



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

KHSAA Form T76  
Rev..11/16

School:	North Oldham High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	February 13, 2025
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2024-2025

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

<b>OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)</b>	<b>Completed</b>
<b>Test One</b> – Substantial Proportionality	
<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>	Meets the Standard of Test 3

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The most recent Student Interest Survey was conducted during the 2023-2024 school year. Students in grades 9-11 were surveyed with a return rate of slightly over 61%. Reported documentation showed that North Oldham High School currently offers fourteen varsity sport and/or sport activities for males and fourteen for females. The most recent varsity teams added have been girls wrestling, archery, and indoor track. The addition of non-varsity levels of play included junior varsity football, freshman girls' basketball, junior varsity girls' soccer, and freshman boys' soccer. Submitted documentation showed that the total number of sport level opportunities for males is twenty-five and twenty-two for females. School administration were reminded of the importance for accurate team and roster submission so the recorded 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 plan that included all teams with the cycle year of purchase. Interviews with coaches indicated that uniforms are reviewed yearly and purchased on a three-to-four-year cycle. Viewed documentation showed that the teams of golf, archery, swimming, tennis, and fishing are purchased annually and retained by the student athlete. Documentation and interviews with coaches also indicated the purchase of uniforms are made through each respective team account with the use of school purchase orders and requiring administrative approval. Viewed uniforms were of excellent quality and appeared to be equitable in the quantity provided. All other viewed equipment appeared to be well maintained and available for equitable access. A review of spending for this category showed that approximately \$201.00 was spent per male athlete and approximately \$208.00 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. Current and past viewed schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided for the like sports. Interviews with administration indicated the shared facilities for practice and/or competition included Field 1, Field 2, track, Field 3, main gym, auxiliary gym, cafeteria, and the mezzanine area of the gym. There was evidence of shared scheduling through google calendar, however, there was not a guideline that would ensure the administrative oversight for equitable usage and access for those teams requiring a shared site.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>TRAVEL AND PER DIEM</b>		
<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 transportation guideline that identified the various modes of transport to include school bus, parent driven, student personal vehicle, and charter bus. There was viewed evidence of a required form titled Sport Alternative Transportation Consent. There were specific provisions outlined for each mode of transport for student athletes. Interviews with students and coaches indicated the opportunity for overnight trips during their respective regular season with the benefit components of meals and housing being provided, however, there was not a guideline that would help direct or provide the administrative oversight to ensure equitable benefit for all student athletes. Administrators were reminded that, regardless of the source of the funds, the establishment of a guideline provides an equitable benefit provided for all student athletes. A review of spending for this category showed that approximately \$72.00 was spent per male athlete and approximately \$155.00 spent per female athlete.

<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 the like sports. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 10:1 for males and 8:1 for females. Interviews with administration indicated that coaches are evaluated, at the end of each sports season, by the Athletic Director. A self-evaluation form is completed by each coach, with a follow up by the Athletic Director. Administrative interviews stated that this process is to aid in the growth and development of all North Oldham High School coaches. The Title IX component of Competence relates specifically to the growth and development of coaches in providing the best benefit of coaching for their student athletes.

<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 assignment for all teams. The quality of all locker rooms appeared to be equitable and with similar amenities. There was one boys' locker room, located in the auxiliary gym, that was very spacious but did not have lockers available for student athletes to utilize and/or secure items. There was written and viewed evidence of provided storage space for all teams. Those storage spaces were in close proximity to each respective practice and/or competitive venue. The on-campus facilities include those for football, soccer, track, field hockey, baseball, tennis, softball, lacrosse, volleyball, basketball, wrestling, and archery. The off-campus facilities include those for cross country, golf, and swimming. The cross-country teams practice and compete at the Creasey Mahan Nature Preserve, located approximately one-half mile from the high school. The golf teams practice and/or compete at the Nevel Meade Golf Course and the Sleepy Hollow Golf Course. The swim/dive teams utilize the Mary T. Meagher Aquatic Center, the Jefferson Community Center, and the University of Louisville for practice and/or competitions. All the facilities were excellent and very well maintained. The most recent facility updates have included the installation of a turf field at Field 1 for football, soccer, lacrosse, and field hockey. The installation of a new turf field at Field 2 for soccer and field hockey, a re-surfaced eight-lane track surrounding Field 1, physical updates to the auxiliary gym including bleachers, scoreboards, painting, etc. Current ongoing construction includes the installation of a video board on Field 1 with the addition of terrace style seating, new lights, and resurfacing of the tennis courts. The baseball and softball fields appear to be physically comparable but do not provide the same amenities as viewed at other venues; press box, concession area, permanent restrooms, etc.

<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:** There is one (1) weight room which is located adjacent to the main school building. It is very spacious, well maintained, and provides equitable access for both males and females. It is very well equipped and with appropriate equipment for female use. Interviews with students and coaches indicated usage and access to the weight room. Written documentation indicated that requests for usage are communicated to the Athletic Director. Interviews with students indicated the addition of a Strength and Conditioning Coach to be a great benefit as specific weight programs could be set up for all teams and/or individuals. There was evidence of weight room usage scheduling, as part of a complete google calendar, but a specific weight room usage schedule was not posted at the site. Interviews with administration indicated that athletic training services are provided through a contract with Baptist Health. The athletic trainer is available on a daily basis and at all home events and post season events. The training room is located off the weight room, is well equipped, and provides equitable access for both males and females. Interviews with administration stated that Baptist Health has provided the opportunity for students to get an athletic physical, scheduled one day in the late spring, and free of charge.

<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 that there is one (1) cheer squad at North Oldham High School. The cheer squad along with the other support groups of pep band and dance team provide equitable support at the home games for football, girls basketball, and boys basketball. The Athletic Director provides the administrative oversight to ensure the equitable scheduling of all support groups. There was written evidence of an awards guideline that included the provisions for school awards including certificates, letters, bars, pins, and academic achievements. Specific team awards are established by the coach and include MVP, statistical recognition, senior awards, etc. Written documentation also stated that banquets would be held at the end of each season. Interviews with students and coaches indicated end-of-season recognitions held by all teams. Written documentation also designated the provisions for banner display. This included banners for an individual champion or runner-up, team district, regional, state runner-up, or state champion. Record boards for teams were also displayed outside the main gym or at each respective facility. There was also a procedure for social media outreach using the forums of twitter X, tik-tok, action photos, group pictures, etc. Information stated that any social media post would be reviewed and then posted by the Athletic Director. A review of spending for this category showed that approximately \$21.00 was spent per male athlete and approximately \$22.00 spent per female 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 assignment of available office space appeared to be equitable. Administrators were reminded of the value for the off-campus or paraprofessional coaches to have a general office and/or meeting space accessible for computer access, phone access, team meetings, copy access, etc. Written documentation stated that there is one (1) booster organization that has an external account. This booster organization is made up of representatives from each team and monies raised would be designated on a line item for that specific team. The procedures for coaching requests and expenditures from the booster organization require prior approval and oversight by the Athletic Director. There was written documentation that outlined the financial responsibilities of three (3) accounts. The school team account is responsible for uniforms, overnight trips, banquet and award costs, pre-game meals, and camps. The general school athletic account is responsible for facility improvements, insurance, officials, transportation, and special projects. The Booster organization is responsible for 'big ticket' items with administrative request and oversight provided by the Athletic Director. All team fundraisers require prior approval by school administration with booster organization fundraisers requiring prior approval by the local district school board. Written documentation also stipulated that any team funds in the booster organization account are transferred to the school team account at the end of each school year. The local school district has set an athletic fee of \$125.00 per athlete for each team. Interviews with school administration, students, and coaches indicated that additional team fees may be collected for goods provided for the athletes. A two-year review of spending showed that approximately \$587.00 was spent per male athlete and approximately \$687.00 spent per female athlete. A two-year review comparing percentage of expenditures to percentage of participation showed that approximately 44% of total dollars were spent on females which made up approximately 40% of the total participants. It appears that North Oldham High School is currently meeting the acceptable parameters both on a percentage and per athlete basis.

#### **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>

#### **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>

### OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<b>Shared Facility</b> - Develop a guideline that lists all shared facilities and the process that would ensure equitable scheduling during shared times. This may include, but not be limited to, priority use in season, best available time for athletes/coaches, rotation by day or week for in-season shared use.	Not for submission - please update and include in the school Title IX file.
<b>Meals and Housing (overnight stay)</b> - Develop a guideline that includes the parameters for meals and housing (overnight stay). This may include, but not be limited to, per meal or per day established food per diem. The parameters for housing may include, but not be limited to, named hotel quality, interior corridors, free breakfast, free wifi, etc.	Please submit to the KHSAA, on or before, <b>May 15, 2025</b> to Kathy Johnston at <a href="mailto:kjohnston@khsaa.org">kjohnston@khsaa.org</a>
<b>Weight Room Usage Schedule</b> - The posting of the weight room schedule should be at a site(s) convenient for student viewing.	Not for submission - please update and include in the school Title IX file. This should be posted at the weight room and/or convenient site for student viewing.

### PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Brian Crumbo	Head Coach - girls track / cross country
Tiffany Harris	Head Coach - girls soccer / committee member
Lucy Proud	Student Athlete - varsity volleyball
Ryan Sanders	Student Athlete - varsity baseball
Matt Walker	Athletic Director
Rush Sullivan	Principal
Brittany Floyd	Parent
John Shearer	Parent
Brock Roberts	Head Coach - football
Lindsey Gilpen	Teacher / committee member
Barb Kok	KHSAA
Kathy Johnston	KHSAA - <a href="mailto:kjohnston@khsaa.org">kjohnston@khsaa.org</a>

### OTHER GENERAL OBSERVATIONS

School administration were very welcoming and well prepared for the visit. The school Title IX file was well organized and complete. School administration were reminded that a minimum of one male and one female student athlete should be represented on the Title IX Committee. The public forum, scheduled for 3:00 pm was held in the school conference area. With no one in attendance, the audit team left North Oldham at approximately 3:30 pm.

There was written evidence of Emergency Action Plans for all athletic practice and competitive venues. Each plan was posted at each venue site and included the procedures and protocols for emergency action, as well as EMS arrival information, AED location, and school personnel emergency contact. There was written documentation that included the inclusive site locations for all AED accessible units. There are a total of twelve (12) AED school units. Four (4) of those are portable units utilized by coaches that may practice off the main school campus, one (1) with the athletic trainer and one (1) is located in the Athletic Director office. The remaining seven (7) are at locations that include the main school entrance, main gymnasium lobby, 400 hallway, field one stadium, field two stadium, softball, and tennis. Interviews with administration indicated that all coaches are trained and practice, seasonally, the plans for emergency action.