



KHSAA TITLE IX RE-VISIT FIELD VISIT REPORT

KHSAA Form T76
Rev. 11/16

School:	Wayne County High School
Prepared By:	Jeff Marksberry
Date of Re-Visit:	November 7, 2024
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2024-25

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

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

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was conducted during the 2023-24 school year. Students in grades 8-11 were surveyed with a return rate of 67%. The interest and follow-up with swimming and field hockey 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 varsity boys and girls tennis and Esports. Wayne County High School currently offers fifteen (15) varsity sport and/or sport activities for males and fifteen (15) for females. Reported documentation showed that there are a total of twenty-one (20) sport level opportunities for males and a total of twenty (21) 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. School administration was complimented on the development and maintenance of a comprehensive and well-organized Title IX file. Wayne County High School is currently meeting Test 1 and Test 3. There was evidence of meeting minutes from all GERC meetings and committee members were knowledgeable of all meetings.

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 and/or replacement plan for all teams. All uniforms are on a three-year cycle. There was written documentation which showed equitable monetary allotments (3,000.00) provided for each team for the purchase of uniforms when it is their turn in the rotation. Interviews with administration indicated that all uniforms are purchased with board/school funds and team account funds. All uniforms were of excellent quality (Adidas contract with H&W) and appeared to be equitable in the quantity provided. Interviews with student athletes and coaches appeared they were knowledgeable of the team uniform purchase plan. A two-year review of spending for this category showed that approximately \$249.00 was spent per male athlete and approximately \$266.00 spent per female athlete. The two-year spending review shows a slight advantage to males in the category. Administration is reminded to monitor booster club spending in this category.

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 school Title IX file. Current and past viewed schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided. There was viewed evidence showing the equitable scheduling for the shared facilities of the main gym, Turner cafeteria, multi-purpose building, and weight room. Interviews with administration indicated that all practice and game schedules are on Google document which is accessible by all coaches. All scheduling in the Google Doc is approved by the Athletic Director to ensure equitable use. Schedules were posted at each shared facility.

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 travel guideline that included the use of a school bus as the mode of transportation for athletic competition. The guideline for meals provision was \$8.00 per meal. All post-season travel and per diem expenses are paid by the Board of Education. The provision for housing (overnight stay) stated that approval is required. The specifics for housing (overnight stay) included provisions for type of hotel (interior corridors/3.5-4-star quality) and 4 students per room. The athletic director must approve all housing accommodations. A two-year review of spending for this category showed that approximately \$121.00 was spent per male athlete and approximately \$146.00 per female athlete.

It is suggested that the GERC come up with guidelines that would allow for the use of charter bus or vans for transportation to events.

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

BENEFITS REVIEW- COACHING: There was viewed evidence of a school approved salary schedule which showed overall equivalence in the coaching stipend amounts and parity for the number of positions provided for the like sports. Extended days were given to the head football coach, head volleyball coach, head boys basketball coach, head girls basketball coach, head baseball coach, and head softball coach. These extended days were equitable. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 32:1 for males and 44:1 for females. For males (290 participants), there are 9 head coaches on campus and for females (266 participants), there are 6 head coaches on campus. Interviews with administration indicated that coaching evaluations are completed by the athletic director at the end of each sports season with an informal meeting with each head coach. No formal written evaluation tool is used.

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 viewed locker room and storage assignment for all teams. However, the assigned locker room space for the softball team was currently being used as a storage room. This space contained small wooden lockers but it was nowhere near as nice as the baseball locker room. Viewed locker rooms appeared to be equitable and with similar amenities (except baseball/softball). Wayne County High School is to be commended for the VB locker room improvement. Storage areas provided adequate space and were in close proximity to each competitive facility. The on-campus practice and competitive facilities include those for the sports and/or sport activities of volleyball, basketball, football, soccer, track, tennis, baseball, softball (off-campus field), and cross country (off-campus facility at Cave Lake). The golf teams utilize Monticello Country Club for practice and competitive events. The baseball and softball teams share an indoor hitting facility, evidence of an equitable schedule was viewed. The softball facility has 2 adjacent fields that are very nice and allow for tournament hosting. There are washer and dryer units and ice machine units that are available for usage by all teams. All viewed facilities are excellent and very well maintained.

In regards to the softball locker room, it is strongly recommended that Wayne County administration look for ways to improve the softball locker room to make it equitable with the baseball locker room. Paint and flooring would go a long way to make this a more welcoming female locker room.

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	N/A	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: There is one weight rooms that is located on campus. Wayne County utilizes strength and conditioning classes during the school day to equitably provide access to male and female athletes (3 all male classes/3 all-female classes/1 co-ed class.) All athletes have the opportunity to take the strength classes. Interviews with students and coaches indicated usage and equitable access to the weight room. Coaches and student interviews showed that the strength and conditioning classes were a huge benefit. A weight room usage schedule was in the school Title IX file as well as visible on Google. Interviews with administration indicated that athletic training services are not provided. There are two (2) available athletic training rooms for use. Interviews with administration indicated that athletic physicals are made available and free to all students during specific summer days.

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 end-of-season banquets and team awards (with specific money amount included). There was written evidence of banner guidelines. There was written evidence of senior night guidelines. There was written evidence of Hall of Fame guidelines. The school does not supply letters and bars but students can purchase them. There was viewed evidence of printed schedule cards for boys and girls' basketball. Interviews with administration also indicated the equitable scheduling and oversight of cheerleading, band, and dance team as support groups for the football, girls' basketball, and boys' basketball teams. Interviews with administration also indicated equitable scheduling and promotion of sports through assemblies and pep rallies. A two-year review of spending for this category showed that approximately \$31.00 was spent per male athlete and approximately \$38.00 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: The availability and assignment of office space appears to be equitable. Interviews with administration indicated that there are external booster club accounts and there is administrative oversight of booster club fundraising through the fundraising approval process which includes principal, superintendent, and board approval. The school utilizes an excellent booster club handbook that contains many Redbook forms. Redbook training is provided to all booster club presidents and board members. There was evidence of signed booster club agreements. There is also administrative oversight of booster fundraising and expenditures through the submission of monthly reports to the bookkeeper and athletic director. Interviews with coaches indicated knowledge of the process for school approval to purchase items. A two-year review of the total spending showed that 50% of the total dollars were spent on females and 50% of total dollars were spent on males. It also showed that approximately \$1068.00 was spent per male athlete and approximately \$1054.00 spent per female athlete. Based on reported documentation, it appears that Wayne County High School has met the acceptable spending parameters both on a percentage and per athlete basis. Wayne County is to be commended for their excellence in this area.

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
Develop plan to improve Softball locker room: Painting/flooring/ceiling repair (Send to jmarksberry@khsaa.org)	February 14, 2025
Mode of transportation: Expand the current guideline to include the specific provisions for use of a charter bus (or vans) for travel to competition. (Send to jmarksberry@khsaa.org)	February 14, 2025
Girls Wrestling: currently have MS female wrestlers: be prepared to find locker room space for them once in high school.	
Develop EAP for Wrestling room, Archery room, weight room, dance and golf course. (Add to Title IX file)	
Add golf and bowling locker room assignment to current assignment sheet in Title IX file (at facility used for competition)	

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Jeff Marksberry	KHSAA- jmarksberry@khsaa.org
Barbara Kok	KHSAA
Kevin Jones	Wayne County Athletic Director
Jentry Keith	Student Athlete
Adeline Heatherly	Student Athlete
Austin Shearer	Girls Basketball Coach
Sandra Baker	Volleyball Coach
Brian Dishman	District Title IX Coordinator

OTHER GENERAL OBSERVATIONS

School administration were very well prepared for the visit. The school Title IX file was well organized and complete. The public forum, scheduled for 3:00 pm, was held in the Turner conference room. No one showed up for the public forum. The audit team left Wayne County High School at approximately 3:10 pm. There was viewed written evidence of Emergency Action Plans (EAP) for all the on- and off-campus athletic facilities except the weight room and were specific to each sport utilizing that facility. There was also written documentation that listed the five (17) permanent site locations for school AED unit placement. There is also one (1) additional AED unit which is portable and mobile.