



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

KHSAA Form T76
Rev..11/16

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|--------------------|-------------------------------------|
| School: | Russell High School |
| Prepared By: | Barbara Kok |
| Date of Re-Visit: | November 30, 2017 |
| Staff Reviewed By: | Darren Bilberry, Asst. Commissioner |
| School Year: | 2017-2018 |

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

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|--|------------------|
| OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT) | Completed |
| Test One – Substantial Proportionality | X |
| Test Three – Full and Effective Accommodation of Interest and Abilities | |
| Analysis Form Review | X |

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: According to data and information submitted for the years 2016-2017, it appears Russell High has met the Title IX standard for Test 1 and Test 3 for the provision of opportunities in athletic participation. The school currently offers sixteen sport levels for both male and female athletes. The Title IX permanent file was complete with all requested items.

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: Uniforms viewed appeared to be of high quality and equitable in quantity for "like" sports teams. Written evidence indicated a four- year rotation for review/replacement of uniforms purchased by the school. Coaches interviewed stated their booster club purchased uniforms out of rotation and did not seem aware of the written guidelines in the Title IX file. It is recommended the Gender Equity committee review the current guidelines in the Title IX file and any make changes necessary. *It is the responsibility of the athletic director and administration to educate the coaches and booster clubs on the uniform review/replacement guidelines and monitor their compliance.* Other equipment viewed appeared to be suitable and well maintained for all sport teams.

| 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 game schedules viewed appeared to be comparable in number of competitive events for “like” sports and offered equitable “opportune times” for games. Shared facilities (gymnasium, soccer field, and weight room) appeared to be scheduled equitably for all teams.

| 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: Written evidence of a travel/per diem policy indicated athletes were transported to athletic events by school bus or school owned vans. Per diem for food and housing appeared to be comparable for all. Information on parameters for transportation and housing were not provided in the guidelines.

See KHSAA recommendations.

Opportunities for travel are offered on an equitable basis for both male and females. All over night or out -of -state trips must have Board approval and arrangements are monitored by the Athletic Director.

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

BENEFITS REVIEW- COACHING: It was difficult to accurately assess coaches' salaries based on the extra service pay schedule viewed.

See KHSAA recommendations

Four out of nine head coaches for male athletes and three out of nine head coaches for female athletes were not on campus. Interviews with athletes indicated this was not a problem. Coaches are evaluated using a written instrument by the athletic director at the end of each season.

| 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: Written evidence for assignment of locker rooms and storage areas appeared to be equitable. Review of the facilities showed a slight disparity of locker and dressing room at the soccer complex. Athletes are entitled to have a safe and secure place to dress and store their belongings. Using a public restroom as a locker room facility at the soccer complex is unacceptable. It is recommended the GERC tour all facilities and evaluate the locker room space available and assignments as needed. All competitive and practice venues appear to be well maintained and comparable in amenities.

| 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 are two weight rooms at Russell High and appear to be scheduled equitably for both male and female sport teams. Interviews with student athletes supported equitable use by all teams. Schedules for usage were present in the file and posted at each site. The school has the services of an athletic trainer who is employed by the school system and attends practice and events daily. The training rooms are located in the gymnasium and field house and accessible to all. Opportunities for free physical exams are offered by Kings Daughters Hospital. All emergency plans viewed were very good and specific 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: The school has one cheer squad that attends all football and basketball games. The dance team performs at home games. To ensure equity, the athletic director monitors the assignment of support groups. A written awards policy for awards provided guidelines for letters, bars, pins and Senior awards. The policy did not cover banners on display, requirements for post season banquets and established criteria for the Hall of Fame.

See KHSAA recommendations

Seasonal sport programs that were inclusive of all teams were viewed.

| 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: All teams have booster clubs with outside accounts. The overall spending for a two- year period shows expenditures that fall within acceptable parameters on both a percentage and per athlete basis. *To continue to achieve this level of parity, it is recommended the administration put in place a method or procedure to monitor booster expenditures before they occur. It is recommended that all booster clubs have a signed agreement each year and the agreement is kept in the permanent Title IX file.*

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 |
|---|--|--|
| None observed | | |
| | | |
| | | |

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 |
|---|--|--|
| No recurring deficiencies | | |
| | | |
| | | |

OTHER ACTIONS NECESSITATED BY THIS VISIT

| Action | Due Date |
|--|------------------|
| Travel and per diem -To ensure parity for all teams, the school is to submit a revised travel/per diem policy that includes parameters for transportation by van (distance, number of athletes) and parameters for housing (\$ range, number of athletes in a room, etc.) | January 30, 2018 |
| Coaching -The school is to submit an extra service pay schedule that list all Russell High School coaches and the actual salary they receive. | January 30, 2018 |
| Publicity -To ensure equity for all teams, the school is to submit a revised Awards policy that includes guidelines for display of banners, post season banquets, and criteria for the Hall of Fame. | January 30, 2018 |

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

| Name | Title |
|------------------|---------------------|
| Kynidee Allen | Student Athlete |
| Chaz Whitt | Student Athlete |
| Regina Rice | Cheer Coach |
| Tiffany Perry | Volleyball Coach |
| Joe Bryan | Athlete Director |
| Anna C. Chaffin | Principal |
| S. David Caniff | Assistant Principal |
| Crystal Cantrell | Parent |
| Gary Lawson | KHSAA |
| Barbara Kok | KHSAA |

OTHER GENERAL OBSERVATIONS

Russell High School was well prepared for the visit and administrators were receptive to the comments from the auditors. The school demonstrates great pride in their athletic program and has good support from the community.

No one attended the public forum.