



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

KHSAA Form T76  
Rev. 11/16

|                    |                                     |
|--------------------|-------------------------------------|
| School:            | Western High School                 |
| Prepared By:       | Kathy Johnston                      |
| Date of Re-Visit:  | October 23, 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</b> – Substantial Proportionality                                  |                     |
| <b>Test Two</b> – History of Continuing Practice of Program Expansion          | <b>Satisfactory</b> |
| <b>Test Three</b> – Full and Effective Accommodation of Interest and Abilities | <b>Satisfactory</b> |
| <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 9-11 were surveyed with a return rate of 82.6%. The most recent teams added have been junior varsity football, junior varsity volleyball, swimming, golf, and junior varsity girls' basketball. Western High School currently offers eight (8) varsity sports for females and nine (9) for males. School administration were reminded of the importance for accurate team and roster submission so that data results may provide an accurate and complete school analysis.

**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:** There was written evidence of an equitable uniform review-replacement plan for all teams. Documentation showed that tennis and dance uniforms are replaced yearly and all other teams are on a four-year cycle. Coaches and students interviewed were knowledgeable about the uniform plan. Viewed uniforms were of high quality and equitable in the quantity provided. A two-year review of spending for this category showed that approximately \$26.00 was spent per male athlete and approximately \$58.00 per female athlete.

| <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:** There was viewed evidence of all team schedules in the school Title IX file. Current schedules showed overall equivalence and parity regarding the number of competitive events provided. Administration were encouraged to monitor the number of games played for softball and baseball as both show an average of playing ten (10) games less than what the KHSAA allows to be played during a season. There was written evidence showing the equitable scheduling for the shared facilities of the large and small gymnasiums.

| <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 procedure and cost relative to travel but did not include specifics relative to mode of transport. Interviews with students and coaches indicated the use of school-activity bus for transportation and occasional charter bus use which was determined by distance to be traveled. The Per Diem guideline included the provision and specifics for meal allowance but did not include the specifics relative to housing (overnight stay). A two-year review of spending for this category showed that approximately \$28.00 was spent per male athlete and approximately \$50.00 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 in the number of coaching positions provided. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 7:1 for females and 8:1 for males. The school is to be commended for its high percentage of on-campus coaches. Interviews with administration indicated that the Athletic Director evaluates coaches at the end of each sports 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:** There was written assignment of locker room designation for all teams, however, upon review, some of those areas were public restroom areas. One of the main focuses of the Title IX program is to ensure that all student athletes have a safe and secure place to dress and secure items. Public restrooms do not qualify for that designation. The qualities and amenities of the actual viewed locker rooms were comparable and several in the process of upgrades and improvements. There was written and viewed evidence of storage assignment for all teams. The off-campus practice and competitive facilities include those for golf and swimming. The golf team has access to the Bobby Nichols and Sun Valley Golf Courses and the swim team uses the facility located at Shawnee High School. The cross country and track teams practice on campus but have all competitions at away sites. The other sports of football, basketball, volleyball, wrestling, tennis, baseball, and softball have their practice and competitive facilities located on the school campus. Interviews with administration indicate improvements are being made to the baseball and softball fields to include leveling and drainage for better field play. The baseball field has a full fence enclosure while a temporary fence is used to mark the outfield boundary for the softball field. There is also no fence enclosure from the dugout to the outfield area on the first and third base sides of the softball field. All other facilities are comparable and appear to be equitably 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 is one (1) weight room located on the main school campus and close to all athletic facilities. A schedule showing equitable usage and access was in the school Title IX file and also posted at the site. Interviews with coaches and students indicate usage of the weight room. Viewed equipment showed to be appropriate for female use. Athletic Training services are provided through a contract with KORT. An athletic trainer is available on a daily basis and at all home events. The training room is currently located next to the football locker room and provides equitable access for females through a second entrance. Interviews with administration stated that athletic physicals are the responsibility of each student. There was written evidence of Emergency Action Plans for all athletic venues and AED access in the main school building and in the training room area.

| <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 banquet(s) and also the provision and specifics for banner display, school awards, trophy display, and senior night recognitions. Interviews with coaches and administration indicated the recognition and scholarship award that is presented annually to one male and one female athlete by the Alumni Association. Interviews with administration indicated the oversight for the support group assignments, cheerleading, dance, band, to ensure the equitable support provided to the football, girls basketball, and boys basketball teams. A two-year review of spending for this category could not be accurately evaluated due to lack of information.

| <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 appears to be equitable. Interviews with administration indicate that there are no external booster accounts. All fundraising dollars are deposited in the school team accounts. Interviews with coaches indicated knowledge of the process for school approval to purchase items. According to submitted documentation, a two-year review of spending showed that approximately \$491.00 was spent per male athlete and approximately \$631.00 spent per female athlete. Currently, Western High School meets the acceptable parameters of expenditures both on a percentage and per athlete basis.

**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> |
|---|--|--|
|   |  |  |
|   |  |  |
|   |  |  |

**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> |
|---|--|--|
|   |  |  |
|   |  |  |
|   |  |  |

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

| <b>Action</b> | <b>Due Date</b> |
|---------------|-----------------|
|               |                 |

|   |   |
|---|---|
| Travel Mode of Transport – Expand the current guideline to include the provision and specifics of use for the school-activity bus and charter bus as mode of transport to competitive events,     | Not for submission. Please review and place updates to the guideline in the school Title IX file. |
| Per Diem Provision for housing (overnight stay) – Expand the current guideline to include the provision and specifics relative to housing (overnight stay) that would ensure overall equivalence. | Please submit to the KHSAA on or before March 1, 2019.  |
| Locker Room Assignments – Review all available locker room space and make designation of locker room assignment for all male and female teams.  | Please submit to the KHSAA on or before March 1, 2019.  |
| Competitive Facilities – Submit pictures of the softball field area that would show the setup of the outfield fencing area.   | Please submit to the KHSAA on or before March 1, 2019.  |
| Awards Recognition Equity of Spending – report all expenditures as it is related to this category   | Not for submission – this will be reviewed upon submission of the 2019 Annual Report              |

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

| <b>Name</b>     | <b>Title</b>                           |
|-----------------|--|
| Kharee Edelen   | Student Athlete - basketball           |
| Tameira Edwards | Student Athlete – softball, volleyball |
| Nicole Thompson | Volleyball Coach                       |
| Aubrey Holle    | Girls Basketball Coach                 |
| Michael Newman  | Principal                              |
| Jared Baker     | Athletic Director                      |
| Barbara Kok     | KHSAA Auditor                          |
| Kathy Johnston  | KHSAA Auditor                          |
|                 |  |
|                 |  |

**OTHER GENERAL OBSERVATIONS**

School administration were well prepared for the visit. The school Title IX file was well organized and complete. Interviews with school administration, coaches, and students all exhibited a very positive attitude with a great interest in the providing all desired Opportunities and Benefits for the students at Western High School. The public forum, scheduled for 3:00 pm was held in the school conference room.