



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

KHSAA Form T76  
Rev..11/16

School:	Simon Kenton High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	January 14, 2020
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

<b>OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)</b>	<b>Completed</b>
<b>Test One</b> – Substantial Proportionality	
<b>Test Two</b> – History of Continuing Practice of Program Expansion	
<b>Test Three</b> – Full and Effective Accommodation of Interest and Abilities	<b>Satisfactory</b>
<b>Analysis Form Review</b>	X

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The most recent Student Interest Survey was conducted during the 2017- 2018 school year. Students in grades 8-11 were surveyed with a return rate of 98%. The most recent sport or sport activities added have been bass fishing, dance, and freshman girl's tennis. Interviews with coaches indicated the possibility of non-participation in a sport where it is dependent upon private transport. It is important to convey all methods of transport to students and parents so as to not to deny the opportunity for participation. Simon Kenton High School currently offers a total of twenty-nine (29) sport level opportunities for males and a total of twenty-eight (28) sport level opportunities for females. Documentation showed that there are thirteen (13) varsity sport offerings for males and twelve (12) for females.

**BENEFITS REVIEW**

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>EQUIPMENT AND SUPPLIES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Uniform review / replacement plan	X	
Status of uniforms and equipment	X	
Equity of spending	X	

**BENEFITS REVIEW- EQUIPMENT AND SUPPLIES:** There was a written evidence of an equitable uniform review/replacement plan for all teams. Documentation showed that uniforms replaced yearly include golf, bowling, archery, fishing, tennis, and swimming. Viewed uniforms were of high quality and equitable in the quantity provided. Interviews with coaches indicated knowledge of the uniform plan. An overall review of spending for this category showed that approximately \$169.00 was spent per male athlete and approximately \$143.00 per female athlete.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>SCHEDULING OF GAMES AND PRACTICE TIMES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 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 facilities of the main gym and the auxiliary gym. Interviews with administration indicated the indoor hitting area, located in the gymnasium, as a shared facility, however, a schedule showing equitable usage was not evident.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>TRAVEL AND PER DIEM</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 indicated the use of Kenton County school buses or private transport (parent, student) to competitive events. Interviews with coaches did indicate prior use of a charter bus, however, the provision for usage was not included as part of the guideline. There was also written evidence of a Per Diem guideline that included the provisions for meals and housing (overnight stay) that were specific only to post season play. The provision for meals showed a per meal or daily allowance and the specific provisions for housing (overnight stay). Both stipulated prior approval by Athletic Director, Principal, and Board of Education. An overall review of spending for this category showed that approximately \$40.00 was spent per male athlete and approximately \$38.00 was spent per female athlete.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>COACHING</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Compensation	X	
Accessibility	X	
Competence		X

**BENEFITS REVIEW- COACHING:** There was written evidence of a school approved salary schedule which showed overall equivalence in stipend amounts and parity in the number of positions provided. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 9:1 for both males and females. Interviews with administration indicated that coaches, with reference to District Policy, are on a year to year contract and therefore a current evaluation system is not in place. With reference to the component of Competence in the benefit category of Coaching, this area relates to the growth, training, and development of coaches so as to benefit the student athletes.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 all on-campus locker room and storage assignments. Teams that were not included on the list were golf, bowling, swimming, and archery. The qualities and amenities of all viewed locker rooms were comparable and equitably assigned for all teams. All viewed locker rooms and storage areas were in close proximity to each respective competitive venue which serves as a great benefit to student athletes. The on-campus facilities include those for football, soccer, track, volleyball, basketball, wrestling, cross-country, tennis, baseball, and softball. The archery team practices at a local elementary school but has its competitions in the main school gymnasium. The bowling team practices and competes at Bellwood Lanes, the golf team at Kenton County Golf Club, the swim team at Scott High School, and the cross-country team host competitions at a neighboring Middle School. All locker room and competitive facilities were excellent and very well maintained.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>MEDICAL AND TRAINING FACILITIES AND SERVICES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 the fieldhouse on the main school campus. A schedule showing usage and access was in the school file and also posted at the site. The weight room is very spacious and viewed equipment showed to be appropriate for female use. As part of the weight room area is another large open space that has a turf covered floor that serves as a conditioning area for athletes and teams. Interviews with students and coaches indicated usage and access to the weight room. Interviews with administration indicated that Athletic Training Services are provided by St. Elizabeth Hospital. Services are provided on a daily basis and at all home contests. There are two (2) Training rooms which provide equitable access to student athletes. One is located off the gymnasium for close proximity to the indoor facilities and another located in the main fieldhouse for close proximity to the outdoor facilities. Signage showing athletic trainer contact information and availability was posted at each site. Interviews with administration indicated that athletic physicals are the responsibility of each student. There was viewed evidence of a Sports Medicine Policy Manual.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>PUBLICITY</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 provisions for end-of-season banquets (recognitions), banner display, jersey display, and team picture(s) display. The guideline also included the specifics for the awarding of letters/bars/certificates/service pins, team awards, and state championship rings. There is also an established Hall of Fame that gives outline to the details of nomination, induction, awards to be presented, and the display. All guidelines stated prior approval and oversight by the school athletic director and/or school administration. Interviews with administration also indicated the equitable scheduling and oversight of cheerleading, band, and dance as support groups for the football, girls' basketball, and boys' basketball teams. An overall review of spending for this category showed that approximately \$6.00 was spent per male athlete and approximately \$6.00 spent per female athlete.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>SUPPORT SERVICES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Office access	X	
Booster Support	X	
Overall spending for athletic support	X	

**BENEFITS REVIEW- SUPPORT SERVICES:** The availability and assignment of all office space(s) appears to be equitable. There was evidence of signed booster agreements for all teams with external accounts. Specifics within each booster agreement states required school approval for all fundraisers and the submission of all guidelines and documents as outlined in Redbook procedures. All other teams deposit all fundraising dollars in their respective team account. Interviews with coaches indicated knowledge of the process for school approval to purchase items. A two-year review of overall spending shows that Simon Kenton High School meets the acceptable spending parameters both on a percentage and per athlete basis. Reported documentation showed that 37% of total dollars were spent on females which made up 39% of the total participants and approximately \$389.00 was spent per male athlete and approximately \$359.00 spent per female athlete.

**CURRENT DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to current deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>

**RECURRING DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to recurring deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

<b>Action</b>	<b>Due Date</b>
Opportunities – Develop plan of information to be given to students and parents outlining alternative transport possibilities so as to encourage participation opportunities.	Submit to the KHSAA by <u>May 15, 2020</u> .
Shared Facilities – A schedule showing the equitable usage of the indoor hitting facility for softball and baseball should be placed in the school Title IX file and posted at the site.	Submit to the KHSAA by <u>May 15, 2020</u> .
Travel mode of transport – Expand the current guideline to include the provisions for use of a charter bus – this is to include, but not be limited to number of students to be transported, distance traveled, and/or level of competition to be played.	Submit to the KHSAA by <u>May 15, 2020</u> .
Per Diem – Review and expand the current provision for meals and housing (overnight stay) to include regular season competition.	Submit to the KHSAA by <u>May 15, 2020</u> .
Coaching Competence – Develop a plan that may aid in a coach’s growth, training, and development.	Submit to the KHSAA by <u>May 15, 2020</u> .
Locker Room and Storage areas – Expand the current locker room and storage assignment list to include golf, swimming, bowling, and archery.	Submit to the KHSAA by <u>May 15, 2020</u> .

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Matt Wilhoite	Student Engagement – Kenton County
Jeff Stowers	Head Girls Basketball Coach
Nathan Gilbert	Wrestling, Tennis, Volleyball Coach
Ian Hughes	Student Athlete – football, wrestling
Ella Murray	Student Athlete – volleyball, track
Jeff Marksberry	Athletic Director – Simon Kenton High
John Popham	Principal – Simon Kenton
Barb Kok	KHSAA
Kathy Johnston	KHSAA – <a href="mailto:kjohnston@khsaa.org">kjohnston@khsaa.org</a> 859-494-2509

### **OTHER GENERAL OBSERVATIONS**

School administration were well prepared for the visit. There were copies of an Athletic Handbook and Sports Medicine Procedure Manual which serve as great resources for all coaches and the school. Emergency Action Plans for each athletic venue were present as well as the location and access to all available AED units. The school Title IX file was well organized and complete. The public forum, scheduled for 3:00 pm was held in the school auditorium. With no one in attendance, the audit team left Simon Kenton High School at approximately 3:10 pm.