



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

KHSAA Form T76
Rev..11/16

School:	West Jessamine High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	February 13, 2020
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2019-2020

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality	Satisfactory
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities	Satisfactory
Analysis Form Review	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 over 81%. The most recent sport and/or sport activities added have been wrestling, dance, fishing, and freshman level girl's basketball. Based on submitted documentation, West Jessamine High School currently offers thirteen (13) varsity sport and/or sport activities for both males and females. Reported documentation shows that six (6) additional sport level opportunities (JV/FR) are provided for females and five (5) are provided for males. School administration were reminded of the importance of valid team and roster submission so that data results may provide an accurate 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 an equitable uniform review/replacement plan for all teams. It showed teams to be on a four-year cycle for review and/or purchase and it also included equitable dollar allotments for all teams that is provided by the school through the general athletics fund. School administration were reminded that, regardless of the source of funds, the uniform review/purchase plan is developed to ensure an overall equitable provision of benefits for its student athletes. Viewed uniforms appeared to be of high quality and equitable in the quantity that was provided. An overall review of spending for this category showed that approximately \$175.00 was spent per male athlete and approximately \$153.00 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 team schedules in the school Title IX file. Past and current schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided for the like sports. There was written evidence showing the equitable scheduling for the shared facilities of the gymnasium, the turf field, and the indoor hitting facility. Interviews with students and administration indicated that access to all schedules is available through Google Docs.

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 and Per Diem guideline that included the provisions for mode(s) of transport, provision for meals, and provision for housing (overnight stay). Documentation showed that all provisions of this guideline shall require prior approval by the District Athletic Director, Assistant Superintendent, and/or the District School Board. The indicated modes of transport included school bus, vans, and common carriers. The provision for meals indicated a per meal and/or per day allotment. The provision for meals and housing indicated a specific expenditure allotment, however, it did not include the specifics, relative to housing (overnight stay) that would ensure equivalence. An overall review of spending for this category showed that approximately \$140.00 was spent per male athlete and approximately \$178.00 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 stipend amounts and parity in the number of positions provided for the like sports. The viewed salary schedule showed equitable increment pay increases based on years of experience. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 10:1 for both males and females. Interviews with administration indicated that Coach Evaluations are completed by the Athletic Director and Principal at the end of each sports season. A written document is used for this process and serves as an aid for growth, training, and development of coaches.

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 assignment for all teams except golf, swimming, bowling, and wrestling. Interviews with administration indicated the availability and access to locker room areas at each of the respective venues for these sports, however, they were not identified as such on the Locker Room assignment list. There was written evidence of storage assignment for all teams and all viewed storage areas were in close proximity to each respective competitive venue. On campus facilities include those for football, soccer, softball, baseball, tennis, volleyball, and basketball. Off campus facilities include those for track, cross country, and wrestling. Track and cross-country practice and compete at the Middle School, approximately one (1) mile from the high school campus. Wrestling team practices and competes at the Central Office Annex. Other off-campus sites include Connermara Golf Course for boys and girls golf teams, Asbury College for boys and girls swimming and also tennis, and the Danville Lanes for boys and girls bowling. The archery team practices and competes at the Providence Athletic Complex. There is also a heated, indoor hitting facility shared by softball and baseball located on the main school campus and is in close proximity to each competitive venue. The West Jessamine High School has been under a phase(s) process renovation. This includes a new turf field which supports a practice and competitive venue for football and boys/girls' soccer teams. The high school building is currently under renovation and many changes and improvements have been made to better provide benefits to its student athletes. All facilities are in excellent condition and very well 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 that is located in the fieldhouse, adjacent to the main school building. A schedule showing equitable usage and access was in the school Title IX file and also posted at the site. It is also available for student access through Google Docs. The weight room was well equipped and with equipment appropriate for female use. Interviews with students and coaches indicated use and access to the weight room. Interviews with administration indicated that athletic training services are provided through a contract with KORT. There is a training room, located in the fieldhouse, and provides equitable access to all student athletes. The athletic trainer is available daily and at all home events. Interviews with administration also indicated that athletic physicals are the responsibility of each student athlete.

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/recognition guideline that provided the specifics for end-of-season banquets, banner display, picture display, and trophy case display. It also included the provision for jersey retirements, the awarding of letters/bars, and the MVP and MIP awards. Interviews with students indicated the receiving of state championship rings, however, this was not included as part of the awards category. There was also viewed guidelines to the equitable scheduling and oversight of cheerleading, band, and dance as support groups for football, boys' basketball, and girls' basketball. There was also viewed samples of sport(s) programs, posters, and schedule cards as benefits to the publicity of sports teams. An overall review of spending for this category showed that approximately \$28.00 was spent per male athlete and approximately \$78.00 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 assignment of available office space appears to be equitable. Interviews with administration indicated that all teams, except bowling and swimming, have external booster accounts. A two-year review of spending showed that 46% of total expenditures were spent on females which made up 45% of the total athletic participation. It also showed that approximately \$649.00 was spent per male athlete and approximately \$680.00 spent per female athlete. Based on data submitted, West Jessamine High School meets the overall spending parameters both on a percentage and per athlete basis. School administration were reminded that is the responsibility of the school to monitor, for parity of like sports, fees that may be assessed to student athletes and the spending that occurs, regardless of the source, so as to ensure the provision of equitable benefits for its student athletes.

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

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
Travel and Per Diem Housing – Expand the current guideline to include specific provisions for housing (overnight stay). This may include, but not be limited to, number of students per room, interior corridors, free breakfast, etc.	Please submit to the KHSAA on or before August 1, 2020.
Locker Rooms - Expand the current locker room assignment list to include the locker room designations for the teams (boys and girls) of golf, swimming, wrestling, and bowling.	Please submit to the KHSAA on or before August 1, 2020.
Publicity – Expand the current guideline to include the provision for state championship rings for team and individual recipients.	Please submit to the KHSAA on or before August 1, 2020.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Rex Yantz	Student Athlete - soccer
Alleyste Steinkuhl	Student Athlete – soccer / basketball
Teresa Moberly	Head Coach – girls bowling
Thomas Chestnut	Head Coach – girls basketball
Dean Geary	Athletic Trainer / Asst. Title IX Coordinator
Mark Miracle	Athletic Director / Title IX Coordinator
Val Gallutin	District Title IX Coordinator
Brady Thornton	WJHS Principal
Aedan Steinkuhl	Student Athlete – soccer /
Amy Steinkuhl	Parent
Gary Lawson	KHSAA
Kathy Johnston	KHSAA – kjohnston@khsaa/org 859-494-2509

OTHER GENERAL OBSERVATIONS

School administration were well prepared for the visit. The school Title IX file was complete and very well organized. The public forum, scheduled for 3:00 pm, was held in the school library. There was viewed, written evidence of Emergency Action Plans for all practice and competitive venues as well as the locations for all accessible AED units. With no one in attendance, the audit team left West Jessamine High School at approximately 3:15 pm.