



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

KHSAA Form T76
Rev..11/16

School:	Red Bird Christian High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	February 9, 2024
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2023-2024

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality	
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities	X
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was conducted during the 2021-2022 school year. Students in grades 8-11 were surveyed with a return rate of 78.3%. A review of submitted data for the past two (2) years identifies males as the underrepresented gender. Based on submitted documentation, the most recent sport and/or sport activities added have been softball, girls' junior varsity basketball, and boys soccer. Red Bird Christian School currently offers five (5) varsity level sports for males and four (4) for females. The total number of sport level opportunities offered for males is six (6) and six (6) for females. School administration were reminded of the importance for accurate team and roster submission so that submitted 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 a uniform review and/or purchase plan for all teams. The plan indicated that all uniforms are reviewed on a four-year cycle. All viewed uniforms were of high quality and equitable in the quantity provided. Interviews with administration indicated that all uniforms are purchased with school funds and that all uniforms are laundered and maintained by school personnel after each competitive event. Written documentation indicated that inventory of all equipment, including uniforms, is recorded and turned into the athletic director at the end of each season. Interviews with coaches and student athletes indicated knowledge of the uniform purchase plan. A two-year review of spending for this category showed that approximately \$43.00 was spent per male athlete and approximately \$34.00 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 for the like sports. There was written evidence showing the equitable scheduling for the shared facility of the gymnasium. The written guideline indicated priority use of the shared facility for team(s) in season and then on a weekly rotation basis. There was also a viewed outdoor netted enclosed hitting area which would serve as a shared practice area for softball and baseball. Interviews with administration stated that the same developed rotation plan also applies to the hitting facility. Upon receipt of this report, school administration should identify the outdoor hitting area as a shared space and include an equitable schedule for use and access. This should be included in the school Title IX file.

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 indicating that all transport of student athletes is provided by parents and/or a car pool plan. Interviews with coaches and student athletes did indicate a provision for meals when on long trips. There was no written evidence for the provision for meals and/or housing included in the school Title IX file. Upon receipt of this report, a guideline should be developed to include the parameters for meals and for housing. A review of overall spending could not be evaluated for this category due to the lack of reporting for any related expenditures.

BENEFIT	Satisfactory	Deficient
COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Compensation	X	
Accessibility	X	
Competence	X	

BENEFITS REVIEW- COACHING: There was viewed evidence of a school approved salary scale 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 7:1 for males and 8:1 for females. There was also written evidence that included the evaluation process for all coaches. Coaching evaluations are completed by the Athletic Director at the end of each season with a written document used in this process. School administration were reminded that coaching evaluations help to aid in the growth and development of 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 locker room and storage assignment for all teams. There is one locker room for males and one for females. Viewed locker rooms appear to be equitable and with similar amenities. Storage areas were in close proximity to the competitive facilities as well as to each assigned locker room area. The on-campus practice and/or competitive facilities include those for basketball, volleyball, baseball, softball, cross country, track, and soccer. The basketball and volleyball teams are in the rotation to host All A regional tournaments and district level post season tournaments. Meets for the track team are held at all away sites. Interviews with administration indicated planned upgrades to the softball and baseball dugouts – replacing current fenced dugout areas to enclosed block style dugouts.

BENEFIT	Satisfactory	Deficient
MEDICAL AND TRAINING FACILITIES AND SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Weight room location and access	N/A	
Weight room usage schedule	N/A	
Appropriate equipment for female use	N/A	
Athletic Training services	X	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: Interviews with administration indicated that there is no weight room and/or conditioning area facility at the school. There are currently no athletic training services available at the school. Interviews with administration indicated that there is a local Emergency Medical Trained person and Paramedic that is present at all home events and provides medical attention and care for all student athletes. Interviews with administration indicated that physical exams are the responsibility of each student but that regular announcements/notices are provided to all students of local medical clinics in the area that provide athletic physicals for a minimal cost.

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 guideline that included the description of team awards that are presented by each team and the criteria for banner display. Interviews with student athletes and coaches indicated an end-of-year athletic banquet that took place that gave recognition to all teams. There was also viewed display of post season KHSAA trophies in the hallway trophy case, display of recognition banners for participating senior student athletes, and display of award recognition of cross country and/or track and field student athletes at the KHSAA Championships. These viewed evidences of student recognition were not included in the school Title IX file. Interviews with administration also indicated the equitable scheduling and oversight of cheer and band, as support groups, for the girl and boy basketball teams. A two-year review of spending, for this category, showed that approximately \$8.00 was spent per male athlete and approximately \$6.00 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: There was one viewed office area which was located in the gymnasium. Interviews with administration indicated that there are no external booster accounts and that all fundraising activities receive prior approval from school administration. Interviews with coaches indicated that all fund-raising dollars are deposited in the athletic and/or team school account. A two-year overall review of spending showed that approximately \$140.00 was spent per male athlete and approximately \$100.00 spent per female athlete. It also showed that approximately 47% of total expenditures were spent on males which made up approximately 39% of the total participants while approximately 53% of total expenditures were spent on females which made up approximately 61% of the total participants. Based on this data, it appears that Red Bird Christian School has met the standard of expenditures, both on a percentage and per athlete basis.

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
N/A		

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
N/A		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Meals and Housing - Develop a guideline that provides an equitable provision for meals and housing. For meals, this may include, but not be limited to, a per meal or per day monetary allowance for those student athletes that may travel long distances or be gone for a certain length of time for sponsored events. For housing, this may include, but not be limited to, interior corridors, free breakfast, free WIFI, etc.	Please submit, on or before, May 1, 2024 . Please send to kjohnston@khsaa.org.
Student Recognition - Add to the current awards guideline to include the provisions for the end-of-year athletic banquet, criteria for trophy display, senior banner recognition, and any other methods that currently provide student-athlete recognition.	Not for submission – when complete, please add to the school Title IX file
Venue Specific EAP – The school is to develop Emergency Action Plans that are specific to each indoor and outdoor venue.	Not for submission – when complete, please add to the school Title IX file

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Allison Smith	Head Coach - Volleyball
Angela Schonauer Crawford	Head Coach – Track and Cross Country
Breanna Gambrel	Student Athlete – basketball, track, volleyball, softball, cheer
Sydney Nolan	Student Athlete – volleyball, cheer, softball
Josuel Ilunga	Student Athlete – basketball, cross country, track, baseball
Jennifer Wilder	Principal
Tonya Dickerson Asher	Athletic Director
Kathy Johnston	KHSAA – kjohnston@khsaa.org

OTHER GENERAL OBSERVATIONS

School administration were well prepared for the visit. The school Title IX file was well organized and complete. There was evidence of a school Athletic Handbook which is provided to all coaches, students, and families of student athletes. It serves as a great resource in addressing the athletic opportunity and benefit categories. The public forum, scheduled for 3:00 pm, was held in the main school office. With no one in attendance, the auditor left Red Bird Christian School at approximately 3:10 pm.

There was written evidence of an Emergency Action Plan that addressed the process and procedures for necessary action that may occur with each offered sport, but was not specific to the indoor and outdoor venues. Permanent AED locations included the gymnasium and the main school hallway. Written evidence also included the use of electronic communication devices (ECD) for each athletic venue for use in an emergency.