



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

KHSAA Form T76  
Rev.. 11/16

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School:	Warren East High School
Prepared By:	Barbara Kok
Date of Re-Visit:	November 15, 2018
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-2019

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

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

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** According to data and information submitted, it appears Warren East has met the standard for Test 1 and Test 3. The school offers 18 sport levels for males and 19 sport levels for females. The Student Interest survey was administered in February 2018 with a return rate of 85%. The Title IX file was well organized and complete.

**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:** Uniforms viewed were of high quality and appeared to equivalent in quantity for like sports. The uniform review/replacement policy indicated a four-year rotation (exceptions golf, swimming, archery and bass fishing purchase yearly). Warren East has a contract with Adidas who contributes \$19000 yearly towards the purchase of uniforms. The administration must approve all purchases of uniforms.

All other equipment viewed appeared to be well maintained and suitable for the specific sport.

<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:** Schedules viewed appeared to comparable in number of competitive events and time of day.

The schedule for shared facilities (gymnasium and practice field) appeared to be equitable for all teams.

<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:** The written guidelines for travel provided parameters for meals and housing that appeared to be equitable for all.

Mode of transportation was not covered in the Title IX file but was available in the Coaches' handbook.

See KHSAA recommendations

<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:** A Board approved salary scheduled appeared to equivalent in number of positions and compensation for all sports. Many head coaches for Warren East are not on campus but interviews with athletes and administration indicated access and communication was not an issue. The coach to athlete ratio is 1:9 for both male and female athletes.

The handbook viewed was excellent and contained information of approved guidelines and expectations for coaches at Warren East. Coaches are evaluated by the Athletic Director at the end of their season.

<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:** Competitive and practice venues appeared to be excellent with comparable amenities for like sports. On campus venues include: 2 gymnasiums, 6 tennis courts, turf football and soccer, 6 lane rubberized track, softball and baseball fields, newly renovated field house (indoor hitting cage).

Off campus venues include:  
 Cross Country-Ephram White Park  
 Golf-Diamond Caverns  
 Swimming- Pool located at Board of Education  
 Bowling-Southern Lanes  
 Archery-Ephram White Park

There was written evidence of locker room and storage assignments for all teams. The quality of amenities appeared to be excellent and comparable for all teams.

<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 Warren East has recently under gone a \$100,00 renovation. It was clean, large and accessible to all athletes. The equipment and weights were suitable for female use. A schedule posted on site appeared to provide equitable times for all teams.

The school has services of an athletic trainer contracted through Kort. He is on campus every afternoon. The training rooms located in the gymnasium and field house were centrally located and accessible. The trainers schedule and contact information were posted on site.

Physical exams were offered through Kort for a nominal fee.

Emergency plans in the Title IX file were complete and specific for all competitive venues.

<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**  
 Written guidelines for the awards, recognition and display benefit area include sport letters and bars, banners, hall display, state championship awards, and criteria for Hall of Fame. Not included in the policy is a guideline pertaining to end of season recognition programs.

**See KHSAA recommendations**

Warren East has one cheerleading squads that cheers at all football, girls' basketball and boys' basketball games. The school band performs at home games. To ensure parity, the scheduling of support groups is coordinated by the Athletic Director.

<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:** Several sport teams have Booster clubs with outside accounts and booster agreements are on file. Interviews with school administrators verified there are procedures in place that work to ensure parity and equity in fundraising and expenditures. Current over-all spending falls within acceptable parameters in per athlete and percentage expenditures (\$414 for females and \$498 for males). It is recommended school officials continue to monitor expenditures for all booster groups.

**CURRENT DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to current deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>
No deficiencies observed		

**RECURRING DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to recurring deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>
No deficiencies observed		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

<b>Action</b>	<b>Due Date</b>
<b>Travel and per diem:</b> It is recommended the information for mode of transportation contained in the Coaches' handbook be transferred to the Title IX file.	Not for submission
<b>Publicity:</b> It is recommended guidelines pertaining to end of season recognition programs be included in the current awards policy. Please submit the new guidelines to the KHSAA	January 30, 2019

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Orlando Hayden	Girls' Basketball Coach
Tara Hamilton	Cross Country Coach
Jordan Brown	Student Athlete
Jeyda Bays	Student Athlete
Emma Steff	Student Athlete
Anderson Young	Student athlete
Jonathan Vincent	Athletic Director
Nicole Clark	Principal
C. Branden Combs	Boys' Basketball Coach
Kathy Johnston Barbara Kok	KHSAA KHSAA

**OTHER GENERAL OBSERVATIONS**

Warren East High is to be commended for their commitment to providing excellent facilities and equipment to all their athletes. They take great pride in their school and all that is offered.

Mr. Vincent and administrators are dedicated to the school's athletic program and work to ensure that all athletes are treated fairly and equitably.

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