



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

KHSAA Form T76
Rev..11/16

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| School: | Paris High School |
| Prepared By: | Kathy Johnston |
| Date of Re-Visit: | January 23, 2020 |
| Staff Reviewed By: | Darren Bilberry, Asst. Commissioner |
| School Year: | 2019-2020 |

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

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|--|---------------------|
| OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT) | Completed |
| Test One – Substantial Proportionality | Satisfactory |
| 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 2017-2018 school year. Students in grades 8-11 were surveyed with a return rate of over 90%. The most recent sport and/or sport activities added have been archery, cross country and esports. Paris High School currently offers seven (7) varsity sports for females and eight (8) for males. Based on submitted documentation a total of twelve (12) total sport level opportunities are provided for females and a total of eleven (11) for males.

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 an equitable uniform review/replacement plan for all teams. Documentation showed that the tennis teams, golf teams, and esports team uniforms are replaced yearly and, therefore, retained by the student at the end of each season. Interviews with administration indicated that all uniforms are purchased by fund raising dollars through each team account. Viewed uniforms were of mid- to high quality and equitable in the quantity provided. A two-year review of spending for this category showed that approximately \$374.00 was spent per male athlete and approximately \$318.00 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. There was written evidence showing the equitable scheduling for the shared facilities of the gymnasium, fieldhouse, sports training facility, and the soccer 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 written evidence of a travel guideline that included the provision for school bus and private (parent) transport to athletic events. Interviews with coaches indicated previous use of a charter bus for transport, however, this was included as part of the guideline. There was also written evidence of a per diem guideline which included the provisions for meals and housing for competitive events that require overnight stay. This included a per meal allowance as well as the necessary qualities and amenities of the hotel and the number of students allowed per room. A two-year review of spending for this category showed that approximately \$40.00 was spent per male athlete and approximately \$51.00 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 written evidence of a school approved salary schedule which showed overall equivalence in stipend amounts and parity for the number of positions provided. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 8:1 for males and 9:1 for females. Interviews with administration indicated that coaches are evaluated at the end of each school year by the Athletic Director and Principal. It was also indicated that an evaluation tool is used for 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 and viewed evidence of locker room and storage assignment for all teams. The qualities and amenities of all locker rooms were comparable and all equitably assigned. Viewed locker rooms were in close proximity to each respective competitive venue. The newest locker rooms, located at the athletic complex, are in the final stages of construction and will provide space for the boys and girls soccer teams, baseball team, and the softball team. The Athletic Complex, located less than 2 miles from the main school campus, provides the competitive venues for both soccer teams, baseball, and softball. There are currently portable restrooms located at the Athletic Complex for team and public use. Interviews with students indicated the need for a permanent facility that would provide water and a permanent restroom site to benefit the teams. Other off campus facilities include the local YMCA for the swim teams, and the Houston Oaks Golf Course for the golf teams. On-campus practice and/or competitive facilities include those for football, track, basketball, and archery. The most recent facility addition has been the sports training facility located on the main school campus. It is an excellent facility that includes turf flooring, a weight room/conditioning area, an indoor hitting area for softball and baseball, and an athletic training room. All facilities appeared to be comparable and with similar amenities.

| 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 for use and access at Paris High School. One is located in the fieldhouse and the other located in the sports training facility. A schedule showing the equitable usage and access was located in the school file. Interviews with students and coaches indicated use and access to the weight rooms. Both weight rooms are spacious and well organized. Viewed equipment appeared to be appropriate for female use. Interviews with administration indicated that athletic training services are provided through a contract with Harrison Memorial Hospital. Services are provided at a minimum of 15 hours a week and coverage at all home events. Interviews with administration indicated that student athletic physicals are provided, free of charge, through the local Health Department and Bluegrass Medical Services. These are provided in early July of each year.

| 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 provision for school awards relative to letters, bars, certificates, All 'A', and District awards. It also included the provision for end-of-season banquets/ceremonies, banner display, and recognitions for 10th Region and/or Paris High School Hall of Fame. Interviews with administration also indicated the equitable scheduling and oversight of cheerleading and band as support groups for football, girls, and boys' basketball teams. A two-year review of spending for this category showed that approximately \$14.00 was spent per male athlete and approximately \$19.00 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 of office space appeared to be assigned equitably. Interviews with administration indicated that there are no outside booster accounts. All fundraisers require prior approval and all dollars received are deposited in each team's school account. Interviews with coaches indicated knowledge of the process for school approval to purchase items. A two-year review of spending shows that Paris High School has met the acceptable parameters of spending both on a percentage and per athlete basis. Reported documentation has shown that 47% of total dollars were spent on females which made up 50% of the total participants. On a per athlete basis, approximately \$832.00 was spent per male athlete and approximately \$716.00 was spent per female athlete.

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 |
|---|--|--|
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| | | |

OTHER ACTIONS NECESSITATED BY THIS VISIT

| Action | Due Date |
|---|--|
| Travel – Expand the current guideline to include the provision for use of a charter bus as a mode of transportation. This should include, but not be limited to, number of students to be transported, distance to be traveled, and level of competition to be played. | Submit to the KHSAA by <u>April 30, 2020</u> . |

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

| Name | Title |
|------------------------|--|
| Dwayne Rice | Head Softball Coach |
| Wallis Brooks | Boys/Girls Golf Coach |
| Brian Washington | Boys/Girls Track and Field Coach |
| W.Ivonne Davila-Beegle | Boys/Girls Esports |
| William Morgan | Student Athlete – Soccer / Esports |
| Zoe Strings | Student Athlete – Basketball / Soccer / Track |
| Patrice Thompson | Assistant Superintendent |
| Joe K. Matthews | High School Principal |
| Cary Barr | Athletic Director |
| Steve Lewis | Assistant Baseball Coach |
| Kyle Campbell | Head Baseball Coach |
| Terence Brooks | Head Boys Basketball Coach |
| Kathy Johnston | KHSAA – kjohnston@khsaa.org 859-494-2509 |

OTHER GENERAL OBSERVATIONS

School administration were well prepared for the visit. The school Title IX file was complete and well organized. There was viewed evidence of written emergency action plans for all athletic venues as well as listed locations for all available AED units. The public forum, scheduled for 3:00 pm, was held in the school conference room. One person attended the forum. After a brief discussion, the meeting concluded at approximately 3:30 pm.