



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

KHSAA Form T76
Rev..11/16

School:	Oldham County High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	November 20, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2023-24

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 73.7 percent. According to submitted documentation, the most recent sport and/or sport activities added have been dance, fishing, and freshman boys' soccer teams. Oldham County High School currently offers thirteen (13) varsity sport and/or sport activities for males and thirteen (13) for females. Reported documentation showed that there are a total of twenty-eight sport level opportunities provided for males and twenty-six for females. School administrators were reminded of the importance for accurate team and roster submission so that received data can 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. Documentation showed that the uniforms for golf, swimming, tennis, archery, and fishing are provided yearly and retained by the student athlete at the end of each season. All other teams are on a five-year cycle for review and/or replacement. Interviews with administration indicated that all uniforms are purchased with school funds. All viewed uniforms were of excellent quality and appeared to be equitable for the quantity provided. A two-year review of spending for this category showed that approximately \$60.00 was spent per male athlete and approximately \$76.00 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 events opportunities provided for the like sports. There was written evidence that showed the equitable scheduling of the shared facilities that included the gymnasium, the turf field, and the soccer game and practice fields.

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 a viewed Travel and Per Diem document that indicated the modes of transportation (school bus, charter, etc.) and a cost breakdown of the provision for meals (breakfast, lunch, dinner). The specific provision for each mode of transportation was not included as well as the provision for housing (overnight stay). Interviews with student athletes and coaches indicated athletic overnight trips during the regular season. A two-year review of spending for this category showed that approximately \$74.00 was spent per male athlete and approximately \$91.00 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. The salary schedule showed equitable pay increment increases based on the number of years' experience in the Oldham County School District. Reported documentation showed that the athlete to coach ratio, regarding accessibility, is 15:1 for males and 9:1 for females. Interviews with administration indicated that coaching evaluations are conducted by the Athletic Director at the end of each sports season. An evaluation document is used in this process.

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 except tennis, golf, and swimming. The qualities and amenities of all locker rooms appear to be comparable. All practice and competitive facilities are located on the main school campus except for golf and swimming. All facilities are very well maintained. The off-campus practice and competitive facilities include those for golf and swimming. The golf team practices and competes at the Oldham County Country Club and the swim team practices at the local YMCA with all competitions held at away sites. Since the previous visit, the softball facility has improved to include the addition of two (2) outdoor hitting areas and a bull-pen area by each baseline. All competition venues are in the rotation to host post season competitions. Interviews with administration indicated future upgrades to the soccer/lacrosse venue to include a turf field, new press box, team areas, and scoreboard.

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 Oldham County High School. One is located in the main school building and one is located in the fieldhouse, which is located on the main school campus. Both weight rooms are spacious and with appropriate equipment for female use. There was a usage schedule in the school Title IX file. School administration were reminded that upon receipt of this report the usage schedule for each weight room should be posted at each site for student viewing. Interviews with student athletes and coaches indicated usage and access to both weight rooms. To ensure the equitable access and usage of the weight room(s), school administrators are to provide the oversight, relative to the scheduling, of each weight room. Interviews with administration indicated that athletic training services are provided thru a contract with Baptist Health. The athletic trainer is available daily and at all competitive events. Training rooms are set up to accommodate the indoor sports and the outdoor sports. Both provide equitable access for student athletes. Interviews with school administration indicated that athletic physicals are the responsibility of each student athlete.

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 specifics for school awards, scholar-athlete awards, monthly student-athlete awards, Colonel Club awards, state and individual championship gold cords, and Hall of Fame banners display. There were viewed team banners on display in the gymnasium, however, there was no written evidence for the provision of these banners. Interviews with student athletes indicated end-of-season banquets, however, there was no written evidence for the provision of banquets in the school Title IX file. Interviews with administration indicated the equitable scheduling and oversight of cheerleading, band, dance team, and mascot(s) as support groups for football, boys' basketball, and girls' basketball. A two-year review of spending for this category showed that approximately \$17.00 was spent per male athlete and approximately \$34.00 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 appears to be equitable. Interviews with administration indicate that there is one external booster organization. This group provides support to all teams. Interviews with coaches indicated that a request for a booster purchase must have prior approval by the Athletic Director. Interviews with coaches also indicated knowledge of the process for the school approval to purchase items. Interviews with administration indicated a one-time fee that is collected from each student athlete. This fee appears to help cover expenses relative to liability insurance, travel, entry fees, equipment improvement, etc. Interviews with student athletes were knowledgeable about the fee and its uses for athletic purposes. A two-year review of overall spending showed that approximately 45% of total dollars was spent on female athletes which made up 38% of the total participants and approximately \$362.00 was spent per male athlete with approximately \$474.00 spent per female athlete. Based on submitted documentation, it appears that Oldham County High School meets the overall spending 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
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 – a. Submit the specifics for each mode of transport. This may include, but not be limited to, number of students, distance to be traveled, post season play, etc. b. Submit the provision and/or specifics for overnight stay (housing). This may include, but not be limited to, number of students per room, name brand of hotel, free breakfast, interior corridors, etc.	Submit on or before February 15, 2024 to kjohnston@khsaa.org.
Locker Rooms – Submit locker room and storage assignment for the boys and girls’ teams of golf, swimming, and tennis.	Submit on or before February 15, 2024 to kjohnston@khsaa.org.
Awards - a. Submit the provision/specifics for the team banners that hang in the gymnasium b. Submit an equitable guideline that may include the provision/specifics for end-of-season banquets teams.	Submit on or before February 15, 2024 to kjohnston@khsaa.org.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Shelby Davis	Student Athlete - volleyball
Miller Brown	Student Athlete – football, wrestling
Adriana Palazzolo	Student Athlete - basketball
Jim Hook	Coach – girls basketball
Scott Gural	Coach – girls soccer
David Letendre	Athletic Director
Natalie Brown	OCHS Principal
Matt Jacobson	District Athletic Director
Kathy Johnston	KHSAA – kjohnston@khsaa.org
Barb Kok	KHSAA

OTHER GENERAL OBSERVATIONS

School administration and staff were very welcoming and prepared for the visit. The school Title IX file was well organized and complete. The public forum, scheduled for 3:00 pm was held in the school auditorium. Five (5) people were in attendance at the forum. Information was presented relative to the general provisions of Title IX. With no questions or comments, the audit team left Oldham County High School at approximately 3:20 pm.

There was written evidence of Emergency Action Plans (EAP) for all on-campus athletic venues. There was also the inclusion of specific AED locations for all on-campus athletic venues as well as mobile AED units that are monitored and transported by the athletic trainer for practices and competitions. School administration were reminded to include the EAP's and AED available access for the off-campus facilities of golf and swimming.