bowling should also be explored as sufficient interest was indicated on the survey form. A response to this should be included on the T-3 form of the 2023 Annual Report. School administration were reminded of the importance for accurate team and roster information so that submitted data may provide a complete school analysis for the area of Opportunities.

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. There was written evidence of an equitable financial allocation provided by the Board of Education to each team to aid in the purchase of uniforms. Documentation showed that teams are on a four-year cycle for the purchase of home and away uniforms. Written evidence showed that the allocation is provided every two years which would follow the established guideline for the purchase of one set of uniforms, and then a second set on the next scheduled allocation. Interviews indicated that the uniforms for archery, golf, swimming, tennis and fishing are purchased yearly and retained by the student. It was also indicated that any expenditure over the allocation would be the responsibility of each individual or sports team. Interviews with students and coaches indicated knowledge of the uniform review/purchase plan. All viewed uniforms were of excellent quality and equitable in the quantity provided. A two-year review of spending for this category showed that approximately \$132.00 was spent per male athlete and approximately \$112.00 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. Current and past viewed schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided for the like sports. There was written evidence showing the equitable scheduling for the shared facilities of the turf field, gymnasium, and indoor batting cage. Interviews with administration indicated that oversight of scheduling for all facilities is managed by the Athletic Director.

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 mileage limitations for competitive events Monday through Thursday. It also stated that the cost of additional mileage outside of the limitations would be the responsibility of each team. The guideline also stipulated that all athletic team travel requires prior approval by school administration. The guideline did not include the various modes of transport that may be utilized. Interviews with students and coaches indicated use of school bus, van, and charter bus for transportation. There was written evidence of a Per Diem guideline that included the provision for meals and for housing (overnight stay). The provision for meal cost was set for \$8.00 breakfast, \$11.00 lunch and up to \$15.00 for dinner. The housing guideline included maximum 5 to a room and up to \$125.00 per night. A two-year review of spending for this category showed that approximately \$49.00 was spent per male athlete and approximately \$66.00 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 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 the like sports. 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 coach evaluations are done at the end of each sports season. These are conducted by the Athletic Director with the use of a written document for 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: Viewed on-campus practice and competitive facilities include those for football, soccer, track, volleyball, basketball, cross country, tennis, baseball, softball, and archery. Off campus facilities include those for golf and swimming, the golf team practices and competes at the London Country Club and the swim teams practice and compete at the Corbin Aquatic Center or the Stivers Swim Facility. All viewed competitive facilities are excellent and very well maintained. There was written and viewed evidence of locker room and storage assignment for all teams. Storage areas were all identified and provided a secure place to store items and equipment. All locker rooms were identified with signage indicating team assignment. Viewed locker rooms appeared to be equitable and with similar amenities. Interviews with administration and students indicated that the soccer locker room is a shared space used by both the boys and girls' team. One of the focus areas of Title IX is that every student has a right to a safe and secure place to dress, and it would appear that a locker room that is shared by both genders in the same season would not meet that recommendation. Please see Recommended Action for follow-up.

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 at North Laurel High School. One is located off the gymnasium and the other is located adjacent to the turf stadium field. There was written and viewed evidence of a schedule which showed equitable usage and access by all teams. Weight room usage schedules were posted at each site. Interviews with students indicated usage and access to both weight rooms. Both weight rooms are spacious and well-organized. The weight room by the gymnasium contains a variety of cardio, conditioning, and weight equipment. All viewed equipment is appropriate for female use. The weight room located at the stadium has some conditioning type equipment, but mostly racks and benches with weights. Interviews with administration stated that Athletic Training Services are provided thru a contract with Bluegrass Orthopedics (BGO). The trainer is at NLHS on a daily basis and at all home events. The training room is located off the gymnasium and provides equitable access for all students. School administrators also stated that athletic physicals are made available thru BGO. Athletic physicals are free to students and scheduled during the summer.

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 regarding the equitable scheduling of cheerleading, band, and/or dance team as support groups for football, boys' basketball, and girls' basketball. There was written evidence of an Awards/Recognition guideline that included the specifics relative to post-season recognition (i.e., banquets), banner display, picture display, and trophy display. There was viewed evidence of post season accomplishments for teams displayed at each respective competitive site. Interviews with administration indicated school awards that were also given included Academic Athletic and the Triple Threat awards. It was also indicated that an end-of-school Jags All Sports Banquet is presented which recognizes individuals from all sports teams. The written guideline also included scheduled Media Days that occur for the fall sports, winter sports, and spring sports for team recognition and exposure. There was also evidence of media guides that existed for boys' basketball and for girls' basketball. An excellent publication for the recognition of all players from both teams. A two-year review of spending for this category showed that approximately \$20.00 was spent per male athlete and approximately \$7.00 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: The availability and assignment of office space appeared to be equitable. Interviews with administration indicated team booster clubs with external accounts include swimming, boys golf, and football. There was written and signed booster agreements in the school Title IX file that include written regulations set forth by the District Board of Education. All other teams maintain funds in their respective team account. Interviews with coaches indicated knowledge of the school process for approval to purchase items. An overall review of spending showed that approximately \$456.00 was spent per male athlete and approximately \$447.00 spent per female athlete. Reported documentation also showed that approximately 41% of total expenditures were spent on the females which made up 42% of the total participants. Based on this data, North Laurel High School meets the expenditure parameters both on a percentage and per athlete basis.

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
<p>Travel – Please submit all modes of transport that may be used to transport athletes to practice and/or competitive events. This may include, but not be limited to, school bus, van, charter bus, plane, etc. Please include any parameters that may refer to number of students being transported, distance, overnight event, etc.</p>	<p>April 15, 2023 Submit to kjohnston@khsaa.org</p>
<p>Locker Rooms – Please submit a plan or revision to the status of locker room assignment for the boys and girls soccer teams.</p>	<p>April 15, 2023 Submit to kjohnston@khsaa.org</p>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Emily Sizemore	Student Athlete – basketball / softball
Todd Sizemore	Student Athlete - golf
Amelia Anderson	Student Athlete – soccer, golf, track/field
Thomas Mills	Student Athlete – soccer, football, track/field
Eddie Mahan	Girls Basketball Coach Parent
Chris Edwards	Softball Coach Parent
Nate Valentine	Boys Basketball Coach Golf Coach
Haley Ratliff	Athletic Director
J. Michael Black	Principal Parent
Kathy Johnston	KHSAA kjohnston@khsaa.org
Bark Kok	KHSAA

OTHER GENERAL OBSERVATIONS

School administration were very well prepared for the visit. The school Title IX file was complete and well organized. There was viewed evidence of Emergency Action Plans for all venues. Each listed contact information with specific protocols for injury and emergency. There were six (6) identified AED’s present at the school. Written designation for each AED was listed with each Emergency Action Plan.

There was also evidence of a school wide Coaches Handbook which provides a great tool for coaches to aid in the management of their respective sport.

The public forum, scheduled for 3:00 pm, was held in the school auditorium. With no one in attendance, the audit team left North Laurel High School at approximately 3:15 pm.