



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

KHSAA Form T76
Rev..11/16

8

School:	Phelps High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	November 18, 2018
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-2019

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

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 84%. The most recent sports added have been junior varsity levels in baseball, girls and boys' basketball, softball and freshman level of play in football. Varsity sports that have been added for boys and girls include track, wrestling, and cross country. Phelps currently offers six (6) varsity sports for males and five (5) for females. School administration were reminded of the importance for accurate team and roster submission so that data results may provide an accurate and complete school analysis.

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 showed overall equivalence and parity for the like sports. All sports appear to be on a four-year cycle for review-replacement. There was evidence of new uniforms for the sport of cross country as the fall of 2018 was the first year for competition. School administration were reminded to add cross country to the uniform plan for review. Viewed uniforms were of high quality and equitable in the overall quantity provided. A two-year review of spending showed that approximately \$93.00 was spent per male athlete and approximately \$49.00 spent per female athlete. This falls within the acceptable expenditure range for the benefit 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 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, The McCoy Athletic Center, and the Phelps Elementary School gymnasium (located on the same campus).

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 and Per Diem guideline that listed the specifics for mode of transport, meals, and housing (overnight stay). Documentation also showed that all trips require prior approval by school administration. A two-year review of spending showed that approximately \$47.00 was spent per male athlete and approximately \$26.00 spent per female athlete. This falls within the acceptable expenditure range for the benefit area of Travel and Per Diem.

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 district approved salary schedule which showed overall equivalence in stipend amounts and parity for the number of positions provided. It also showed an equitable number of extended days for the positions of head and assistant coaches in football and basketball (boys and girls). However, in review of expended monies for those positions with extended days, it appears that the district only compensates the individuals that are certified employees in those positions. This appears to only relate to the extended days stipend as the regular season stipend is a base amount. The Annual Reports of 2016-17 and 2017-18 showed an expenditure difference between boys and girls basketball salaries and it appears to be directly related to the monies expended to certified employees for the extended day(s) as compared to others that were not certified employees in those positions. Equivalent compensation (actual expenditures) is an area that is reviewed relative to the Coaching Benefit area. The viewed documentation of the current salary schedule showed intent for overall equivalence, however, the actual expenditures of monies, and difference thereof has created a disparity for this category. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 6:1 for males and 8:1 for females. Phelps High School is to be commended for its high rate of on-campus coaches. Interviews with administration indicated that written evaluations of coaches are done at the end of each season by the school Principal.

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 assignment for all teams except boys-girls cross country, boys-girls track, baseball, and softball. Locker Rooms viewed were equitably assigned and comparable with similar amenities. There was written and viewed evidence of storage assignment for all teams. The on campus competitive facilities include those for volleyball, boys' basketball, girls' basketball, and wrestling. The cross country teams practice on the school campus but travel for away competitions. The off campus competitive facilities include those for football, baseball, and softball. They are all located at the school owned Phelps Athletic Complex, only a few miles from the main school campus. There is also an asphalt paved oval track that surrounds the perimeter of the softball field area. This area is used for practice only as all competitive events are away. These facilities are an addition since the previous audit in 2012. All viewed facilities are excellent, with similar amenities and very well maintained.

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 is one (1) weight room that is located in an adjacent building on the main school campus. A schedule showing equitable usage and access was in the school Title IX file and also posted at the site. The weight room was spacious and viewed equipment showed to be appropriate for female use. Interviews with students and coaches indicated knowledge of the schedule and indicated regular usage of the weight room. There is currently not an Athletic Trainer, however, interviews with administration indicated access to orthopedic clinics in Pikeville and Prestonsburg for injury evaluation and treatment for their student athletes. It was also indicated that Emergency Medical Vehicles are available for all home football games. Interviews with administration stated that athletic physicals are made available to all students, twice a year, through the Pike County Health Department. There was written evidence of Emergency Action Plans as well as accessible AED units for all athletic venues.

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 and recognition guideline that included the provisions for banquets, display of banners and pictures, school awards and the Phelps High School Athletic Hall of Fame. Interviews with students indicated concern relative to the amount of school assembly support given to athletic teams in the fall season as opposed to those teams in the winter and spring seasons. It is the responsibility of the Gender Equity Committee to ensure that equitable support is provided for teams. Interviews with administration indicated oversight to ensure the equitable scheduling of cheerleaders, as a support group, for football, girls and boys basketball teams. A two-year review of spending for this category could not be accurately evaluated due to lack of information. School administration were reminded to review and include all expenditure items that are relative to this category.

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 assignment of available office space appeared to be equitable. Documentation showed that all fundraisers require school administrative approval and that all monies raised are deposited in the school internal team accounts. Interviews with coaches indicated knowledge of the process for school approval to purchase items. A two year review of spending for the collective benefit categories of Equipment and Supplies, Travel and Per Diem, and Coaching Salaries showed that approximately \$415.00 was spent per male athlete and approximately \$232.00 was spent per female athlete. This falls outside the acceptable parameters (\$100.00-\$120.00 per athlete) of overall spending. A complete analysis could not be done due to lack of reported expenditures for the benefit category of Awards but it should also be stated that the current disparity may be directly related to the expenditure difference(s) that were documented in the Coaching Salaries category. School administration were reminded to include all the relative expenditures for each benefit category so that an accurate analysis of Phelps High School can be made.

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

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Coaching Compensation – Review the protocol and procedure for extended day(s) receipt of pay, for assistant coaches, so as to ensure overall equivalence in the area of coaching compensation.	Please submit to the KHSAA on or before February 1, 2019.
Locker Room Assignments – The Gender Equity Committee should review all current available locker room space to include designation for the sports of boys cross country, boys track, baseball, and girls cross country, girls track, and softball.	Please submit to the KHSAA on or before February 1, 2019.
Equity of Spending in Publicity – Review and report all expenditure items that are relative to the benefit category of Awards.	Not for submission – will be reviewed upon receipt of the 2019 Annual Report.
Overall Spending – Review and report all expenditure items that are relative to the benefit categories of Equipment–Supplies, Travel-Per Diem, Awards, and Coaching Salaries.	Not for submission – will be reviewed upon receipt of the 2019 Annual Report.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Brittnee McCoy	Student Athlete – basketball, cross country
Cameron Johnson	Student Athlete – basketball, cross country
Gaina Howell	Parent
Ancie Casey	District Athletics – Transportation Director
Donna Fields	Volleyball Coach
Johnny Fields	Girls basketball Coach
Mike Hamilton	Principal
Deborah Stiltner	Athletic Director
Andrew West	Football Coach
Carla Mayhorn	Cheer Coach
Cinthia Compton	Cross Country Coach
Jason Sanson	Parent
Barb Kok	KHSAA Auditor
Kathy Johnston	KHSAA Auditor

OTHER GENERAL OBSERVATIONS

School administration were very welcoming 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 conference room. With no one in attendance, the audit team left Phelps High School at approximately 3:20 pm.