



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

*KHSAA Form T76
Rev.. 11/16*

8

School:	Southwestern Pulaski High School
Prepared By:	Barbara Kok
Date of Re-Visit:	January 8, 2019
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-2019

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	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: According to the data and information provided, it appears Southwestern High School has met the standards for Test 1 and Test 3 for the provision of athletic opportunities. The school is to be commended for its high percentage rate of female participation at 47%. The most recent Student Interest Survey was administered April 27, 2018 with a return rate of 82.5%. The school currently offer 19 sport levels for both male and female athletes. The Title IX file viewed was well organized and contained all requested information.

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: A written uniform replacement/review policy indicated a three-year rotation for all sports. The Pulaski County school board provides \$12000 yearly for the replacement of uniforms. The athletic director disburses the fund to teams slated for replacement in an equitable manner. Coaches interviewed were uncertain about the adopted uniform rotation policy. To ensure equity, it is recommended the administration educate all coaches and Booster clubs on the written policy for uniform replacement and monitor their compliance. Uniforms viewed appeared to be of mid to high quality and equitable in the quantity provided. All other equipment viewed appeared to be well maintained and suitable for the specific sport. A two -year review of spending for this benefit area showed \$190 per male athlete and \$182 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: Game schedules viewed appeared to be equitable in number of competitive events for "like sports". Included in the Title IX file was a schedule for the on-campus shared facilities (gymnasium, soccer field, and weight room) indicating priority for usage is given to the team that is in season and provides for equity to all teams. The athletic director monitors scheduling to ensure equivalent assignment.

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 travel and per diem guidelines that appeared to ensure equity and parity for all teams. Guidelines contained specific information on mode of transportation and meal allowance. *To ensure parity, it is recommended the guidelines pertinent to overnight housing be expanded. (i.e., parameters of cost, number of athletes to a room, location of room, Breakfast included(?))* Over- all spending slightly favored the female athlete with \$123 per female compared to \$100 per male athlete.

BENEFIT	Satisfactory	Deficient
COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Compensation	X	
Accessibility	X	
Competence	X	

BENEFITS REVIEW- COACHING: The Pulaski County extra service schedule viewed in the Title IX file appeared to be equitable in compensation and number of coaching positions for all teams. The current ratio of athlete to coach is 12:1 for females and 11:1 for male athletes. Evaluation of coaches is informally conducted by the athletic director with no written instrument in place. The Principal and Athletic director discussed the need to develop a written instrument for evaluation of coaches.

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 assignments for all teams. The quality of amenities appeared to be comparable for like sports. Athletic facilities located on campus include gymnasium, football stadium, eight lane rubberized track, baseball and softball fields, soccer field and 4 tennis courts.

Off campus venues include:

Golf-Burnside Island (girls) Woodsen Bend (boys)
Swimming-Russell High School (transportation provided by school bus)
Cross Country-Somerset Christian School

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	n/a	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: A schedule for the weight room that appeared to show equitable usage and access was in the Title IX file and posted on site. The weight room is located in the field House next to the football locker room. There was an outside entrance giving female athletes entrance without entering the football locker room. Equipment viewed appeared to be appropriate for female use but aesthetically the weight room appeared to be a male domain. Interviews with coaches and athletes indicated the posted schedule for team assignment was accurate.

The school has services of an athletic trainer contracted through University of Kentucky. The trainer is on campus daily and attends all home athletic events. It is recommended the contact information and schedule be posted on the training room door.

Physical exams are the responsibility of the student athlete.

Emergency actions plans viewed were comprehensive and available for all athletic venues.

AEDs are available at several sites on campus.

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 and recognition policy inclusive of guidelines for banquets, banner display (district, region and state champion), 1000-point and 2000-point club, and \$200 limit on awards. Interviews with students and coaches indicated all teams held end of season activities.

To ensure equitable scheduling, the Athletic Director monitors the assignment of support groups for athletic events. (cheerleaders, band, dance team)

Overall spending for a two-year period is approximately \$35 for both male and female athletes.

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 offices appears to favor the male coaches. It is recommended the GERC assess the assignment of office space for all coaches.

Eleven teams have Booster clubs with external bank accounts. They have signed agreements in the Title IX file. Booster clubs file monthly reports on expenditures with the school bookkeeper. To ensure equivalency of expenditures, it is recommended the administration develop a process that will provide for oversight of expenditures before they are made.

Overall spending for a two-year average fall within acceptable parameters in both 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
No deficiencies observed		

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
No deficiencies observed		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Equipment and supplies: Upon receipt of this report, submit to the KHSAA a copy of the uniform review and replacement guidelines signed by all coaches.	April 15, 2019
Travel and per diem: Upon receipt of this report, submit to the KHSAA a travel and per diem policy that will ensure parity in housing on over-night trips.	April 15, 2019
Medical training and facilities: Post schedule and contact information for the athletic trainer	Not for submission
Support services: With the Gender Equity Committee assess assignment of office space.	Not for submission

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Marissa Lovelass	Student Athlete
Ethan Jones	Student Athlete
Stephen Butcher	Girls Basketball Coach
Nick Stringer	Girls Soccer Coach
Matt Cook	District Title IX Coordinator
Alex Eaton	Athletic Director
Danita Ellis	Principal
Casey Dalton	Parent
Doug Grider	School Counselor
Derek Eastham	Parent
Portia Maybrier	Bookkeeper
Gary Lawson	KHSAA
Barbara Kok	KHSAA

OTHER GENERAL OBSERVATIONS

Southwestern High School has provided excellent, well-maintained facilities for all their athletes. Interviews with the coaches and student demonstrated their pride and support of the athletic program. The athletic director was well prepared for the visit and presented a Title IX file that was complete and well organized. He is to be commended for his conscientious preparation for the visit. It is the responsibility of the athletic director and school administration to inform and educate the coaching staff of policies and guidelines in the Title IX file. It is recommended the athletic director attend the KHSAA workshop held annually.

No one attended the public forum. The audit team left the school at 3:15