



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

KHSAA Form T76
Rev.. 11/16

School:	Pulaski County High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	January 10, 2019
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 96.6%. The most recent sport activities added have been bass fishing, dance, and archery. Pulaski County High School currently offers eleven (11) varsity sport or sport activities for males and twelve (12) varsity sport or sport activities for females. School administration were reminded of the importance for accurate team and roster submission so that data results 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-replacement plan for all sports. All sports appear to be on a three-year cycle of rotation and interviews with students and coaches indicated knowledge of the plan. Written documentation also showed that all uniforms are purchased by the school through an allocation of funds provided by the school board and by the high school. These allocations are managed by school administration and appear to be equitably distributed based on per athlete amounts. Viewed uniforms were of high quality and equitable in the quantity provided. An overall review of spending for this category showed that approximately \$309.00 was spent per male athlete and approximately \$286.00 spent per female athlete. This falls within the range of 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 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 and the soccer field.

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(s) of transport, meals, and housing (overnight stay). The modes of transport indicated were school bus, charter bus, and plane. The specifics for each relative to distance and number traveling, were also included. There was also written evidence of travel allocation that is provided by the Board of Education. This allocation is managed by school administration and appear to be equitably distributed based on per athlete amounts. The provision for meals and housing were specific relative to daily meal expense, quality of hotel, and number of students per room. Interviews with administration also indicated that any overages in travel spending is supported by boosters, with school administrative oversight. An overall review of spending for this category showed that approximately \$69.00 was spent per male athlete and approximately \$58.00 spent per female athlete. This falls within the range of acceptable spending parameters for the 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 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 10:1 for both males and females. There was viewed evidence of an evaluation tool that may be used for coach evaluation, however, school administration indicated sporadic use of this for the evaluation process. School administration were reminded that the evaluation of Competence, as part of the Coaching Benefit, should be used to aid in the professional growth and development of all coaches.

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 appeared to be comparable and are equitably assigned for all teams. An advantage to teams is that locker rooms and storage areas for all teams located on campus are in close proximity to each respective competitive venue. The off campus facilities include those for golf, swimming, and cross country. The golf team practices and competes at the Eagles Nest Country Club and the swim team utilizes the facilities at Russell County High School. All competitive facilities are excellent and very well maintained. Since the previous audit, an indoor hitting facility with restroom facilities and office space, exclusive for softball, has been added. One of the female locker rooms, off the gymnasium, was under renovation. Interviews with administration indicated this would include new lockers, painting, flooring, and other amenities as viewed in the other gymnasium locker rooms.

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 located on the main school campus and centrally located to all on-campus facilities. 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 indicated usage and access to the weight room. Interviews with administration indicated that Athletic Training Services are provided through a contract with UK Sports Medicine. There is a training room, centrally located, that provided access for the outdoor sports season and one located inside the gymnasium for the indoor sports season. Both provided equitable access to the student athletes. Interviews with administration also indicated that free physical exams are provided, by local physicians, for all students at the end of each school year. There was viewed evidence of Emergency Action Plans that covered the plan and procedure for those facilities located on the school campus. School administration were reminded that Emergency Action Plans are for the safety of the student-athlete and, therefore, should also include the plans for those venues that are off-campus. There was viewed display of AED units at several indoor and outdoor athletic venue sites. Information of Emergency Action procedures and AED sites were included in the school Title IX file.

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 end-of-season banquets, banner display, and team picture display. There was also viewed evidence of a spending limit for student awards and recognition. Any overages of this expense would require administrative approval and oversight. Banner display specifics included those for post season accomplishments, national recognition, and world recognition, Kentucky Mr. or Miss in their respective sport, professional athlete, death of a coach, retired coach, all-state members, and 1000, and 2000 point scorers in basketball. The guideline also included recognition of college athletic intent with a signing ceremony at the high school. Interviews with administration also indicated the equitable scheduling and oversight of cheerleading, band, and dance as support groups for the football, girls, and boys basketball teams. An overall review of spending for this category showed that approximately \$6.00 was spent per male athlete and approximately \$12.00 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 indicated that most teams have booster clubs with external bank accounts. There was viewed evidence of signed booster agreements in the school Title IX file. Specifics within the booster agreements included the requirements of monthly reporting to school administration, approval of all fund raising activities, and school approval of expenditures \$500.00 or more. All other teams deposit all funds in their school team accounts. Interviews with coaches indicated knowledge of the process for school approval to purchase items. A two-year review of spending showed that Pulaski County High School has met the acceptable spending parameters both on a percentage and per athlete basis. Reported documentation showed that 43% of total dollars were spent on females which made up 47% of the total participants and approximately \$839.00 was spent per male athlete and approximately \$709.00 spent per female athlete. School administration were reminded to report all relative expenditures for all benefit categories so that an accurate analysis of Pulaski County 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
Non-Applicable		

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
Non-Applicable		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
The area of Competence, as part of the Coaching Benefit area, includes a process for coach evaluation. This would include who is conducting the evaluation(s), and what written document or form is being used. The coaching evaluation should be used as a method for professional growth and development for each respective coach.	Not for submission – This should be reviewed by the Gender Equity Committee and any additions should be made available to all coaches and placed in the school Title IX file.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Haylee Ridner	Student Athlete – basketball, golf
Colton Fraley	Student Athlete – basketball, baseball
Chris Adkins	Head Coach – girls golf and girls basketball
John Fraley	Head Coach – boys golf and boys basketball
Brian Miller	Athletic Director
Matt Cook	District Coordinator
Rodney McAninch	Principal
Tammy McKee	Parent
Stephanie Smith	Parent
Barb Kok	KHSAA
Kathy Johnston	KHSAA – kjohnston@khsaa.org 859-494-2509

OTHER GENERAL OBSERVATIONS

School administration and staff were very welcoming and well prepared for the visit. The school Title IX file was well organized and complete. It appears that there is great communication between administration and coaches and that the Pulaski County High School students are always the focus for the areas of the Opportunities and Benefits. The public forum, scheduled for 3:00 pm, was held in the school conference room. With no one in attendance, the audit team left Pulaski County High School at approximately 3:15 pm.