



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

*KHSAA Form T76  
Rev..11/16*

School:	Warren Central High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	December 5, 2022
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-23

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

<b>OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)</b>	<b>Completed</b>
<b>Test One</b> – Substantial Proportionality	Satisfactory
<b>Test Two</b> – History of Continuing Practice of Program Expansion	
<b>Test Three</b> – Full and Effective Accommodation of Interest and Abilities	Satisfactory
<b>Analysis Form Review</b>	X

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The most recent Student Interest Survey was conducted during the 2021-22 school year. Students in grades 8-11 were surveyed with a return rate of 68.7%. Based on submitted documentation, the most recent sport and/or sport activities added are archery, dance, junior varsity softball, junior varsity football, freshman volleyball, and wrestling. Warren Central High School currently offers twelve (12) varsity sports and/or sport activities for females and eleven (11) for males. The total number of sport level opportunities provided for females is seventeen (17) and fifteen (15) for males. School administration were reminded of the importance for accurate team and roster entry so that submitted data may provide a complete school analysis for the area of Opportunities.

### 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 a uniform review/replacement plan that had all teams on a three (3) year rotation with the exception of golf, tennis, archery, esports, swimming, and wrestling. The individuals on those teams purchase and retain their uniform each year. Interviews with administration indicated that all team and individual team uniforms are purchased through the school so as to ensure overall equivalence in the quality and quantity provided. All uniforms viewed were of high quality and appeared to equitable in the overall quantity provided. All viewed equipment appeared to well maintained, stored properly, and met the suitability needs of the athletes. An overall review of spending for this category showed that approximately \$82.00 was spent per female athlete and approximately \$77.00 was spent per male 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 all team schedules in the Title IX school file. Current and past viewed schedules showed overall equivalence and parity regarding the number of competitive event opportunities for the like sports. There was written evidence showing the equitable scheduling of usage and access to the shared facilities of the gymnasium, auxiliary gymnasium, the turf field, and the indoor hitting facility. There were specific, established guidelines giving priority scheduling to teams in season, followed by other teams overlapping that season, and then with teams out of season. Viewed scheduling showed that the like sports, in season, were given equitable usage and access.

<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 guideline that included the parameters for use of school bus, vans, and charter bus. There was also written evidence for per diem that included the spending parameters and criteria for meals and housing (overnight stay). Interviews with administration indicated prior school and/or school board approval for all overnight trips. An overall review of spending for this category showed that approximately \$8.00 was spent per male athlete and approximately \$5.00 was 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	

**BENEFITS REVIEW- COACHING:** There was written evidence of a school approved salary schedule which showed overall equivalence in coaching stipend amounts and parity in the number of positions provided for the like sports. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 8:1 for females and 7:1 for males. Interviews with administration indicated that coaching evaluations are done at the end of each season. The Athletic Director evaluates the head coach with assistant coaches being evaluated by the head coach. There was viewed evidence of the evaluation document used in this process.

<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:** The practice and competitive facilities for football, soccer, track, tennis, softball, baseball, volleyball, and basketball are located on the main school campus. The cross-country team practices on the school campus with all competitive events held at away sites. Wrestling team members practice and compete at South Warren High School, the golf team practices and competes at the Paul Walker Golf Course, swim team members utilize the Warren County Public Schools Aquatic Center, the archery teams practice and compete at the Moss Middle School, and the bowling teams bowl at the Southern Lanes facility. There is also an indoor hitting facility utilized by softball and baseball that is located adjacent to both playing fields. All facilities are excellent and very well maintained. There was viewed evidence of locker room and storage assignment for all teams. Viewed locker rooms were equitable and with similar amenities. Locker rooms and storage areas were all in close proximity to each competitive venue.

<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 the fieldhouse on the main school campus. It is centrally located to all competitive facilities and provides equitable access to all student athletes. It is a large, spacious area that included a variety of equipment, all appropriate for female use. There was written evidence of a weight room schedule which showed equitable usage and access to all teams. The weight room schedule was also posted at the site. Interviews with students and coaches indicated use and access to the weight room. Interviews with administration indicated that physical exams are made available to all students during the month of May, provided by KORT, and at a minimal cost to the student. Students that don't take advantage of this opportunity are then responsible for obtaining their own physicals. Interviews with administration stated that athletic training services are provided through a contract with KORT. The athletic trainer is at Warren Central High on a daily basis and at all home events. There are two (2) training rooms; one located off the gymnasium and another located in the fieldhouse. Both are spacious and provide equitable access for all student athletes.

<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 award/recognition guideline that outlined the specifics for letters/bars, retirement of jerseys, trophy display, championship rings, and state send-offs. There was written evidence of a guideline that stipulated the requirement for end of season recognitions by all teams. There was evidence of banner display in the gymnasium for all teams, however, the specifics for display were not included in the Title IX file. Upon receipt of this report, the Gender Equity Committee should establish the criteria for banner display for individual and team accomplishments. Interviews with administration indicated oversight regarding the equitable scheduling of cheerleading and band, as support groups, for the sports of football, girls' and boys' basketball. An overall review of spending for this category showed that approximately \$4.00 was spent per female athlete and approximately \$2.00 was spent per male 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 availability and assignment of office space appeared to be equitably assigned. Interviews with administration indicated that there are no external booster accounts. Documentation showed that all fundraisers require prior administrative approval and all dollars are deposited in each respective account. Interviews with coaches indicated knowledge of the school process in place to purchase items. An overall two-year review of spending showed that approximately \$516.00 was spent per male athlete and approximately \$482.00 spent per female athlete. It also showed that approximately 46% of total expenditures were spent on females which made up 48% of total athletic participants. According to submitted data, it appears that Warren Central High School currently meets the parameters of spending both on 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
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

### PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Izayah Villafuerte	Student Athlete – basketball, track, golf
Jordyn Downey	Student Athlete – basketball
Allyson Barnett	Head Volleyball Coach
Anthony Hickey	Head Girls Basketball Coach
Chas Hightower	Head Softball Coach
Jason Kupchella	WCPS – Assistant Superintendent
Jason Esters	Athletic Director
Dallas Fowler-Charlton	Bookkeeper
Dustin Gentile	Assistant Athletic Director
Kathy Johnston	KHSAA – <a href="mailto:kjohnston@khsaa.org">kjohnston@khsaa.org</a> 859-494-2509

### OTHER GENERAL OBSERVATIONS

School administration were well prepared for the visit. The school Title IX file was very well organized and complete. There was evidence of a Coaches Handbook which provides a great resource for all coaches.

There was written evidence of Emergency Action Plans for each athletic venue and viewed evidence of four (4) permanent sites for AED placement and four (4) additional ones that are portable for use for active game and competitive sites.

The public forum, scheduled for 3:00 pm was held in the school conference room. With no one in attendance, the audit team left Warren Central High School at approximately 3:10 pm.