



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

KHSAA Form T76
Rev..11/16

School:	St. Francis High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	December 7, 2017
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2017-2018

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	
Test Three – Full and Effective Accommodation of Interest and Abilities <u>Satisfactory</u>	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was administered during the 2015-16 school year. Reported data showed that students in grades 9-11 were surveyed with a return rate of 86%. The most recent sport(s) and/or sport activities added are bowling and volleyball. According to reported data, it appears that some sports have made a resurgence due to increased numbers of interest. These are baseball, golf, track, and the addition of some junior varsity levels for competition. Although, there is currently not a girls' soccer or softball team, female participants are part of the baseball and boys soccer team. Currently, St. Francis High School offers seven (7) varsity sports for both males and females. School administration were reminded of the importance for accurate team and roster submission so that data results may provide an overall and complete school analysis of opportunities and participation.

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 an equitable uniform review/replacement plan for all sports. Documentation showed that the basketball, soccer, track, volleyball, and field hockey uniforms are on a four-year replacement plan. The sports of swimming, golf, tennis, bowling, and baseball are replaced yearly. Viewed uniforms were of excellent quality and equitable in the quantity provided. An overall review of spending, according to reported data, showed that approximately \$11.00 was spent per male athlete and approximately \$43.00 spent per female athlete. School administrators were reminded of the importance for accurate expenditure reporting so that data results may provide an accurate analysis for the benefit category of Equipment and Supplies.

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 the most recent game schedules in the Title IX file. Schedules showed overall equivalence and parity regarding the number of competitive events provided. There was viewed evidence of the equitable scheduling for the shared facility of the Salvation Army gym ('old' Male High gym) for girls and boys basketball.

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 for travel that included mode of transport with specifics relative to distance and time length of travel. There was no provision established for meals and housing (overnight stay). An overall review of spending, according to reported data, showed that approximately \$10.00 was spent per male athlete and approximately \$7.00 was spent per female athlete. School administrators were reminded of the importance for accurate expenditure reporting so that data results may provide an accurate analysis for the benefit category of Travel and Per Diem.

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

BENEFITS REVIEW- COACHING: There was written evidence of a school approved salary schedule which showed overall equivalence in base stipend amounts and parity for the number of positions provided. Interviews with administration also indicated that coaches may receive financial increment increases based on experience. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 11:1 for males and 8:1 for females. Interviews with administration indicated that coaches are evaluated after each sport season. Student/parent surveys may be part of the coach's complete evaluation that is conducted by the Athletic Director.

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: The St. Francis campus in Goshen provides practice and competitive facilities for soccer, field hockey, volleyball, and basketball. There is one locker room for males and one for females located at the Goshen Campus. There is also a secure, private area that serves as a dressing room area for both males and females located in the 'old' Male High Gym. There are no accessible locker rooms located on the main school campus, downtown. There was written storage assignment for all teams. An agreement with local parks department provides practice fields for field hockey, soccer, and cross country at Seneca Park. The Chickasaw Park provides practice and competitive facilities for boys and girls tennis. Shawnee Park is the site for practice and competition for the baseball team. The Ten Pin Lanes are utilized for the bowling teams and the track teams have access to the Central High School track facility for practice. All school-owned on and off-campus managed facilities are very well kept and maintained.

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 that is located in the main school building and provides equitable access for all athletes. A schedule showing equitable usage and access was in the Title IX file and posted at the site. The weight/conditioning room was very well equipped with a variety of weights and conditioning equipment. All viewed equipment is appropriate for female use. Athletic Training services are provided through a contract with Pro Rehab. Services are provided at all home games. There is also a Certified Athletic Trainer on the school staff that provides the opportunity for evaluation and rehabilitation of injuries. Interviews with coaches also indicated access to the Healthy Roster phone app, set up by Pro Rehab, which provides up to date athlete information for coaches. There was evidence of emergency action plans, for all venues, in the school Title IX file.

BENEFIT	Satisfactory	Deficient
PUBLICITY	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Support group assignments	N/A	
Written regulation for recognition		X
Equity of spending	X	

BENEFITS REVIEW- PUBLICITY: There was written evidence of an awards/recognition guideline that included the provision for school awards. Interviews with students and coaches indicated that recognition banquets are held at the end of each season, fall – winter – spring. However, this was not included as part of the written Awards Guideline. School administrators reported that there are no groups (cheerleading and/or band) that provide support to athletic teams. An overall review of spending, according to reported data, showed that approximately \$3.00 was spent per male athlete and approximately \$4.00 was spent per female athlete. School administrators were reminded of the importance for accurate expenditure reporting so that data results may provide an accurate analysis for the benefit category of Publicity (awards/recognition).

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: There are several conference rooms that are available to all coaches to utilize as office/meeting space for teams. There are no external booster club accounts. All fund raising dollars are deposited and managed by internal school accounts. An overall review of spending, according to reported data, showed that approximately \$148.00 was spent per male athlete and approximately \$210.00 was spent per female athlete. Based on reported data, it appears that St. Francis High School currently meets the spending parameters, both on a percentage and per athlete basis. School administration were reminded of the importance of reporting all benefit category expenditures as outlined on the T-35 form of the Annual Report so as to ensure an accurate yearly analysis summary for St. Francis High School.

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
Provision for Meals/Housing – Please submit, as part of the Travel/Per Diem guideline, the parameters for spending relative to meals and housing (overnight stay). This may include, but not be limited to, per meal allowance, number of students in a room, specifics for hotel type, and/or cost per room.	March 1, 2018
Recognition Guideline – The information, relative to end of season banquets, should be made part of the written guideline for Awards/Recognition.	Not for submission – should be reviewed by the Gender Equity Committee and placed in school Title IX file

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Alex Resnik	Student Athlete – SO
Catherine Lafronza	Athletic Coordinator
Douglas Biggs	Head Coach - GBKB
Suzanne Gorman	Head of Downtown Campus
Barby Mills	Head Coach - FH
Dereka Robinson	Student Athlete – VB, BKB, TN
Kathy Johnson	KHSAA – kjohnston@khsaa.org 859-494-2509

OTHER GENERAL OBSERVATIONS

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