



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

KHSAA Form T76
Rev..11/16

School:	Waggener High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	December 5, 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 8-11 were surveyed with a return rate of 80.5%. The most recent sport(s) and/or sport activities that have been added are bowling, swimming, and wrestling. Archery has been added for the 2017-18 school year. According to reported data, Waggener High School offers eleven (11) varsity sports 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 overall and complete school analysis of opportunities and participation. Interviews with athletes also indicated a possible lack of effective communication or conveyance of information, to the student body, relative to team tryout opportunities. More effective communication may help to increase the junior varsity and/or freshman level team opportunity numbers for 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. The uniforms of tennis, golf, and swimming are replaced yearly while all others are on a four-year rotation schedule. Viewed uniforms were of high quality and equitable in the quantity provided. An overall review of spending, according to reported data, showed that approximately \$97.00 was spent per male athlete and approximately \$42.00 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 the most recent game schedules in the Title IX file. A two-year review of like sport scheduling showed some disparity in the number of softball games played as compared to baseball. Reported games, as viewed on the KHSAA website, showed an average of 13 played games for softball as compared to 26 for baseball. All other schedules showed overall equivalence and parity regarding the number of competitive events provided. There was viewed evidence for the equitable scheduling for the shared facilities of the large and small gyms.

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 a Per Diem guideline that included the provision for meals and for housing (overnight stay). The travel guideline was limited to responsibility of payment for transport, but did not include mode(s) of transport. Interviews with administration indicated use of activity bus, school district bus, and charter bus for transport. The guideline did require prior approval for all trips by school administration. An overall review of spending, according to reported data, showed that approximately \$64.00 was spent per male athlete and approximately \$56.00 spent per female athlete.

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. However, reported data on previous Annual Reports was insufficient so as to properly evaluate spending for this category. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, was 11:1 for males and 8:1 for females. Interviews with administration indicated that coaches are evaluated after each sport season; fall, winter, spring. Evaluations of all head coaches are conducted by the Athletic Director with a written instrument used for documentation.

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 assignment for all teams. The qualities and amenities for all locker rooms were comparable and equitably assigned for all teams. Viewed storage areas and locker rooms were all in close proximity to each respective competitive venue. Off campus competitive facilities include those for cross country, golf, swimming, and bowling. Cross country utilizes the facilities at Seneca Park, the golf team at Seneca Golf Course, swimming at the Northeast YMCA, and the Ten Pin Lanes for bowling. Located directly on the school campus are the facilities for basketball, volleyball, wrestling, archery, softball, baseball, football, soccer, and track. Interviews with administration indicated recent upgrades to the softball facility, baseball facility, track complex, and gymnasium(s). All facilities appeared to be 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 located on the school campus and in its own separate building. A schedule showing equitable usage and access was in the Title IX file and posted at the site. The weight room was well equipped with a variety of weight(s) and conditioning equipment which is all appropriate for female use. Interviews with athletes indicated the use of the weight room by male and female teams. Interviews with administration indicated Athletic Training Services are provided through a contract with KORT medical services. The trainer is on site daily and for all home events. There are two (2) training room areas available and accessible to athletes. One is located off the gymnasium and another located in the main high school building. Interviews with administration also indicated the pursuance of provided physical exams for Waggener High School students. It was stated that this past fall, local physician(s) came on-site and provided the opportunity for free physical exams to all students. Prior to that, athletic physicals were the responsibility of each student.

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 guideline that included the provision for banner display and trophy display. Interviews with administration indicated that the provision for end-of-season recognition is decided by each coach. Interviews with students, coaches, and administration also indicated awards recognition in the form of letters/bars presented, senior night ceremonies, school awards, and team awards. These were not included as part of the Awards guideline. Interviews with administration indicated the lack of administrative oversight relative to the equitable scheduling for the support groups of cheerleading and band. There were several displayed examples of large seasonal posters and media guides with team pictures and rosters representative of all teams and utilized as promotional items. An overall review of spending, according to reported data, showed that approximately \$11.00 was spent per male athlete and approximately \$8.00 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: All available office space appeared to be equitably assigned. Interviews with administration indicated that there is one (1) Booster Club with an external account that provides support to all athletic teams. All requests and expenditures are made with approval from the Athletic Director. Interviews with coaches indicated the knowledge and school process to purchase items. A two-year review of spending, according to school reported data, showed that Waggener High School met the acceptable parameters both on a percentage and per athlete basis. However, a complete analysis could not be evaluated due to the lack of accurate expenditure reporting. Administration were reminded of the importance for the overall and complete reporting of expenditures, for the benefit categories, so that an accurate and complete analysis can be made for Waggener 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
Publicity – written regulation for recognition	Please submit, to the KHSAA, an awards guideline that would ensure the overall equivalence relative to end of season banquets, senior night ceremonies, and recognition through letters/bars, team and school awards.	March 1, 2018
Publicity – support group assignments	Submit to the KHSAA a guideline that would ensure the overall equivalence and administrative oversight relative to the support groups of cheerleading and band,	March 1, 2018

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
Like sports scheduling – The school shall provide administrative oversight to ensure the parity in scheduling competitive event opportunities between softball and baseball.	Review and oversight is to be monitored by school administration and the Gender Equity Committee.
Travel Guideline – Develop written specifics for various modes of transport utilized by athletes and include as part Travel and Per Diem guideline in the school Title IX file.	Not for submission – update and review by the Gender Equity Committee
Coaching Compensation – The school shall report the total dollar amount expended, relative to coaching salaries, as part of the documentation to be submitted with the 2018 Annual Report.	Not for submission – review of reporting amounts on the 2018 Annual Report should be monitored by the Gender Equity Committee
Support Services (overall spending) – The school shall report total dollar amount expenditures specific to the benefit categories of equipment/supplies, travel/per diem, awards, and coaching salaries as part of the documentation to be submitted with the 2018 Annual Report.	Not for submission – review of reporting amounts on the 2018 Annual Report should be monitored by the Gender Equity Committee

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Alexis Voll	Student Athlete – BKB/SO/TRACK
Trey Keaton	Student Athlete - BKB
Keith Meriwether	Bowling Coach
Jeanene Clark	Swimming Coach
Shannon Reed	Volleyball Coach
Scott Cissell	Title IX Committee Chairman
Sarah Hitchings	Principal
Josh Martoccio	Athletic Trainer
Jamie Dumstorf	Athletic Director
Kathy Johnston	KHSAA – kjohnston@khsaa.org 859-494-2509

OTHER GENERAL OBSERVATIONS

School administration and staff were very welcoming and helpful during the visit. The public forum, scheduled for 3:00 pm, was held in the school conference room. With no one in attendance, the audit team left Waggener High School.