



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

KHSAA Form T76
Rev..11/16

School:	Rockcastle County High School
Prepared By:	Barbara Kok
Date of Re-Visit:	January 25, 2024
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	

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 December 22, 2022, with a return rate of 76%. The summary of student responses indicated zeros in the sport or sport activity that Rockcastle currently does not offer. Discussions with the Athletic Director and administration indicated this could have been due to error in submission to the KHSAA and would be corrected in the submission of the 2023-24 Student Interest Survey results. *To meet the standard of Test 3 for provision of opportunities, the results of the Student Interest Survey should be documented on the T-3 form of the Annual Report.* The school currently offers fourteen sport levels for males and sixteen sport levels for females.

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: Written evidence viewed indicated a four-year cycle for review/replacement of uniforms but did Not list all teams. Golf, tennis, swimming and archery are replaced yearly, and students retain possession at the end of the season. **To ensure equivalence of quantity and quality, ALL teams should be included on the written rotation schedule in the Title IX file.** The school provides each team an allotted amount for purchase of uniforms. Booster Clubs provide funds for any overage of the allotted amount. Uniforms viewed were of mid-to-high quality and equivalent in quantity for like sports. Other equipment viewed appeared to well-maintained and suitable for the specific sport.

See Actions Necessitated by Visit

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: The most recent competitive schedules appear to be equitable in playing times and show parity in number of competitive events for “like sports”. The athletic director is responsible for scheduling all practice and competitive facilities (google calendar). The shared facilities for Rockcastle County are gymnasium, weight room and outdoor hitting facility. A written schedule for the outdoor hitting facility was not included in the 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: To ensure equivalence, it is recommended the current guidelines for travel/per diem be expanded to include but not limited to:

1. **Mode of transportation-** school bus, school owned van, charter bus and guidelines indicating use.
2. **Provision for meals-**\$ per meal, per day, etc.
3. **Provision for housing-**Type of hotel, free breakfast, number of athletes to a room, interior corridors, etc.

All teams are provided the opportunity for over night stays and out -of- town travel. A review of spending in 2022-23 shows approximately \$42 per male athlete and approximately \$37 per female athlete.

See Other Actions Necessitated by Visit

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

BENEFITS REVIEW- COACHING: The Rockcastle County Extra Duty pay schedule appeared to provide equivalent compensation and number of coaching positions available for all sports. Reported data showed the athlete to coach ratio, regarding accessibility, is 15 :1 for females and 13:1 for males. Two out of twelve head coaches for female are employed off campus. Interviews with athletes stated this is not an issue concerning communication. The athletic director conducts informal end of the season evaluation 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 assigned storage for all teams that appeared to be equitable.

There was written and viewed evidence of assigned locker rooms for all teams. Interviews with athletes and coaches indicated they were not aware of assignments for all teams. **According to Title IX, all students are entitled to a safe and secure place to dress and store their belongings.** It is the responsibility of the Administration to inform coaches and athletes of their assigned locker rooms.

Amenities of available locker rooms appears to be comparable for like sports.

See Actions Necessitated by Visit

On campus athletic facilities include those for archery, cross country (practice only), volleyball, girls' and boys' basketball, softball, baseball and the football (practice only). The football and track competitive sites are located behind the Middle School (approximately 1 mile away).

Off campus sites include:

Golf-Cedar Rapids Country Club

Swimming-Seabury Center Berea College

Tennis-City Park

Most practice and competitive facilities appear to be equitable and well-maintained. However, there is a major disparity in the quality, appearance and condition of the track and tennis athletic venues as compared to other facilities. The six-lane track located at the football stadium does not have lane lines and the surface is in poor condition. They are unable to host home track competitions.

The girls' tennis facility is in the City Park with one court in poor condition. The location is in a questionable area making supervision a concern of the Athletic Director. Limited interest in track and tennis could be attributed to the poor facilities available.

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	N/A	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICE: The weight room for Rockcastle is located off the main office. It is a spacious, well -lit room that is easily accessible to all athletes. Weights and other equipment viewed appeared to be appropriate for female use. The posted schedule provides equitable access for all teams.

Rockcastle has the services of an athletic trainer contracted through Bluegrass Orthopedics. The trainer attends practice daily and all home athletic events. The contact information and schedule for the trainer is posted on the door. The training room located in the gymnasium is well organized and easily accessible to all athletes. Rockcastle does not provide physical exams for their athletes.

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 the assignment of support groups (cheerleading and band) that ensures equitable attendance to home football, boys' and girls' home basketball games.

There was written evidence of an awards/ recognition guideline that included provision for post season recognition, banners displayed, letters and bars, retired jerseys for both team and individuals. Interviews with coaches and athletes indicated end-of-season activities were held for all teams.

Discussion with the Athletic Director concerning zeros reported on the 2022-23 Annual Report T-35 form in the Awards category should be corrected on the upcoming Annual report.

Spending showed approximately \$12 per males and \$8 per females.

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 appears to be equitable. The conference room in the main office is available to off campus coaches when needed. Booster Clubs at Rockcastle County house all funds in the school account. Any expenditures must have a P.O. and be signed by the Principal and Athletic Director. Coaches interviewed showed understanding of the process for fundraising and procedure for purchasing. Overall spending for the past two years favors the males with approximately \$737 and 57% per male athlete and \$603 and 43% per female athlete. Currently Rockcastle County is slightly outside acceptable parameters in both 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

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
Travel and per diem guideline: Expand the current travel/per diem guideline to include all possible modes of transport for student athletes. This may include, but not limited to, school bus, van, charter bus, etc. Develop a guideline for parameters for meal provision (daily or per meal). Develop the parameters for overnight stay (number to a room, type of housing, interior corridors, free breakfast, cost, etc.). All guidelines would ensure equity and parity for all teams	Please submit to KHSAA on or before May 1, 2024 bkok@khsaa.org
Locker rooms, practice, competitive facilities: Develop a listing of viewed locker rooms assigned to all teams. Provide the list complete with the signature of all Head Coaches assigned to the locker room.	Please submit to KHSAA on or before May 1, 2024 bkok@khsaa.org
Equipment and Supplies: Develop a guideline for review/replacement of uniforms that includes all teams and their replacement date.	Please submit to KHSAA on or before May 1, 2024 bkok@khsaa.org

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Mike McNabb	Athletic Director
Loren Reynolds	Volleyball Coach
Tim McIntosh	Softball Coach
Cam Smith	Student Athlete Baseball, Football, Basketball
Camrym Cash	Student Athlete Basketball
Brandy Smith	Assistant Principal
Marcus Reppert	DPP/District Title IX Coordinator
Jesse Maheffry	Community Director
Barbara Mullins	YSC Program
Leslie Larkey	Teacher
Chris Larkey	Football Coach
Gary Lawson	KHSAA
Barbara Kok	KHSAA bkok@khsaa.org

OTHER GENERAL OBSERVATIONS

Rockcastle school administration was very welcoming and prepared for the visit. The Title IX file was well organized and complete. The Athletic Director showed great concern for the well-being and safety of the athletes. The Gender Equity committee was in full attendance and receptive to all comments from the Audit team.

The Emergency Action Plan in the Title IX file was complete and detailed for all on and off campus practice and competitive sites. There are five AEDS at the school with portable AEDS accessible to the athletic department and Athletic Trainer.

The public forum was attended by one parent and two coaches. Audit team departed 3:25 pm.