



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

KHSAA Form T76
Rev..11/16

School:	Russell County High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	January 18, 2018
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2017-2018

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 <u>Satisfactory</u>	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was conducted during the 2015-2016 school year. Students in grades 8-11 were surveyed with a return rate of 80%. The most recent sport and/or sport activities added for both males and females have been bowling, cross country, and bass fishing. Interviews with administration also indicated a plan for the future development of soccer as a possible new sport. There are currently ten (10) varsity sports and/or sport activities offered to both males and females. School administration was reminded of the importance for accurate team and roster submission so that data results may provide an accurate and complete school analysis on the yearly submitted Annual Reports.

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 review/replacement plan for all sports. There was a listing of sports that are on a three-year cycle and a listing of sports that were reviewed yearly. Interviews with athletes and coaches appear to be knowledgeable about the plan. Viewed uniforms were of excellent quality and appeared to be equitable in the quantity provided. School administration were reminded that, regardless of the funding source, that the implementation of the uniform plan should be maintained to ensure overall equity. A two-year review of spending, for this category, showed that approximately \$347.00 was spent per male athlete and that approximately \$338.00 was 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. There was written evidence showing the equitable scheduling for the shared facility of the gymnasium.

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 included the types for mode of transport, and the specifics relative to the provision of meals, and overnight stay for housing. A two-year review of spending, for this category, showed that approximately \$105.00 was spent per male athlete and approximately \$184.00 was spent per female athlete.

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 equivalence in stipend amounts and parity for the number of positions provided. Reported documentation showed that the athlete to coach ratio, with regard to access, is 12:1 for males and 10:1 for females. Interviews with administration indicated that coaches are evaluated at the end of each sports season by the Athletic Director. A written evaluation instrument is currently not being used.

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 evidence of locker room and storage assignment for all teams. The qualities and amenities for all locker rooms are comparable and are equitably assigned for all teams. The off campus facilities include those for bowling and golf. The bowling team makes use of the Lakers Lanes facility and the golf team utilizes the Lakewood Country Club. Interviews with administration indicate that school transport is available to these sites for those participating students. The facilities for football, track, and volleyball, basketball, cross country, swimming, tennis, baseball, and softball are located on the school campus. Since the previous audit, completed in 2011, a softball facility has been built on the school campus. All facilities are excellent and very well maintained. An advantage for all teams is the close proximity of each team's locker room and storage area to its practice and/or competitive facility.

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 that is located in a separate building, on the main school campus, and in close proximity to all athletic facilities. A schedule showing equitable usage and access was in the school Title IX file and also posted at the site. Interviews with athletes and coaches indicated use and access to the weight room. The weight room is very spacious and with ample equipment appropriate for female use. There are currently no athletic training services available, however, local physicians and EMT personnel provide services at home events. Interviews with administration indicated that free athletic physicals are made available to all students, two (2) days a year, during the summer. These are provided through the Cumberland Family Medical Center. Students also have access to obtaining athletic physicals throughout the school year through the Healthy Kids Initiative, located on the school campus. There was written evidence of emergency action plans 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: There was written evidence of an awards/recognition guideline that included the provision for banquets, banners, letters/bars, school awards, senior nights, and retired jerseys. Information provided also included the specific requirements of each team for receipt of certificates, letters, and bars. Interviews with administration also indicated the monitoring of cheerleading and band to ensure overall equitable support. A two-year review of spending showed that approximately \$31.00 was spent per male athlete and approximately \$67.00 was 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 assignment of available office space appears to be equitable and accessible to coaches. Interviews with administration indicated that several teams have external Booster Accounts. There was written documentation relative to the administrative oversight of booster club fundraisers and expenditures. Interviews with coaches indicated knowledge of the process for school approval to purchase items. A two-year review of overall spending showed that approximately \$535.00 was spent per male athlete and approximately \$649.00 was spent per female athlete. According to reported data, Russell County High School currently meets the acceptable expenditure parameters both on a per athlete and percentage 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 – Expand the current transportation guideline to include the specifics for use of charter as mode of transport. This may include, but not be limited to, distance to be traveled, number of students being transported, and/or level of competition or event.	Not for submission – please review and add to current provision for modes of transport
Coaching – To ensure a level of competence for coaches, the development of an evaluation instrument may aid in the professional growth and improvement plan for coaches.	Not for submission – please review and add to school athletic handbook for coaches

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Hayes Coffey	Student Athlete – BKB, BB
Michael Carpenter	Athletic Director
Ben Walters	Student Athlete – BKB, FB
Darren Gossage	Principal
Macie Emerson	Student Athlete – VB, CH
Stephanie McGowan	Librarian, Coach - XC
Sarah Roy	Curriculum Spec., Coach - VB
John McFall	Asst. Principal - RCMS
Brett Blankenship	Asst. Girls BKB Coach
Gary Copley	Asst. Athletic Director and Asst. BKB
Anthony B. Darnell	Asst. Principal – RCHS
Craig Pippin	Head Girls BKB Coach
Erica Burta	Parent
Gary Lawson	KHSAA
Kathy Johnston	KHSAA – kjohnston@khsaa.org 859-494-2509

OTHER GENERAL OBSERVATIONS

Russell County High School was very well prepared for the visit. The school Title IX file was well organized and complete with all requested items. The public forum, scheduled for 3:00 pm, was held in the school Library. With no one in attendance, the audit team left Russell County High School at approximately 3:20 pm.