



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

*KHSAA Form T76  
Rev..11/16*

School:	Webster County High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	January 9, 2020
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2019-2020

**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 2017-2018 school year. Students in grades 8-11 were surveyed with a return rate of 94%. Reviewed Annual Report documentation showed a 47% participation rate for females as proportional to the female enrollment of 48%. That meets the standard of Test One for Proportionality. The most recent sport or sport activities added have been non-varsity levels in baseball, girls' basketball, softball, football, and soccer as well as varsity levels in boys' soccer and archery for both boys and girls. Documentation as reported on the T-3 form for the Accommodation of Interest and Abilities indicated the interest and pursuance of bass fishing. School administration were reminded that the current school year is also a survey year for student interests and that any new viable sport interest should be included on the T-3 form of the 2020 Annual Report. Webster County High School currently offers nine (9) sport level activities for males and nine (9) for females. A total of fifteen (15) sport level opportunities are provided for each gender.

### 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 and sport activities. The plan showed that all teams are on a four-year cycle and interviews with student athletes and coaches indicated knowledge of the plan. Interviews with administration indicated that school funds are provided for the purchase of all school uniforms. Golf and tennis uniforms are retained by the student athlete at the end of each season, therefore, are replaced yearly. Viewed uniforms were of high quality and equitable in the quantity provided. An overall review of spending showed that approximately \$162.00 was spent per male athlete and approximately \$179.00 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 a cumulative schedule of competitive events organized by calendar date. School administration were reminded that for the Gender Equity Committee to better determine equity regarding like sports scheduling, it is recommended to have the current schedule of each sport available for viewing and as part of each year's current Title IX file. Viewed past schedules showed overall equivalence and parity regarding the number of competitive events provided for both males and females. There was written evidence that showed the equitable scheduling for the shared facilities of the practice field for boys' and girls' soccer, the main gym, the auxiliary (middle school) gym, and the indoor hitting facility.

<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 listed the specific for mode(s) of transport, meals, and housing (overnight stay). The modes of transport included van, school bus, and charter bus. The specifics for each included the number to be transported and the distance to be traveled. Interviews with coaches indicated that the cost of mileage transport up to 75 miles is provided by the Board of Education and any overages are supplemented with school team account or booster club funds. The provision for meals were specific to daily meal expense for overnight trips or by per player allowance. The provision for housing (overnight stay) indicated a cost range for expenditure per room as well as number of athletes assigned per room. Written documentation also showed that, regardless of fund source, prior administrative approval is required for all trips. An overall review of spending showed that approximately \$96.00 was spent per male athlete and approximately \$210.00 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 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 both males and females. Interviews with administration indicated that evaluations of each head coach are completed by the Athletic Director at the end of each sports season. It was also indicated that the head coach of each sport evaluate the assistant coaches. A written evaluation tool is used for both the head and assistant 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. Viewed locker rooms appeared to be equitable and with similar amenities. All viewed storage areas were in close proximity to each respective locker room and/or competitive facility. The only off-campus facilities used for practice and/or competition include those for golf and cross country. The golf team practices and competes at the Providence Golf Club and the cross-country team may also utilize a local park, approximately two miles from campus, for practice. The on-campus sports facilities include those for football, soccer, track, volleyball, basketball, tennis, baseball, and softball. The quality and amenities provided of all competitive venues appear to be comparable. All facilities were 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:** There are two (2) weight rooms available for student athlete use. One is located in the main school building and the other is located in the fieldhouse, a separate building. Both weight rooms provided equitable access and viewed equipment appeared to be appropriate for female use. Interviews with student athletes and coaches indicated use of the weight room and a schedule showing usage and access was available through Google docs, which is accessible to all students. Interviews with administration indicated that athletic training services are provided by the Fuller Physical Therapy organization. The athletic trainer is accessible on a daily basis and is available at home competitive events. There was evidence of three (3) athletic training rooms that provide better access for the student athletes. The locations include inside the fieldhouse, off the gymnasium, and at the softball/baseball venue. The training room(s) were organized and well equipped. Athletic Trainer contact and access information was posted at the site(s). Physical exams are made available to all students, twice a year, and free of charge by the agencies of Baptist Health and Fuller Physical Therapy.

<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 provision for banquets (end of season recognitions), team awards, banner display, picture display, and the awarding of letters/bars/certificates to student athletes. Written documentation also indicated administrative oversight to ensure overall equity regarding the location, amenities, and cost of awards provided for all post season recognitions. There was also viewed evidence of fall and winter sports programs, as well as wall calendars and pocket schedules for all team schedules. There were also specific criteria outlined for nomination and induction into the Webster County Hall of Fame, which is managed by the athletic director, school administration, and site-based council. Interviews with administration also indicated the oversight for the equitable scheduling of cheerleading, as a support group, for football, girls' basketball, and boys' basketball. An overall review of spending showed that approximately \$31.00 was spent per male athlete and approximately \$19.00 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	X	
Overall spending for athletic support	X	

**BENEFITS REVIEW- SUPPORT SERVICES:** The assignment of available office space appeared to be equitable. There was viewed evidence of a Student Athlete Handbook, a Coaches Handbook, and an Athletics Booster Club Handbook. These serve as excellent tools for students, coaches, and parents. All teams have booster clubs, with external accounts, except for tennis, golf, and track. The signed booster agreements require prior approval for all fundraising activities and also require prior consultation with school administration for any purchases that fall in the category of equipment, supplies and non-consumable items. Interviews with coaches indicated knowledge of the process for school approval to purchase items through the school team accounts. A two-year review of overall spending showed that approximately \$585.00 was spent per male athlete and approximately \$741.00 spent per female athlete. The average percentage of expenditures for females was 53% compared to 47% rate of participation. Both of these meet the acceptable parameters both on a percentage and per athlete 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
No observed deficiencies.		

**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
No observed deficiencies.		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

Action	Due Date
<b>Scheduling of Games:</b> Include evidence of all sport schedules as part of the Title IX file so that they may be reviewed for equity regarding the number of competitive event opportunities provided. Schedules should reflect the most complete current competitive season.	Submit to the KHSAA by <u>April 30, 2020</u> .

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Seth Ranes	Student Athlete - tennis
Marissa Austin	Student Athlete – basketball, soccer, tennis
Brock Stone	Coach - Girls Basketball
Mary Schalk	Coach – Girls Golf and B/G Tennis
Jarrold Hankins	High School Principal
Aaron Harrell	Asst. Superintendent District Title IX Coordinator
Matt Bell	High School Athletic Director
Todd Whitsell	High School Teacher / Coach
Mickey Dunbar	School Board Member
Jon Newton	Boys Basketball Coach
Michelle Wilson	Bookkeeper
Heather Austin	Parent
Kathy Johnston	KHSAA – kjohnston@khsaa.org
Barb Kok	KHSAA

**OTHER GENERAL OBSERVATIONS**

School administration were very well prepared for the visit. The preparation and organization was very efficient. The public forum, scheduled for 3:00 pm was held in a school conference area. There was viewed evidence of emergency action plans for all athletic venues as well as locations for accessible AED units. With no one in attendance, the audit team left Webster County High School at approximately 3:10 pm.