



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

KHSAA Form T76  
Rev. 11/16

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School:	Southern High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	February 12, 2019
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-2019

**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>Satisfactory</b>
<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 81.8 percent. The most recent sport or sport activities added have been archery and non-varsity levels of play in soccer, football, girls' basketball, and volleyball. Southern High School currently offers eleven (11) varsity sports or sport activities for males and ten (10) for females. School administration were reminded of the importance for accurate team and roster submission so that data results may provide an accurate and complete school analysis.

**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 written evidence of an equitable uniform review/replacement plan for all teams. Documentation showed that the teams of archery, bowling, golf, and track uniforms were replaced yearly and all other teams were on a four-year uniform rotation plan. Viewed uniforms were of very high quality. There appeared to be a slight advantage to the females, relative to the overall quantity provided, particularly in the sports of girl's soccer, basketball, and softball. An overall review of spending for this category showed that approximately \$104.00 was spent per male athlete and approximately \$98.00 spent 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	
<b>BENEFITS REVIEW- SCHEDULING OF GAMES AND PRACTICE TIMES:</b> 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 large and small gymnasiums and the soccer field area.		

<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	
<b>BENEFITS REVIEW- TRAVEL AND PER DIEM:</b> There was written evidence that indicated the use of an activity bus for student transport to competitive events. Written documentation also indicated the provision of meals for overnight trips and for post season play as well as the specifics for housing (overnight stay) for student athletes. Interviews with students had indicated the use of vans to a recent competitive event, however, this was not included in the guideline as a possible mode of transport. An overall review of spending showed that approximately \$20.00 was spent per male athlete and approximately \$23.00 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	
<b>BENEFITS REVIEW- COACHING:</b> There was written evidence of a school board approved salary schedule which showed overall equivalence in stipend amounts and parity for the number of positions provided. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 11:1 for males and 10:1 for females. Interviews with administration indicated that head coaches are evaluated at the end of each sports season. These are conducted by the Athletic Director and a written evaluation form is used for documentation.		

<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 evidence of locker room and storage assignment for all teams. The qualities and amenities were comparable for those of like sports. Storage areas were in close proximity to each respective competitive venue. There are two (2) off-campus practice and competitive facilities. Those are for golf and bowling. The golf team utilizes the Bobby Nichols Golf Course and the Fern Valley Lanes are used for the bowling teams. The cross country and track teams' practice on campus but have all competitive events at away sites. The facilities for football, soccer, tennis, baseball, softball, archery, volleyball, wrestling, and basketball are all located on the main school campus. The facilities, for the like sports, appear to all have similar amenities. In an overall comparison, there is a slight advantage to baseball as its locker room is located at the competitive venue and the scoreboard at baseball gives more information (inning by inning, etc.) as compared to softball. There have been recent upgrades to the softball field area with the addition of a new fence and laser grade on the surface playing area. All facilities appear to be 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 a separate building, on the main school campus and in close proximity to all outdoor athletic facilities. A schedule showing equitable usage and access was in the school Title IX file, but was currently not posted at the site. The weight room is very spacious and viewed equipment appeared to be appropriate for female use. Interviews with administration indicated that athletic training services are provided through a district contract with KORT. An athletic trainer is provided on a daily basis, and at home, away, and post season contests. Interviews with administration indicated that athletic physical exams are the responsibility of each student. There was viewed evidence of Emergency Action Plans for all athletic venues as well as accessible AED units for athletic venues.

<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 specifics for school awards, team senior nights, academic achievements, plaques, and letters, bars, and certificates. Interviews with coaches and students indicated end-of-season recognition events, i.e. banquets, however, this was not included as part of the recognition guideline. It was indicated that seasonal or individual end-of season recognition programs are held for each team. Due to recent upgrades to the gymnasium, there were no display of banners. School administration were reminded that if the banners are again displayed, then the provisions for banner display should be included in the school Title IX file. Interviews with administration also indicated the oversight and equitable scheduling of the cheerleading and band as support groups for football, girls and boys' basketball teams. An overall review of spending showed that approximately \$7.00 was spent per male athlete and approximately \$8.00 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 assignment of office space appears to be equitable and accessible for all coaches. Interviews with administration indicated that there is one external booster account that provides benefit to all teams. Administrators also indicated that approval for all fundraisers and expenditures, made by the booster club, require prior approval from the Athletic Director. Interviews with coaches indicated knowledge of the process for approval to purchase items through the internal team school accounts. A two-year review of spending showed that approximately \$390.00 was spent per male and female athlete. Reported documentation showed that the percentage of dollars spent is within one (1) percent for the rate of athletic participation. Based on reported data, Southern High School currently meets the acceptable parameters both on a percentage and per athlete expenditure basis.

**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**

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>Travel</u> – Expand the current guideline to include the criteria for use of vans and or charter buses as a mode of transport to competitive events.	Not for submission – please update Travel guideline to include all possible modes of transport.
<u>Weight Room Usage Schedule</u> - The weight room schedule showing team access must be posted at the weight room site for athlete viewing.	Not for submission – please post at prescribed site
<u>Awards Recognition</u> - Expand the current guideline to include the provision for end-of-season recognitions for all teams. The provision for banner display should also be included in this guideline at which time banners are displayed back in the gymnasium.	Not for submission – please update Awards guideline to include this provision.

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

Name	Title
Amanda Magee	Head Volleyball Coach
Maggie Wade	Cheer Coach
Brianna Coomer	Student Athlete – softball
Justin Bowles	Student Athlete – baseball
David A. Burns	Athletic Director
Tyler Shearon	Principal
Gary W. Lawson	KHSAA
Kathy Johnston	KHSAA – <a href="mailto:kjohnston@khsaa.org">kjohnston@khsaa.org</a> 859-494-2509

### **OTHER GENERAL OBSERVATIONS**

School administration were very welcoming and well prepared for the visit. The school Title IX file was well organized and complete. The public forum, scheduled for 3:00 pm was held in the school conference room. With no one in attendance, the audit team left Southern High School at approximately 3:15 pm.