



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

KHSAA Form T76  
Rev. 11/16

School:	Pendleton County High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	January 15, 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	Satisfactory
<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 standards of Test 1 and 3

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The most recent Student Interest Survey was conducted during the 2023-24 school year. Students in grades 9-11 were surveyed with a return rate of 61.6%. Reported documentation showed that Pendleton County High School currently offers eleven (11) varsity sport and/or sport activities for both males and females. The most recent teams added have been bowling, freshman volleyball, and esports for females with the addition of junior varsity baseball and esports for males. Documentation showed that the total number of sport level opportunities provided for males is sixteen (16) and seventeen (17) for females. School administration were reminded of the importance for accurate team and roster so that 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 an equitable uniform review and/or rotation plan for the purchase of uniforms for all teams. Viewed documentation showed that the teams of bowling, golf, and archery are purchased on a yearly basis, with uniforms being retained by the student at the end of the season. All other teams are on a four-year overall plan with home and/or away uniforms purchased during the 2nd and 4th year of the rotation. Documentation also showed an equitable appropriation of funds, contributed from the school, toward the purchase of all uniforms. Written documentation also stated that the purchase of all equipment and any team apparel requires the prior approval by school administration. All other viewed equipment appeared to be well maintained and available for equitable access. A two-year review of spending showed that approximately \$62.00 was spent per male athlete and approximately \$37.00 spent per female athlete. This meets the acceptable spending parameters for the area of Equipment and Supplies.

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 athletic practice and/or competitive facilities to include the gymnasium, Griffin Fitness Center, auxiliary gymnasium, Sharp Middle School, turf field, and the Northern Elementary School field. Written documentation showed that priority usage and access is given to teams in season and varsity teams. It also indicated that coaches are required to submit a requested schedule at least two (2) weeks in advance with oversight and final approval by the Athletic Director. There was viewed evidence of schedule calendars which showed the equitable usage and access of the indicated shared facilities.

<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 written evidence of a travel guideline that indicated school bus transport for the teams of football, soccer, volleyball, basketball, baseball, softball, and some track/field competitions. It also indicated that parent transport is utilized for cross country, golf, archery, bowling, tennis, and some track/field competitions. The written guideline also stipulated that any other options of travel would require prior Board and/or Superintendent approval. There was a written guideline that indicated district support for meals and housing for post season play, but not for the regular season. Post season play regulated \$30.00/day for meals and four (4) to a room for housing. The guideline also stipulated that all travel, hotel, and meal(s) cost would require prior approval by the Athletic Director. A two-year review of spending showed that approximately \$42.00 was spent per male athlete and approximately \$56.00 spent per female athlete. This meets the acceptable spending parameters for the area of Travel / Per Diem.

<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 8:1 for males and 7:1 for females. Interviews with administration indicated that coach evaluations are conducted, by the Athletic Director, at the end of each season. Administration stated that self-coaching evaluations are completed prior to meeting with the Athletic Director. This information is entered digitally through a program called Coach Evaluator. School administration were reminded that the Title IX component of Competence relates to aiding in the growth and development of coaches to provide the best benefit 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 except golf, bowling, and tennis. These were indicated as off-site locations. As indicated to school administration, those off-site locker rooms must provide safe and secure places to dress and, if not, then designation of locker room use must be made at the high school. There was written and viewed evidence of excellent storage space for all teams. The quality of all locker rooms appeared to be equitable and with similar amenities. The on-campus facilities include those for volleyball, basketball, and baseball. The Sharp Middle school, approximately four (4) miles from the high school provides the facilities for cross country, football, soccer, archery, and track. The tennis courts and softball field are located, approximately one (1) mile from the high school at the Pendleton County Athletic Park. The golf team practices and competes at the Pendleton Hills Golf Course and the bowling team utilizes the Bellewood Lanes. The Northern Elementary School also provides an additional practice area for girls and boys soccer teams. The most recent improvements to the competitive facilities include the Sharp Athletic Complex which includes a new turf field accommodating the boys' and girls' soccer teams, football teams, and an 8-lane track for both boys and girls track/field teams. This also included new home and away bleachers, storage area, ticket booth and concession area. New lights (waiting to be installed) for the baseball field will be added as the weather permits. The viewed competitive facilities were well maintained and overall amenities viewed were comparable. Interviews with students were very positive about the new Sharp Athletic Complex and having the opportunity to practice and compete at such a great facility.

<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 that is named the Griffin Fitness Center. It is located on the main school campus, within the high school building. It is very spacious, well maintained, and provided equitable access for both males and females. Interviews with coaches and athletes indicated usage and access to the weight room. The Fitness Center is very well equipped and with appropriate equipment for female use. There was written evidence of an equitable usage schedule calendar with one also posted at the site. Interviews with administration indicated athletic training services are provided thru a contract with Harrison Memorial Hospital. The athletic trainer provides services on a daily basis and at all home events. Interviews with administration indicated that athletic physicals are made available, one day free of charge, to all students provided by Harrison Memorial. There is also a local physician that may provide athletic physicals, as needed or requested.

<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 guideline that included the provisions for senior awards, academic recognition, championship rings, and letters/bars/numerals that are awarded. There were also specifics relative to banner and trophy display for post season team(s) district, regional, and state accomplishments. It also included the specifics for individual accomplishments on the regional, and/or state level of accomplishment. Interviews with students and coaches indicated end-of-season recognitions for teams, but this was not stipulated in the awards guideline. There was also written evidence that included the specific criteria for Hall of Fame and jersey retirement. Interviews with administration stated that there is one (1) cheerleading squad at Pendleton County High. They provide support at all home football and basketball games with administrative oversight insuring equitable assignment. A two-year review of spending showed that approximately \$13.00 was spent per male athlete and approximately \$7.00 spent per female athlete. This meets the acceptable spending parameters for the area of Publicity.

<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:** There was viewed evidence of available office space for all teams and the assignment for all office space appeared to be equitable. It is a great benefit to coaches to be able to have a space to meet with student athlete(s), conduct team business, and/or to store items, if necessary. Interviews with school administration indicated that there are no external booster sport accounts. Interviews with coaches indicated the use of booster and/or fundraising dollars are deposited in each team specific school account and used for direct team support. Written documentation stated that all fundraisers require prior approval by school administration. Coaches also indicated knowledge of the process for school approval to purchase items with school funds. A two-year review of spending showed that approximately \$275.00 was spent per male athlete and approximately \$262.00 spent per female athlete. A two-year review comparing percentage of expenditures to percentage of participation showed that approximately 42% of total dollars were spent on females which made up approximately 43% of the total participants. It appears that Pendleton County High School is 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>
N/A		

#### **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>
N/A		

### OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<b><u>Travel and Per Diem</u></b> - Develop a travel and per diem guideline that would provide equitable benefit for regular season competitions. This may include, but not be limited to, specific provisions for other options of travel (charter bus, van, etc.) and the specific provision for meal(s) allowance (per meal or daily) and housing (overnight stay). This may include, but not be limited to, interior corridors, free breakfast, hotel brand quality, free wifi, etc.	Please submit updated guideline to the KHSAA, on or before, <b>March 15, 2025</b> . Please send to Kathy Johnston at <a href="mailto:kjohnston@khsaa.org">kjohnston@khsaa.org</a> .
<b><u>Locker Room Assignment</u></b> - Designate locker room assignment for the teams of golf, bowling, and tennis.	Not for submission - update and include designation of locker room on the school teams list.
<b><u>Shared Facilities</u></b> - Update the current guideline that would ensure scheduling and oversight by school administration <u>only</u> .	Not for submission - update and include in the shared facilities guideline.
<b><u>Awards/Recognition</u></b> - Update the current guideline to include the provision for end-of-season recognitions for all teams.	Not for submission - update and add to the school Awards guideline.

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Sarah Blackaby	Student Athlete - soccer, softball
Tyler Redden	Student Athlete - track/field, football
Amber Brewer	Coach - bowling
Patrick Kelsch	Coach - girls basketball
Donna Pollard	Title IX Coordinator
Chad Simms	High School Principal
Jon Wirth	Athletic Director / School Title IX Coordinator
Lisa Younger	Member - bookkeeper
Nathan Jones	Member - baseball coach
Lisa Manor	District Administration
Bridget Browning	Member - Parent
Matt Compton	District Administration
Kathy Johnston	KHSAA - kjohnston@khsaa.org

**OTHER GENERAL OBSERVATIONS**

School administration were very welcoming and well prepared for the visit. The school title IX file was well organized and complete. There was viewed evidence of an Athletic Coaches Handbook which serves as a great resource for coaches ensuring the equitable benefits for the Pendleton County High School student athletes. The public forum, scheduled for 3:00 pm, was held in the school conference room. With no one in attendance, the KHSAA auditor left the school at approximately 3:20 pm.

There was written evidence of Emergency Action Plans for all on-campus and off-campus athletic venues. This included a map, specific to the venue, AED location, procedure for emergency contact, and the process for emergency action. It also listed the AED accessible locations for the Pendleton County High School, Sharp Middle School, Sharp Stadium, Northern Elementary School, Pendleton County Athletic Park, Pendleton Hills Golf Course, and the Bellewood Bowling Lanes. These are all sites for the practice and/or competitive activities of Pendleton County High School.

Interviews with administration also indicated that all coaches are trained and practice, seasonally, the plans for emergency action.