



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

KHSAA Form T76
Rev. 11/16

School:	Rowan County High School
Prepared By:	Gary Lawson and Kathy Johnston
Date of Re-Visit:	January 28, 2025
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2024-2025

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 October 17, 2016 Title IX school visit report designated this opportunities area **Satisfactory**. This rating was based on data indicating that the standard established by Test 3 for provision of athletic opportunities was being met.

A review of the annual Title IX reports for the past two years show that the school is currently meeting the standards established for both Tests 1 and 3. The T-1 form in the 2023-24 annual Title IX report shows that females made up 42.5% of the athletic participants, and they were 46.9% of the school's enrollment (Test 1). The internal analysis summary for the 2023-24 annual report notes that according to the most recent student athletic interest survey, it appears that student athletic interests are being accommodated. The school currently offers 17 total teams for female competition and 19 total teams for male competition. The T-63 form in the 2023-24 annual Title IX report shows that a 69.0% completion rate was received on the most recent student athletic interest survey.

During the most recent visit, the school's Title IX file was reviewed. It contained policies and regulations addressing equity for student athletes in regard to the provision of benefits.

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: The 2016 Title IX school visit report designated this benefit category Satisfactory.

All the uniforms seen during the most recent visit appeared to be of mid-to-high quality. In regard to the quantities supplied, there appeared to be some disparities.

- Baseball was supplied five game tops and four game pants. Softball was supplied two game tops and two game pants—advantage to baseball.
- Girls' soccer was supplied three game tops and two game shorts. Boys' soccer was provided two game tops and one game shorts—advantage to girls' soccer.

The GERC was encouraged to review uniforms to insure overall equivalence.

The school's Title IX file contained a uniform plan what showed the amounts of money funded by the board of education for uniform replacement on a four-year cycle for all teams. Interviews with coaches and school administrators indicated that athletic booster clubs were not required to adhere to the four-year plan. The Gender Equity Review Committee was encouraged to OVERSEE ALL UNIFORM PURCHASES IN AN ATTEMPT TO BRING ABOUT EQUIVALENCE OF THIS BENEFIT.

Information in the 2022-23 and 2023-24 annual Title IX reports showed the school spent \$178 per female athlete and \$119 per male athlete for 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 events opportunities provided for the like sports. Interviews with athletic administration identified the shared athletic practice and/or competitive facilities to include the main high school gymnasium, the Middle School gymnasium, tennis courts, turf game field, a practice field, and the indoor hitting facility. There was viewed schedule calendars which appeared to show the equitable assignment of the shared facilities, however, there was not a guideline that provided for administrative oversight in the scheduling of those facilities. The guideline should identify all shared facilities and the process and/or procedure for ensuring equitable usage and access.

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 that listed preferred methods of transport to be school bus, charter bus, and private vehicle. The provision for meals indicated \$20 per meal per athlete and the provision for housing (overnight stay) only referred to KHSAA post season events. Written documentation did indicate that all athletic trips require prior approval with submission of travel, meal, and housing documents presented by a specific deadline. The review of spending could not be evaluated due to insufficient submission of data from the 2022-2023 school year on the 2024 Annual Report.

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 schedule which showed equivalence in coaching stipend amounts and parity for the number of positions provided for the like sports. The salary schedule showed equitable increases in pay based on designated levels of grade and years of coaching experience. This was all calculated off a designated base salary, as set by the Board of Education, for the current school year. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 9:1 for males and 8:1 for females. Interviews with athletic administration indicated that head coach evaluations are conducted by athletic administrative staff at the end of each sports season. School administration were reminded that the Title IX component of Competence relates to the growth and development of coaches as to provide the best benefit for their student athletes.

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. Locker rooms and storage areas appeared to be in close proximity to each practice and/or competitive facility. The on-campus facilities include those for track, football, soccer, softball, baseball, tennis, cross country, volleyball, basketball, wrestling, and archery. The Eagle Trace Golf Course provides a practice and competitive facility for golf, the Morehead Wellness Center for swimming, and the Mt. Sterling Lanes for bowling. The indoor hitting facility for baseball and softball is located downtown, approximately two (2) miles from the high school. The viewed competitive facilities were excellent and very well maintained. Overall amenities viewed appeared to be comparable.

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: The 2016 Title IX school visit report designated this benefit category **Satisfactory**.

The tour of facilities during the most recent visit revealed that the school has a large and well-equipped weight training room adjacent to the gym. This venue appeared to have training options that were suitable for female athletes. Interviews with student athletes and coaches confirmed that appropriate training options and equitable access were available. A usage schedule posted at the venue indicated equitable access.

An athletic trainer employed by the school district seemed to be available on an equitable, daily basis. According to school administrators, local physicians offer free athletic examinations on specified dates three to four times per year.

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 provision for end-of-season recognition ceremonies, school awards, and team awards. Interviews with coaches indicated the presentation of ring(s) for state championship accomplishment but the provision for this was not included in the awards guideline. There was also written documentation for banner display for teams that had post season regional and/or state accomplishment. It also stipulated that banner may be presented that may include significant milestones of achievement. The review of spending could not be evaluated due to insufficient submission of data from the 2022-2023 school year on the 2024 Annual Report.

Interviews with administration indicated oversight for the equitable scheduling of cheer and band, as support groups, for football, girls' basketball, and boys' basketball.

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 2016 Title IX school visit report designated this benefit category Satisfactory.

According to administrators, the school currently has exclusive office space for girls' basketball, boys' basketball, volleyball, boys wrestling, girls wrestling, and football which has an office for the head coach and for an assistant coach.

At the present time, the school has booster clubs supporting all school varsity teams except volleyball, archery, bowling, boys track, girls track, boys' cross country, girls' cross country, bass fishing, girls' tennis, and boys tennis. Some of the booster clubs house their funds in school accounts, but most of the clubs have their funds in off-campus accounts. It was suggested to school administrators and the GERC that A MECHANISM NEEDS TO BE PUT IN PLACE FOR ADMINISTRATIVE OVERSIGHT OF BOOSTER SPENDING TO MONITOR EQUITABLE PROVISION OF BENEFITS FOR STUDENT ATHLETES.

A review of athletic spending based on data the school submitted for the past two years shows the following:

2022-23 38.44% of the expenditures were for females who made up 38.05% of the participants or approximately \$445 per female athlete. 61.56% of the expenditures were for males who made up 61.95% of the participants or approximately \$438 per male athlete.

2023-24 43.51% of the expenditures were for females who made up 42.46% of the participants or approximately \$468 per female athlete. 56.49% of expenditures were for males who made up 57.54% of participants or approximately \$448 per male athlete.

Expenditures, submitted by the school over the two-year period of this analysis, appear to be well within generally accepted parameters for a football-playing school.

IT SHOULD BE NOTED THAT THE T-35 FORM IN THE 2023-24 ANNUAL REPORT LISTS TRAVEL AND AWARDS EXPENDITURES THAT ARE INCOMPLETE.

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
<u>Scheduling of Shared Facilities</u> - Develop a guideline which would ensure the administrative oversight for equitable usage and access to all listed shared facilities.	Not for submission. Update and include in the school Title IX file.
<u>Student Recognition</u> - Update the current awards guideline to include the specific provision for state championship rings and what would be recognized as specific 'milestone' achievements for banner display.	Not for submission. Update and include in the school Title IX file.
<u>Travel and Per Diem</u> - Develop a guideline that lists all possible modes of transport and the provisions for each. This may include, but not be limited to school bus, charter bus, school vans, private vehicles, etc. The provisions may include, but not be limited to, number of students transported, distance to be traveled, etc.	Please submit to the KHSAA, on or before, April 1, 2025 . Please submit to Kathy Johnston at kjohnston@khsaa.org.
<u>Emergency Action Plan</u> - include the EAP for the off-campus facility of golf	Not for submission. Update and include with other venue specific EAP's
<u>Travel and Awards Spending</u> - Record the expenditures for the categories of Travel/Per Diem and Awards for the 22-23 school year. This is to include all expenditures, <u>regardless of the source</u> , that was provided for the benefit of student athletes.	Please submit to the KHSAA, on or before April 1, 2025 . Please submit to Kathy Johnston at khsaa.org,

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Malana Hamm	Student Athlete - softball
Jackson Hamilton	Student Athlete - football / bowling
Matt Stokes	Coach - girls basketball
Jonathan Stacy	Coach - girls golf
Randy Wallace	Associate Athletic Director
Jordan Mann	Principal
Ryan Raybourn	Assistant Athletic Director
Michael Ritchie	Athletic Director
Brandy Carver	Title IX Coordinator
Randa Ramey	Parent Rep
Tara Utterback	Parent Rep
Gary Lawson	KHSAA
Kathy Johnston	KHSAA

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 evidence of a Student-Athlete Handbook which included code of conduct, social media policy, eligibility regulations, uniform contract, and designated chain of command. There was also evidence of a Coaches Handbook. Both of these documents serve as great resources for the benefit of the Rowan County student athletes.

The public forum, scheduled for 3:00 p.m. was held in the school library. There were three (3) people in attendance. After discussion, the audit team left Rowan County High School at approximately 3:40 pm.

Although not part of the current Title IX evaluation, as per request, the school was asked to provide a copy of its Athletic Facility Emergency Medical Plan (KRS 160.445) As per request, the school was also asked for a listing of the locations of its Automated External Defibrillators.

There was written evidence of Emergency Action Plans for all on-campus and off-campus athletic venues except for golf. All plans included specific maps with direction for EMS vehicles and positions of AED locations. The protocols and procedures for action were listed for all possible emergencies. There were four (4) identified placements for AED's which cover the needs for practice and/ or athletic competition taking place on the main school campus. There was also listing of AED placements for the off-campus facilities of swimming and bowling. Interviews with athletic administration indicated that the District Nurse and Athletic Trainer do seasonal training of procedures and protocols for all coaches.