



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

*KHSAA Form T76
Rev..11/16*

School:	Whitley County High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	February 18, 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	
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 97%. Based on submitted documentation the most recent sport and/or sport activities added and/or pursued for interest are Esports, swimming, archery, and bowling. Whitley County High School currently offers ten (10) varsity sports and/or sport activities for males and nine (9) for females. The total number of sport level opportunities provided for males is fifteen and the total sport level opportunities provided for females is fourteen. School administration were reminded of the importance for accurate team and roster submission so that submitted 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 a uniform review and/or replacement plan for all teams. All uniforms, except golf, are on a four-year review plan with equitable monetary allotments provided by the school for purchase. Documentation showed that golf uniforms are replaced yearly and retained by the student athlete. All uniforms viewed were of excellent quality and appeared to be equitable in the quantity provided. School administration were reminded that, regardless of the source of funding (school or booster club), it is the responsibility of the school to monitor oversight of the uniform review plan and spending so as to ensure overall equivalence for this benefit category. A two-year review of spending for this category showed that approximately \$317.00 was spent per male athlete and approximately \$231.00 was 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 evidence of all 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. There was written evidence showing the equitable scheduling of the Charles Lawson Gymnasium and the indoor hitting facility. Interviews with administration indicated oversight of scheduling is monitored by the Athletic Director.

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 of transport, meals, and housing for overnight stay. The modes of transport included those for school bus and charter bus. The provision for meals and housing included a cost allotment per day and also the specifics for housing. School administration were reminded that, regardless of the source of funding (school or booster club), it is the responsibility of the school to monitor the spending to ensure overall equivalence for this benefit category. A two-year review of spending for this category showed that approximately \$463.00 was spent per male athlete and approximately \$350.00 was 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 the base stipend amounts and parity for the number of positions provided for the like sports. Documentation showed that equitable increases in pay occur in accordance with years of experience. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 8:1 for females and 9:1 for males. Interviews with administration indicated that coaches are evaluated at the end of each sport season by the Athletic Director and Principal. There was also written evidence of a Coaches Handbook which serves as a great resource for information, procedure, and guidance for the coaches of Whitley County High School.

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 and viewed locker room and storage assignment for all teams. Viewed locker rooms appeared to be equitable and with similar amenities. Viewed locker rooms and storage areas were all in close proximity to each respective competitive venue. On-campus competitive facilities include those for football, track, basketball, volleyball, cross country, tennis, baseball, softball, Esports, and wrestling. The indoor hitting facility, for baseball and softball, is located directly between those competitive sites. Off-campus facilities include those for soccer, wrestling (practice only) and golf. The soccer complex provides a competitive field each for the boys and girls. It is located directly across from the Intermediate school, which is approximately one (1) mile from the main school campus. The golf teams' practice and compete at the Pineville Golf Course and the London Country Club, and also have access to an indoor hitting range area in the facility building located at the soccer complex. All viewed competitive facilities are excellent 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 main school building, next to the gymnasium. It provides equitable access, is well organized and spacious. Interviews with students and coaches indicated usage and access and with equipment appropriate for female use. There was evidence of a weight room usage schedule which showed equitable use and access for in-season and out-of-season months. The Athletic Trainer is directly employed by the Whitley County School District. The training room is located directly off the gymnasium and provides equitable access to all athletes. Athletic training services are provided on a daily basis and at all home events. Interviews with administration indicated that athletic physicals are made available to all students, at a reduced cost, once a year, through the Colonel Clinic and/or Bryant Family Medical Center. Interviews with student athletes indicated limited knowledge relative to the provision for athletic physicals. School administration were reminded that the notification of athletic physical availability must be made to all students.

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 included the provisions for end-of season banquets, the awarding of letters/bars/certificates, and senior night recognitions. It also included the provisions for banner display relative to post season accomplishments, all-state recognitions, team and individual display for state and national recognitions, and new records set. There was also written provisions for trophy and picture display as well as Hall of Fame criteria for nomination and selection. There were also promotional displays which included programs for the fall, winter, and spring sports which highlighted the teams of each sports season. In addition, there was evidence of schedule cards which displayed all team schedules for each sports season. A two-year review of spending for this category showed that approximately \$38.00 was spent per male athlete and approximately \$23.00 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 availability and assignment of available office space appears to be equitable. Interviews with administration indicated teams with external booster accounts include those for football, baseball, girls' basketball, and boys' basketball. Viewed guidelines for external booster accounts stipulated required fundraising approval by school administration and the expenses projected to be made relative to those fundraising dollars. Booster Club reports are submitted yearly to the Whitley County School Board. All other teams deposit all fundraising dollars in their respective team accounts. Interviews with coaches indicated knowledge of the process for school approval to purchase items. A two-year review of total spending shows that 33% of total dollars were spent on the females which made up 39% of the total participants. It also showed that \$1190.00 was spent per male athlete and approximately \$883.00 was spent per female athlete. Currently, at this time, Whitley County High School does not meet the acceptable parameters both on a percentage and per athlete basis. School administration were reminded that, regardless of monetary source, it is the responsibility of the school to monitor spending for equitable benefits.

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
<u>Equipment and Supplies Equity of Spending</u> – (please see Support Services below)	Submit plan to the KHSAA, on or before August 1, 2020.
<u>Travel and Per Diem Equity of Spending</u> - (please see Support Services below)	Submit plan to the KHSAA, on or before August 1, 2020
<u>Medical Training Physical Exams</u> - Develop a plan that ensures student notification and access to the benefit of athletic physical exams.	Submit plan to the KHSAA, on or before August 1, 2020.
<u>Support Services Overall Spending - Develop</u> a plan for the oversight and prior approval of external booster account spending relative to the categories of Equipment/Supplies and Travel/Per Diem. This may include, but not be limited to, items to be purchased that benefit students directly, minimum amount to be spent to require prior approval, and approval from administration on coach's request to the booster club.	Submit plan to the KHSAA, on or before August 1, 2020.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Caden Petry	Student Athlete - baseball
Lindsey Shope	Student Athlete – basketball, softball
Angela Singleton	Coach - Softball
Sean Pigman	Head Coach – Girls Basketball
Bryan Stewart	Athletic Director
Allen Ysidro	Asst. Principal – Title IX School
Bob Lawson	Principal
Kathy Johnston	KHSAA – kjohnston@khsaa.org 859-494-2509

OTHER GENERAL OBSERVATIONS

School administration were very well prepared for the visit. The school Title IX file was well organized and complete. There was evidence of a Coaches Handbook which serves as a great resource for coaches for continued growth and development. The public forum, scheduled for 3:00 pm was held in the school conference room. With no one in attendance, the auditor left Whitley County High School at approximately 3:15 pm.