



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

KHSAA Form T76
Rev..11/16

School:	Shawnee High School
Prepared By:	Barbara Kok
Date of Re-Visit:	January 30, 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	X
Test Three – Full and Effective Accommodation of Interest and Abilities	X
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: According to information and data submitted, Shawnee High School has met the standard for Test 2 with a 55% increase in expansion of girls' sports and the addition of five sports or activities of various levels. The last Student Interest Survey was conducted during the 2021-22 school year with a return rate of 60.5%. The school is in the process of conducting the 2023-24 Student Interest Survey and striving to attain a 60% return rate. They are to be commended for meeting the standard for accommodations of interest and abilities. The school currently offers fourteen sport levels for males and twelve sport levels for females. The Title IX file was well organized and complete.

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 for all teams that appeared to ensure equivalence in quality and quantity for like sports. Uniforms viewed were of high to mid quality. The school provides funding for uniforms for all teams. Other equipment viewed appeared to well-maintained and suitable for the specific sport. A two-year average of spending for equipment is approximately \$145 per male athlete and \$195 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: The most recent competitive schedules viewed 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 to ensure equivalent usage for all teams. The shared facilities for Shawnee High are large gymnasium, small gymnasium, practice game field, and the weight room. A written schedule for the weight room was posted on site and indicated usage by 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:

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 with prior approval from the Administration. A review of spending in 2022-23 shows approximately \$25 per male athlete and approximately \$41 per female athlete. The Athletic Director was reminded to include travel expenses for all teams on the T-35 form in the Annual report.

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 Jefferson County Extra Duty salary schedule viewed appeared to equivalent in compensation and number of coaching positions available for all sports. Reported data showed the athlete to coach ratio, regarding accessibility, is 4:1 for females and 7:1 for males. Eight out of twelve head coaches for females and seven out of twelve head coaches for males are employed on campus. To encourage growth and development, the Athletic Director evaluates all coaches each year using a written instrument.

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 viewed of equitable assignment of locker rooms and storage for all teams. All locker rooms appeared to be comparable in size with similar amenities. Storage room was ample and available to all teams.

The football stadium is in the process of a full renovation to include a turf field (with soccer markings), new bleachers, scoreboard replaced and six- lane track resurfaced. Completion of the project is scheduled for August 2024. Other on campus venues include archery and marksmanship located in the ROTC wing, girls' and boys' basketball, volleyball, swimming, wrestling, and dance. The floor in the gymnasium was recently replaced.

Off campus venues are located in Shawnee Park approximately one mile from the school:

- Cross Country-Shawnee Park
- Baseball-Shawnee Park Harmony Field
- Softball-Shawnee Park Softball Field

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 SERVICE: The weight room is located upstairs from the pool area. It is easily accessible to all athletes and equipped with weights that are appropriate for female athletes. The schedule is posted on site and provides equitable access for all teams.

Shawnee High has the services of an athletic trainer contracted through Kort. The trainer attends practice daily, home athletic events and travels to away competitions on occasion. The training room and trainer's office are located off the large gymnasium and easily accessible to all. Physical exams are provided to Shawnee students free of charge by the school nurse and through Shawnee Christian Healthcare.

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: Shawnee has one cheerleading squad and dance team that performs at football, girls' and boys' basketball games. The Athletic Director monitors and encourages their support and attendance to all events.

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

Spending showed approximately \$8.00 per males and \$10 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. There are no Booster clubs at Shawnee High and teams have individual accounts within the school. Coaches interviewed showed understanding of the procedure for purchasing. Overall spending for the past two years shows approximately \$457 and 58% per male athlete and \$583 and 42% per female athlete. Currently Shawnee High meets acceptable parameters in both per athlete and percentage spending.

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 guideline for travel/per diem to include 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 to KHSAA on or before April 15, 2024
Scheduling of Games and Practice Times: Develop a schedule for the small gymnasium that is used as an indoor hitting facility.	Not for submission. Place in the Title IX file
Develop specific Emergency Action Plans for all on and off campus athletic venues (indoor and outdoor).	Not for submission. Place in Title IX file

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Mike Jolly	Athletic Director
Brenton McNear	Girls Basketball Coach
Norman Ellis	Volleyball Coach Boys' Basketball Coach
Tamiah Washington	Student Athlete Basketball
Zavion Hall	Student Athlete Football, Track
Kimberly Rice	Principal
Sharon Gray	Asst. Principal
Kamille Potter	Counselor
Reginald McDaniel	Teacher
Jeff Marksberry	KHSAA
Barbara Kok	KHSAA bkok@khsaa.org

OTHER GENERAL OBSERVATIONS

Shawnee High School demonstrates the belief that participation in athletics contributes to the success of a student. Interviews with the student athletes, coaches and administration show their commitment to improving their athletic facilities and increasing their female participants.

The Emergency Action Plan in the Title IX file was complete and detailed but not venue specific. It is recommended the school develop venue specific plans for all off-campus sites.

There are five AEDS at the school with a portable AED accessible to the Athletic Trainer.

No one attended the public forum. Audit team departed 3:05