



KHSAA TITLE IX RE-VISIT FIELD VISIT REPORT

KHSAA Form T76
Rev. 11/16

School:	South Oldham High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	December 12, 2024
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	Meets the standard of Test 1 and 3

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was conducted during the 2023-2024 school year. Students in grades 8-11 were surveyed with a return rate of 67%. Reported documentation showed that South Oldham High School currently offers twelve (12) varsity sport and/or sport activities for males and fourteen (14) for females. The most recent teams added have been indoor track and field for both males and females and wrestling for females. The total number of sport level opportunities offered are twenty for males and twenty-one for females. School administration were reminded of the importance for accurate team and roster submission so that recorded data may provide a complete school analysis for the area of Opportunities.

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 a uniform review and/or rotation plan of uniform purchase for all teams. A four-year rotation showing a complete cycle for all teams was viewed. Interviews with administration indicated that uniforms for tennis, golf, and swim are purchased, annually, and retained by the student athlete. The student athletes of cross country, track, baseball, and softball purchase and retain their own uniform shorts and/or pants. Uniforms viewed were of high quality and appeared to be equitable in the quantity provided. The uniforms for tennis, golf, and swim were not available for viewing to determine comparable quality to all other viewed uniforms. All other viewed equipment appeared to be well maintained and available for equitable access. A two-year review of reported spending showed that approximately \$243.00 was spent per male athlete and approximately \$160.00 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 for sports. Interviews with administration listed the shared facilities as the outdoor game field, main gymnasium, auxiliary/gym, lower practice field, and the tennis courts. A calendar was viewed that showed equitable access for a couple of months and interviews with student athletes and coaches indicated the equitable usage and access of specific shared facilities, however, there was no written evidence of a guideline that would ensure the administrative oversight for the scheduling of all shared facilities.

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 no written evidence of a travel and per diem guideline. Interviews with student athletes and coaches indicated the use of parent transport, school buses, and charter buses as previously used modes of transport. Interviews with student athletes and coaches indicated the opportunity for overnight trips (housing) and provided meals for student athletes, but there was no guideline to ensure the equitable parameters of housing and meals for all teams. Based on reported documentation the review of spending, for this category, showed that approximately \$58.00 was spent per male athlete and approximately \$56.00 spent per female athlete. A complete and accurate evaluation could not be determined as travel and per diem spending for the following teams was not reported on the 23-24 Annual Report; golf, girls lacrosse, swimming, tennis, track, boys' soccer, and volleyball.

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 overall equivalence in coaching stipend amounts and parity for the number of positions provided for the like sports. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 12:1 for males and 9:1 for females. Interviews with administration indicated that the athletic director evaluates all head coaches at the end of each season. It was stated that evaluations are informal and no specific written document is used in the process. It was also indicated that head coaches evaluate all assistant coaches with follow-up information shared with the athletic director. School administration were reminded that the Title IX component of Competence relates to the growth and development of coaches in providing 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 designated locker room assignment for all teams except boys and girls wrestling, tennis, track, and cross country. The on-campus practice and competitive facilities include those for baseball, softball, tennis, lacrosse, volleyball, basketball, wrestling, football, soccer, track, and field hockey. The cross-country teams practice on the school campus but all competitive meets are held at away sites. The golf teams practice and compete at Persimmon Ridge and Nevel Meade Golf Courses. The swim teams practice and compete at the University of Louisville pool facility. School administration were reminded to ensure the availability of locker room access and security at the off-campus venues for swim and golf. There was a storage assignment for all teams and appeared to be in close proximity to each respective practice and/or competitive facility. School administration was reminded that, with regard to Title IX, every student has a right to a safe and secure place to dress and to store items. All student athletes should be informed of their designated locker room assignment. The viewed competitive facilities were excellent and appeared to be well maintained. Overall viewed amenities were comparable for all teams.

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 located in the fieldhouse which is located on the school's main campus and adjacent to the outdoor facilities. It is spacious and appears to provide appropriate equipment for female use. Coaches indicated the addition of more light free weights would be beneficial. Interviews with student athletes and coaches indicated equitable use and access to the weight room. There was a viewed calendar schedule showing scheduled usage from August thru December, but there was no evidence of a guideline that would provide the administrative oversight for overall equitable scheduling, usage, and access. Interviews with administration indicated that athletic training services are provided through a contract with Baptist Health. The athletic trainer is available on a daily basis and at all home events. The training room is located in the main school building, is well equipped, and provides equitable access. School administration also indicated that athletic physicals are made available to all students, scheduled one (1) day prior to the school year, and held at the Arvin Vocational Center.

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: Interviews with administration indicated oversight for the scheduling of cheer, pep band, and dance team as support groups for football, boys' basketball, and girls' basketball. Interviews with student athletes and coaches indicated end-of-season recognitions with awards presented, however, there was not a written guideline, with administrative oversight, to ensure that equitable benefits are provided for both male and female teams. There were also viewed displays in the school that included team banners, senior banners, trophy display, etc. that all represented examples of student athlete recognition, however, a guideline was not available that supported the parameters and/or specifics relative to those displays. A two-year review of spending showed that approximately \$12.00 was spent per male athlete and approximately \$23.00 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. Interviews with administration indicated that there is one (1) centralized external booster club with each team having a line-item account under that club's name. Interviews with coaches indicated prior approval from the athletic director to request purchases from the booster club. There was no evidence of the booster club agreement in the school Title IX file. Interviews with coaches indicated knowledge of the process for school approval to purchase items with school funds. A two-year review of reported overall spending showed that approximately \$600.00 was spent per male athlete and approximately \$525.00 spent per female athlete. The two-year comparison of percentage spending to percentage of participation showed that 41% of total expenditures were spent on females which made up approximately 45% of total athletic participants. There was also viewed evidence of general and sport specific athletic fees assessed to each student athlete. Documentation showed that fees vary from sport to sport and are all identified to provide aid to support association due fees, equipment, maintenance, team banquet, tournament entry fees, transportation, travel expenses, and team support. School administration are reminded to review the fee structure to ensure that the fees assessed meet the desired benefits to be received by the student athlete, particularly for the like sports of basketball, wrestling, soccer, track, cross country, golf, swim, tennis, lacrosse, softball, baseball.

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
<u>Travel and Per Diem</u>	Develop a guideline that identifies all modes of transport as a benefit to student athletes. This may include, but not be limited to, school bus, vans, parent transport, charter bus, etc. Please include any specific parameters related to each identified mode. This may include, but not be limited to, number of students to be transported, distance traveled, tournament play, etc.	Please submit to the KHSAA, on or before, March 15, 2025 to Kathy Johnston at kjohnston@khsaa.org
<u>Provision for Meals / Housing</u>	Develop a guideline that includes the parameters for meals and/or housing (overnight stay). This may include, but not be limited to, per meal or per day established diem. The parameters for housing may include, but not be limited to, named hotel quality, interior corridors, free breakfast, available wifi, etc.	Please submit to the KHSAA, on or before, March 15, 2025 to Kathy Johnston at kjohnston@khsaa.org .

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> - Identify all shared facilities and develop a guideline that will establish the equitable usage and access to those facilities. This may include, but not be limited to, priority use by season, weekly rotation, daily rotation, etc.	Please submit to the KHSAA, on or before, March 15, 2025 to Kathy Johnston at kjohnston@khsaa.org.
<u>Locker Rooms</u> - Designate locker room assignment for the boys' teams of wrestling, track, cross country, tennis and for the girls teams of wrestling, track, cross country, tennis. These should be safe and secure places to dress with the ability to store personal items. Coaches of each sport should provide signatures acknowledging assignment and location of their assigned locker room.	Please submit to the KHSAA, on or before, March 15, 2025 to Kathy Johnston at kjohnston@khsaa.org.
<u>Weight Room Usage Schedule</u> - Develop a guideline that would ensure the equitable usage and access to the weight room by athletic teams. This may include, but not be limited to, priority use by seasons, gender specific, team specific, etc.	Please submit to the KHSAA, on or before, March 15, 2025 to Kathy Johnston at kjohnston@khsaa.org.
<u>Student Recognition</u> - Develop a guideline that would ensure the equitable benefit of recognition for all student athletes. This would include, but not be limited to, display of banners, senior nights, letters/bars, end-of-season banquets, school awards, etc.	Please submit to the KHSAA, on or before, March 15, 2025 to Kathy Johnston at kjohnston@khsaa.org.
<u>Emergency Action Plans</u> - Develop the EAP's for the off-campus facilities of golf and swimming.	Not for submission. Please complete and add to current EAP listings for South Oldham High.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Krystal Hatchett	Head Coach - girls basketball
Kenneth Burke	Head Coach - girls soccer
Wyatt Ward	Student Athlete - boys lacrosse
Madison Young	Student Athlete - girls basketball
Joe Richie	Athletic Director
Matt Jacobson	District Athletic Director
Jeff Marksberry	KHSAA
Kathy Johnston	KHSAA - kjohnston@khsaa.org

OTHER GENERAL OBSERVATIONS

There was viewed evidence of Emergency Action Plans (EAP) for all on-campus facilities. The written EAP's were all sport venue specific that also included AED placement and access. There was a total of seven (7) AED placements plus one (1) being a portable AED that is with the athletic trainer. There was no evidence of EAP's for the off-campus competitive facilities for golf and swimming.

The public forum, scheduled for 3:00 pm, was held in the school conference room. There were two (2) people in attendance. They shared concerns of previously reported information that had been made to school administration. After a brief discussion, the audit team left South Oldham High School at approximately 3:30 pm.