



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

KHSAA Form T76
Rev..11/16

School:	Western Hills High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	January 31, 2025
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	
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities	Satisfactory
Analysis Form Review	Meets the Standard of Test 3

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was conducted during the 2023-2024 school year. Students in grades 8-11 were surveyed with a return rate of 67.8%. The results of the Student Interest Survey indicated an interest in field hockey, esports, fishing for females and interest in fishing and esports for males. This information and the plan for pursuance of interest was documented on the T-3 form of the Annual Report. Reported documentation showed that Western Hills High School currently offers fifteen (15) varsity sport and/or sport activities for males and thirteen (13) for females. Submitted documentation also showed that the most recent sport and/or sport activities added have been bowling, indoor track and freshman volleyball for females with bowling, indoor track, freshman football, and volleyball added for males. The total number of sport level opportunities offered for males is twenty-two (22) and twenty (20) for females. School administration were reminded of the importance for accurate team and/or roster submission so that recorded data may provide a complete 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 replacement plan for all teams. The written guideline also stipulated an equitable monetary supplement provided for the purchase of uniforms. It was also stipulated that all purchases require prior approval by the Athletic Director and that in the case of specific uniform replacements, it would require the proper documentation and prior approval by school administration. Interviews with administration indicated that the student athletes purchase and retain, yearly, the uniforms for tennis, swimming, and golf. Viewed uniforms were of high quality and appeared to be well maintained and equitable in the quantity provided. A two-year review of spending could not be evaluated due to insufficient reporting of data.

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. Current and past viewed schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided for the like sports. Interviews with administration listed the shared facilities to include the gymnasium, cafeteria space, turf field, track, tennis courts, and indoor hitting facility. There was a viewed written document that listed teams with times and/or method of usage for the shared facilities but no evidence of a shared facility guideline that would ensure the administrative oversight for equitable usage and access.

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 indicated the mode of transport to be school bus or district approved vehicles with specifics relative to allowed distances to be traveled on school nights and on weekends. The guideline also included the need for administrative prior approval for any overnight (housing) trips and indicated that any provision for meals would be the responsibility of team and/or booster accounts, however, there was not a provision for administrative oversight to ensure the equitable benefit for meals and housing. A two-year review of spending could not be evaluated due to insufficient reporting of data.

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 coaching stipend amounts and parity for the number of positions provided for the like sports. It showed that salaries are based on a developed grade level with an increment increase, yearly, up to fifteen (15) years coaching experience. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 16:1 for males and 11:1 for females. There was viewed evidence of an evaluation form for head and assistant coaches. Interviews with administration indicated that the athletic director evaluates all coaches at the end of each season. A self-evaluation is completed by all coaches with follow-up by the athletic director.

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 for wrestling (boys and girls) and the off-campus teams for bowling, golf, and swimming. There was also a written assignment of storage for all teams. Viewed locker room and storage areas were in close proximity to each practice and/or competitive facility. The on-campus facilities include those for football, soccer, track, baseball, softball, tennis, wrestling, volleyball, basketball, archery, and practice for cross country. The off-campus practice and/or competitive sites include those for cross country, golf, swimming, and bowling. The Archives in Frankfort are used for cross country, the Juniper Hills and Lakeview Springs Golf Courses for golf, Falling Springs for swimming, and Capitol Bowl for bowling. The most recent and current facility improvements include the turf field, re-surfaced track, six (6) tennis courts, and the renovation/upgrade of all four (4) locker rooms in the gymnasium. There was also viewed current and on-going construction which will add an auxiliary gymnasium, located adjacent to the main high school building. It will include a boys locker room, girls" locker room, weight room, golf simulator room, softball indoor hitting facility, training room, two (2) track lanes surrounding the volleyball and six (6) goal basketball court. Anticipated completion date for this is August, 2025. This facility will be a great benefit to the student athletes of Western Hills High School.

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 outdoor stadium, track, and baseball field. It provides equitable access for both males and females and with appropriate equipment for female use. There is also a weight room area located in the fieldhouse located adjacent to the softball field. It is a smaller area but appears to provide limited, but appropriate equipment, for female use. There was also a weight equipment area located outdoors, under the bleachers at the turf field. It appeared to have weight equipment more appropriate for male use. Interviews with students indicated use of various weight room areas, depending on the sport. Interviews with coaches indicated use of a weight room, however, there was no evidence of a written and/or posted schedule showing equitable usage and access. Interviews with administration indicated that athletic training services are provided thru a contract with ProActive Therapy. They provide services two (2) days a week and are at all home events. They also provide a 'next day' clinic access for any athlete that needs to be evaluated regarding injury. The viewed athletic training rooms provided equitable access for student athletes and appeared to be well-equipped. Interviews with administration also indicated that athletic physicals are the responsibility of each student but that the local health department will come, on site, one day during the summer, to give students the opportunity for physical exams.

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 specifics for banner display regarding recognition. It also includes the specifics of cost and display of senior night banners. It also included the designation of space for trophy display for all teams, the awarding of letters/bars/certificates for athletic participation and academic achievements. The recognition of state champions with T-shirts presented by the athletic department as well as college signing ceremonies. Written documentation stated that prior approval with administrative oversight by the athletic director is required for all awards and/or banners presented. Written documentation did state that sports team booster clubs are responsible for banquets and/or end-of-season recognitions, however, the provision to ensure equity with administrative oversight was not included. A two-year review of spending could not be evaluated due to insufficient reporting of data.

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 appeared to be equitable. Interviews with administration indicated booster clubs existed for the sports of volleyball, boys and girls golf, boys' and girls' basketball, softball, baseball, and football. Viewed documents stated that booster funds were used to support team banquet costs and specifics related to event travel (meals, housing, etc.). Those documents also stated that the school district provides the funds for facilities, stipends, transportation, and uniforms. All fundraisers require prior approval by the athletic director and school administration. There was no evidence of signed booster agreements. Interviews with coaches indicated the use of booster funds for direct team support. A two-year review of overall spending could not be fully evaluated due to the insufficient reporting for the benefit areas of equipment/supplies, travel/per diem and awards. Interviews with coaches also indicated knowledge of the process for school approval to purchase items with school funds.

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
<u>Travel / Per Diem</u>	Develop a guideline for the provision of meals and housing (overnight stay). The specifics for meals may include, but not be limited to, cost allowance per meal or per day. The specifics for housing may include, but not be limited to, number of students per room, hotel type quality, interior corridors, free breakfast, free wifi, etc.	Please submit to the KHSAA, on or before, April 1, 2025 . Please send to Kathy Johnston at kjohnston@khsaa.org

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
<u>Shared Facilities</u> - Develop a guideline that would provide the administrative oversight in ensuring the equitable scheduling of all shared facilities.	Not for submission. Please update and include in the school Title IX file.
<u>Publicity</u> - Develop a guideline that would provide the administrative oversight ensuring the equitable benefit of postseason recognition and/or banquets for all teams. This may include, but not be limited to, number of awards presented, on site or off-site locations, meal provided, cost provision, etc.	Please submit to the KHSAA, on or before April 1, 2025. Please send to Kathy Johnston at khsaa.org.
<u>Support Services</u> - Review the spending for the 22-23 school year for the benefit areas of Equipment/Supplies, Travel/Per Diem and Awards. These spending totals should be recorded for each team. A reminder that these amounts should reflect all monetary sources that provided benefits for student athletes.	Please submit to the KHSAA, on or before, April 1, 2025 . Please send to Kathy Johnston at kjohnston@khsaa.org.
<u>Weight Room</u> - Develop a guideline that would provide the administrative oversight ensuring the equitable usage and access to any available weight room space to teams. Also, all developed usage schedules must be posted at each respective site.	Not for submission - Please update and post schedules at the weight room sites.
<u>Locker Rooms</u> - Designate and include the locker room assignment for the teams of bowling, swimming, golf, and wrestling on the locker room assignment list. Athletes and coaches must be notified of locker room designation.	Not for submission. Please update and include in the school Title IX file.
<u>Emergency Action Plans</u> - Develop venue specific emergency action plans for all on and off campus practice and competitive venues.	Please submit to the KHSAA, on or before, April 1, 2025 . Please send to Kathy Johnston at kjohnston@khsaa.org .

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Cole McDonald	Student Athlete - basketball / football
Cheyenne Robinson	Student Athlete - cheer
Bry'e Wolfe	Student Athlete - basketball
Macy Johnson	Softball Coach
Jana Hughes	Girls Basketball Coach
Ryan King	Principal
Whitney Allison	District Athletic Director
Adam Johnson	Athletic Director
Jeff Marksberry	KHSAA
Kathy Johnston	KHSAA - kjohnston@khsaa.org

OTHER GENERAL OBSERVATIONS

The school was very welcoming and prepared for the visit. The school Title IX file was efficiently organized. There was viewed evidence of an Athletic Handbook which could serve as a great resource for coaches. School administration were reminded that the Gender Equity Committee should include a minimum of two student-athletes (minimum one male and one female) to serve and be an active part of the committee. The public forum, scheduled for 3:00 pm, was held in the school auditorium. With no one in attendance, the audit team left Western Hills High School at approximately 3:10 pm.

There was written evidence of a singular Emergency Action Plan that included a general process for action and protocol but was not athletic venue(s) specific. There was viewed and identified placements of three (3) AED's and one (1) that stayed with and traveled with the Athletic Trainer. AEDs were located in the cafeteria, gymnasium, and athletic fieldhouse. Interviews with administration indicated that pre-season EAP practice and trainings are conducted by the Athletic Director and the school Safety Chief.