



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

KHSAA Form T76  
Rev..11/16

School:	Paintsville High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	February 11, 2020
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2019-2020

**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>Satisfactory</b>
<b>Test Two</b> – History of Continuing Practice of Program Expansion	
<b>Test Three</b> – Full and Effective Accommodation of Interest and Abilities	<b>Satisfactory</b>
<b>Analysis Form Review</b>	X

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The most recent Student Interest Survey was conducted during the 2017-2018 school year. Students in grades 8-11 were surveyed with a return rate of over 83%. The most recent sport or sport activities added have been girls golf and archery. Based on reported documentation, Paintsville High School currently offers 9 (nine) varsity level sports for males and 8 (eight) varsity level sports for females.

### BENEFITS REVIEW

BENEFIT	Satisfactory	Deficient
<b>EQUIPMENT AND SUPPLIES</b>	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/replacement plan that showed overall equivalence and parity for the like sports. Documentation showed that football, volleyball, soccer, softball, and baseball were on a three-year rotation, basketball on a two-year rotation, and track and cross country on a four-year rotation. Documentation also indicated that the golf and tennis team uniforms are replaced yearly. 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 \$286.00 was spent per male athlete and approximately \$84.00 spent per female athlete. The difference in spending between males and females falls outside the acceptable parameters (\$50-\$60) for this category. School administration were reminded of the importance for review and accuracy in the reporting of expenditures for this category.

BENEFIT	Satisfactory	Deficient
<b>SCHEDULING OF GAMES AND PRACTICE TIMES</b>	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 past and current schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided. There was written evidence showing the equitable scheduling of the high school gymnasium, the auxiliary gymnasium at the Paintsville Elementary School, and the soccer field area.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>TRAVEL AND PER DIEM</b>	X	
<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 evidence of a Travel and Per Diem guideline that included school provided transportation and cost provision for meals on a daily basis, however, it did not include the specific modes of transport or the specifics for housing (overnight stay). Interviews with students and coaches indicated the use of school bus for transport to all events. A two-year review of spending for this category showed that approximately \$125.00 was spent per male athlete and approximately \$135.00 spent per female athlete. This meets the acceptable spending parameters for this category.

<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 written evidence of a school approved salary schedule which showed overall equivalence in the base stipend amounts and also showed parity for the number of positions provided for the like sports. Documentation showed that equitable increases in coaching salary occur in five (5) year increments. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 7:1 for males and 8:1 for females. Interviews with administration indicated that coaching evaluations are done by the school Principal, at the end of each year. A written document to be used for the evaluation process is currently under development.

<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 evidence of locker room assignment for all teams except track, cross country, boys/girls' soccer, and golf. Viewed locker rooms appeared to be equitable and with similar amenities. The on-campus facilities include those for volleyball and basketball. The gymnasium has undergone a complete renovation with the addition of four (4) new locker rooms. All other practice and competitive facilities are located off the main school campus. School owned facilities include those for football, baseball, and softball. The football locker room includes upgrades with new lockers and team signage. The softball field is located adjacent to the football field and includes a locker room, storage area, and indoor hitting facility. The baseball facility also includes a place for storage and a locker room. The baseball indoor hitting facility is located at the Elementary School, next door to the high school. There are four (4) city owned tennis courts that are utilized by the Paintsville High School. The golf team(s) utilize the Paintsville Country Club for practice and competition. The cross country teams utilize the Paintsville Lake for practices and competitions. The track teams utilize the Recreation Center and 'Tiger alley' for practices with all competitions at away sites. The soccer teams utilize the soccer field located at the Carl Perkins Work Rehab Center and the archery teams utilize the auxiliary gym at the Paintsville Elementary School. There was written storage assignment for all teams and most were in close proximity to its respective venue. All facilities have seen improvements since the last audit and interviews with administration indicate that it is a continued focus for all venues.

<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 weight room that is located on the bottom floor of the main school building. The room was well organized, spacious, and provided equipment appropriate for female use. Interviews with students and coaches indicated use and access to the weight room. There was also a room located off the gym that had several pieces of cardio equipment but is not yet being used due to heating/air concerns. It was also indicated that this may also serve as an athletic trainer's space during games. A schedule, showing equitable usage and access, was in the school Title IX file and also accessible through Google Docs for student viewing. Interviews with administration indicated that Athletic Training Services are provided through a contract with Highlands Physical Therapy. Services include 8-10 hours a week at Paintsville High School. Interviews with administration also stated that athletic physicals are made available to all students, free of charge, through an agreement with the Highland Physical Therapy group.

<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:** There was written evidence of an Awards/Recognition guideline that included the provisions for end-of-season banquets, senior night recognitions, senior athlete banners displayed during each respective sports season, and the 1000 point club for basketball. It also included college athletic signing recognition and team 'wall of fame' recognitions for those achieving sport milestones. There was viewed evidence of banner(s) and picture display(s) for team and individual accomplishments, however, the provision for each was not included in the overall guideline. Interviews with administration and athletes also indicated the awarding of letters/bars/certificates, etc. presented to student athletes at the end of each year at a school wide assembly program. Interviews with administration also indicated the oversight for the equitable scheduling of cheerleading and band, as support groups, for football, girls and boys' basketball games. A two-year review of spending for this category showed that approximately \$10.00 was spent per male athlete and approximately \$5.00 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. Interviews with administration indicated that teams with booster club external accounts include those for football, baseball, volleyball, boys basketball and soccer. Interviews with administration also indicated that all team budgets and fundraising requests of those booster clubs must have prior approval by the school Principal and that booster reports are presented at the end of each school year. Interviews with coaches and administration indicated that there is not a current process in place for school administrative oversight of booster spending. It appears that all other teams deposit fundraising dollars into their respective team account in the school. Interviews with coaches indicated knowledge of the process for school approval to purchase items. A two-year review of spending showed that approximately \$1036.00 was spent per male athlete and approximately \$616.00 was spent per female athlete. The acceptable parameter of overall spending between males and females should fall between \$100.00-\$120.00.

**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**

<b>Action</b>	<b>Due Date</b>
<p><b>Equipment and Supplies Equity of Spending</b> – School administration should review the documented expenditures for Equipment and Supplies for accuracy. School administration should submit a plan for the oversight and monitoring of expenditures to ensure the equitable provision of benefits for this category.</p>	<p>Please submit to the KHSAA, on or before August 1, 2020.</p>
<p><b>Travel and Per Diem Modes of Transport and Provision for Housing-</b> Expand the current guideline that would include all possible modes of transport which may include, but not be limited to, school bus, van, charter bus, parent transport and the provisions for each ie. distance traveled, number of students transported, etc. Expand the provision for housing (overnight stay) to include the specifics which may include, but not be limited to, number of students per room, free breakfast, hotel quality, etc.</p>	<p>Please submit to the KHSAA, on or before August 1, 2020.</p>
<p><b>Locker Rooms</b> – Expand the current locker room assignment list to include the teams of track, cross country, soccer, and golf.</p>	<p>Please submit to the KHSAA, on or before August 1, 2020.</p>
<p><b>Publicity Banner and Picture Display</b> – Expand the current awards guideline to include the provision for banner and/or picture display for team and/or individual accomplishments.</p>	<p>Please submit to the KHSAA, on or before August 1, 2020.</p>
<p><b>Support Services Overall Spending</b> – School administration should review all expenditures for each benefit category to validate the accuracy of spending amounts. School Administration should develop a procedure for the administrative oversight of booster club spending so as to ensure the equitable provision of benefits for all teams.</p>	<p>Please submit to the KHSAA, on or before August 1, 2020.</p>

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Hannah Ousley	Student Athlete – cross country / track
John Phelps	Student Athlete – football / track
Dawn Kinner	Teacher / Volleyball Coach
Jack Ousley	Teacher / Girls XC and Boys Track Coach
Morris Copley	Athletic Director
Tiffany Austin	Principal
Tommy Roe	Assistant Principal
Lynda Wiley	Secretary
Landon Slone	Boys Basketball Coach

**OTHER GENERAL OBSERVATIONS**

School administration were well prepared for this visit. The school Title IX file was well organized and complete. The public forum, scheduled for 3:00 PM was held in the school library. With no one in attendance, the audit team left Paintsville High School at approximately 3:20 PM.