



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

KHSAA Form T76  
Rev..11/16

School:	Thomas Nelson High School
Prepared By:	Jeff Marksberry
Date of Re-Visit:	December 10, 2024
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2024-25

**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	X
<b>Analysis Form Review</b>	X

**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 60%. The interest and follow-up with lacrosse was addressed on the T-3 form of the 2023-24 Annual Report. The most recent sport and/or sport activities to be added are junior varsity levels in boys' and girls' cross country, softball, wrestling, varsity Esports, and varsity indoor track. Thomas Nelson High School currently offers sixteen (16) varsity sport and/or sport activities for females and seventeen (17) for males. Reported documentation showed that there are a total of twenty-four (24) sport level opportunities for males and a total of twenty-four (24) sport level opportunities for females. School administration were reminded of the importance for accurate team and roster submission so that data results may provide a complete school analysis for the area of Opportunities.

### 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. All uniforms are on a 5-year rotation schedule for review/replacement. It is recommended that Thomas Nelson set up a "Team Store" for those sports that purchase own uniforms to ensure same uniform quality across the board for all sports. Interviews with administration indicated that all uniforms are purchased with school funds through fundraising efforts by all teams. All viewed uniforms were of excellent quality and appeared to be equitable in the quantity provided. Interviews with students and coaches indicated knowledge of the uniform review/replacement plan. All viewed equipment and supplies used by teams was in excellent condition and well-maintained due to excellent storage facilities. A two-year review of spending showed that approximately \$206.00 was spent per male athlete and approximately \$251.00 spent per female athlete. This falls within the acceptable spending parameters for the category of Equipment and Supplies.

<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 and past viewed schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided for the like sports. There was written evidence showing the equitable scheduling for the shared facilities of the main gym, turf field, tennis courts, hitting facility, soccer field, practice soccer field, and commons area. Documentation showed that the scheduling of all facilities is monitored by the Athletic Director with priority given to the in-season sports with rotation for use of shared facilities on a weekly basis. Interviews with administration and student athletes indicated that all usage schedules for practice and competitive venues are displayed thru an Event Link computer application which is available and accessible to all student athletes. It is recommended that all shared facility schedules from Event Link be added to Title IX file and posted at each site.

<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 and Per Diem guideline that included the provision for mode of transport and provision of meals. The current travel per diem guidelines did not include parameters for housing (overnight stay). The modes of transport included school bus and charter bus. Documentation showed that approval for all modes of transport is given by school administration and/or the District Board of Education. Specifics for charter use were indicated in the guideline. Written documentation for the provision of meals indicated \$35.00/day or a breakdown of cost for breakfast, lunch, and dinner. All overnight trips require administrative approval. The provision for housing shall be added to the Travel Per Diem policy (See KHSAA Recommended Action). The guidelines should include, but not limited to, housing specifics such as number of students per room, hotel brand/type, interior corridors, and free breakfast. A two-year review of spending showed that approximately \$50.00 was spent per female athlete and approximately \$13.00 spent per male athlete. This falls within the acceptable spending parameters for the category of Equipment and Supplies.

<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 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 9:1 for males and 6:1 for females. Interviews with administration indicated that 'informal' type of coaching evaluations are done at the beginning, middle, and end of each season. Currently, a written instrument is not used in the evaluation process. School administration were reminded that, with regard to Title IX, and the area of Competence, as related to the coaching benefit, an evaluation method may be used to aid in the growth and development of coaches.

<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 locker room and storage assignment for all teams except boys and girls wrestling and archery (See KHSAA Recommended Action). All viewed locker rooms appeared to be equitable and with similar amenities. Storage areas were plentiful and in close proximity to each assigned locker room area and/or each competitive facility. All locker rooms were identified with signage indicating specific team assignment. On campus practice and competitive facilities include those for football, soccer, track, cross country, baseball, softball, volleyball, wrestling, tennis, archery, and basketball. The off-campus practice and competitive facilities include those for golf, swimming, and fishing. The golf team utilizes Maywood Country Club. The swim team facility is located at Lebanon Aquatic Center. All viewed facilities are 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:** The weight room at Thomas Nelson High School is located in the fieldhouse. This is an excellent facility accessible by all. Thomas Nelson High School currently has male and female strength and conditioning classes. Interviews with students indicated these classes are set up as all male and all female during the day. Students liked having the class and they are well organized and set up for sport-specific training. There was written evidence of the guideline for weight room usage and access. Interviews with student athletes and coaches indicated usage and access to the weight room. This schedule for usage is also included on the Event Link application which all students can view and access. The Athletic Training services are provided thru a contract CORT. The trainer is available on a daily basis and at all practice and competitive events. Training rooms are set up to provide the best access to the indoor and outdoor sports. Interviews with administration indicated that athletic physicals are made available to all students through the district nurse practitioner. Administrators were reminded to include copy of Event Link facility schedule in the Title IX file and to post schedule at the facility. It is suggested that contact information and schedule for trainer should be posted at training room facility.

<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 banquets, letters/bars, banners, team awards, leadership awards, and senior night. Documentation stated that each team will have an end of-season banquet within one month of completion of season. Interviews with students indicated end of season banquets held in the Commons Area or cafeteria of the high school with some meals being pot luck and/or catered. The awards guideline also included the provision for trophy display with the recognition of district and/or regional championship trophies and another for KHSAA state championship display of trophies. Interviews with administration also indicated the equitable scheduling and oversight of cheerleading and band as support groups for the teams of football, girls' basketball, and boys' basketball. A two-year review of spending showed that approximately \$29.00 was spent per male athlete and approximately \$39.00 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	N/A	
Overall spending for athletic support	X	

**BENEFITS REVIEW- SUPPORT SERVICES:** The availability and assignment of office space appears to be equitable. Interviews with administration indicated that there is no external booster organization. Interviews with coaches indicated that request of purchase from the booster account required prior approval by the Athletic Director and/or Principal. Interviews with coaches also indicated knowledge of the process for school approval to purchase items using school and/or team funds. A two-year review of overall spending, showed that approximately 39% of total dollars was spent on females which made up approximately 45% of the total participants. It also showed that approximately \$537.00 was spent per male athlete and approximately \$685.00 was spent per female athlete. Based on the submitted data, it appears that Thomas Nelson High School currently meets the acceptable spending parameters. Administration was reminded of the importance of accurate T-35 expenditures, especially in the area of travel.

#### 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
N/A		

#### 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
N/A		

#### OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<b>Housing (Travel and Per Diem)</b> - Expand the current guideline to include the provision/specifics for overnight stay (housing). This may include, but not be limited to, interior corridors, free breakfast, brand name hotel, number of students per room, etc.	Submit to the KHSAA on or before <b>March 11, 2025</b> . Please send to jmarksberry@khsaa.org.
<b>Locker Rooms, Practice and Competitive Facilities</b> - Update locker room assignment list to include boys wrestling, girls wrestling, and archery.	Submit to the KHSAA on or before <b>March 11, 2025</b> . Please send to jmarksberry@khsaa.org.

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Joe Peake	Athletic Director
Dominic Willis	Student Athlete/Soccer
Tori Osborne	Student Athlete/Volleyball
Elle Osborne	Student Athlete/Volleyball
Matt Hoyer	Coach/G Track/G Cross Country
Cassie Sizemore	Coach/Volleyball
Alex Martin	DPP/District Title IX Coordinator
Curt Merrifield	Principal
Holly Smith	Coach
Cindy Willis	Parent
Justin Burton	Assistant Principal
Kathy Johnston	KHSAA
Jeff Marksberry	KHSAA- <a href="mailto:jmarksberry@khsaa.org">jmarksberry@khsaa.org</a>

**OTHER GENERAL OBSERVATIONS**

School administration and staff were welcoming and very well prepared for the visit. The school Title IX file was well organized and complete. There was a viewed example of a Thomas Nelson High School Coaches Handbook which included references to the guidelines of the benefit areas. It serves as a great resource for all coaches. The public forum, scheduled for 3:00 pm was held in the conference room, no one was in attendance. The audit team left at approximately 3:15 pm. There was viewed evidence of Emergency Action Plans (EAP) for all on- and off-campus athletic venues. There was also viewed evidence for the placement of three (3) permanent AED units at various athletic venue sites as well as one (1) portable AED unit available for athletic trainer and coach access.