



KHSAA TITLE IX RE-VISIT FIELD VISIT REPORT

KHSAA Form T76
Rev. 11/16

School:	Whitefield Academy
Prepared By:	Barbara Kok
Date of Re-Visit:	October 26, 2017
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2017-2018

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality Satisfactory	<input type="checkbox"/>
Test Two – History of Continuing Practice of Program Expansion Satisfactory	<input type="checkbox"/>
Test Three – Full and Effective Accommodation of Interest and Abilities Satisfactory	<input type="checkbox"/>
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: According to the data and information submitted in 2016-17, it appears Whitefield Academy has met the Title IX standard in Test 1, Test 2, and Test 3 for the provision of athletic opportunities. The school currently offers 11 sport levels for boys and 13 sport levels for girls. They are to be commended for continuing to assess and address the interests of their student athletes.

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: All uniforms viewed appeared to be of high quality and equivalent in quantity for “like sports”. The Title IX file contained a written uniform review/replacement policy that indicated a 4-year rotation. Some teams opted to purchase their own uniforms with cooperation of the athletic director to ensure quality is the same as school issued uniforms. On a two- year average, Whitefield has spent approximately \$50 per male and \$40 per female for equipment.

All other equipment viewed appeared to be well maintained and suitable for use.

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: The most recent game schedules for “like sports” were viewed and appeared to be comparable in the number of contests. It is recommended that Whitfield continue to closely monitor the number of baseball games as compared to the number of softball games.

Schedules for shared facilities (that included the gymnasium and soccer field) appeared to equitable for all. Coaches interviewed stated they met with the Athletic Director to work out the schedule.

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: The Title IX file contained a written guidelines regarding the mode of transportation for athletes to athletic competitions. The guidelines did not contain information establishing parameters for meals and housing that would ensure parity.

See KHSAA recommendations.

Expenditures for travel on a two-year average are approximately \$17 for males and \$30 for females.

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

BENEFITS REVIEW- COACHING: The extra service pay schedule viewed appeared to indicate parity in regard to salaries and number of coaching positions. According to information submitted during the visit, the ratio of female athletes to coaches is 7:1 and 8:1 for males. Many coaches are not on campus during the school day but athletes interviewed stated this was not a concern.

The Athletic Director is responsible for the evaluation 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: In the two previous Title IX visits, this benefit category was deemed to be deficient due to inequities in the baseball and softball facilities and the girls' locker room /bathroom facility. Whitfield Academy renovated the girls' locker room and added restroom facilities within the locker room area.

The baseball field is located on campus while the softball team practices at Fern Creek Park (approximately 1 mile away). Softball games are played on the Fern Creek High School field. This facility has lights allowing the softball team to play both JV and Varsity softball games on the same day.

Each team had an assigned storage area on campus that appeared to be equitable.

Athletic venues for bowling, swimming, cross country and golf are located off campus and within a three -mile radius. Athletes interviewed indicated the distance away from the campus is not an issue with participation.

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		N/A

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: Whitefield Academy has two adjacent weight rooms that are easily accessible and equipped with weights that are appropriate for all athletes. The Athletic Director indicated teams could request times for usage. It is recommended a schedule be developed that showed parity and indicated equivalent usage and availability for all teams.

See KHSAA recommendations.

Whitefield Academy does not have the services of an athletic trainer and students are responsible for obtaining their own physical examinations.

Emergency plans for all athletic venues were contained in the Coaches' handbook and Title IX file.

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: Whitefield has one cheerleader squad that cheers for all home girls' and boys' basketball games. They have a pep band that performs only occasionally.

A written policy in the Title IX file provided guidelines for recognition that appear to be equitable for all. The guidelines pertain to post season banquets, banners on display, and individual team awards. Expenditures on a two-year average are approximately \$6.00 for male and \$5.00 for female athletes.

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: Office space is limited due to the building structure but is the same for all teams. The Athletic Director's office is available for coaches to use.

Whitefield Academy does not have an athletic booster club. All fund raising is approved by the school Fund - raising Committee to ensure parity and compliance to Title IX standards. All monies raised by teams are deposited to in-house accounts. Overall expenditures for male and female athletes fall within acceptable parameters in both percentage and per athlete.

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
None		

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
None		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Please submit to the KHSAA a travel guideline that will include parameters for per diem (food and housing) that will ensure equity for all sports.	December 15, 2017
Please submit to the KHSAA a weight room usage schedule which shows equitable access and availability for ALL teams.	December 15, 2017

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Juliana Yates	Student Athlete
Trevor Nauerr	Student Athlete
Danny Harris	Girls' soccer Coach
Kevin Carmen	Girls' Golf Coach
Chris Vaughn	Athletic Director
Gary Mounce	Head of School
Derek Hopperton	Director of Student Life
Laura Anderson	Alumni
Beth Blackwell	Elem/Mid school Representative
Marsha Boggs	Community Representative
Barbara Kok	KHSAA
Kathy Johnston	KHSAA

OTHER GENERAL OBSERVATIONS

Whitefield Academy is to be commended for their efforts to improve their facilities and continue to add sport activities and levels for their students. The Athletic Director was well prepared for the visit. Coaches, athletes and committee members interviewed were very supportive and proud of the athletic programs at Whitefield Academy.

No one attended the public forum.