



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

KHSAA Form T76
Rev..11/16

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| School: | Wolfe County High School |
| Prepared By: | Jeff Marksberry |
| Date of Re-Visit: | November 14, 2024 |
| 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 | X |
| Test Two – History of Continuing Practice of Program Expansion | |
| Test Three – Full and Effective Accommodation of Interest and Abilities | |
| Analysis Form Review | X |

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was conducted during the 2023-24 school year. Students in grades 8-11 were surveyed with a return rate of 70%. The interest and follow-up with football (50 interested) should be addressed and documentation of meetings should be retained in Title IX file. The most recent sport and/or sport activities to be added are varsity girls golf, varsity girls' cross country, and Esports. Wolfe County High School currently offers nine (9) varsity sport and/or sport activities for males and six (6) for females. Reported documentation showed that there are a total of thirteen (13) sport level opportunities for males and a total of ten (10) sport level opportunities for females. School administration were reminded of the importance for accurate team and roster submission so that data results may provide a complete school analysis for the area of Opportunities. School administration was complimented on the development and maintenance of a comprehensive and well-organized Title IX file. Wolfe County High School is currently meeting Test 1, but would meet Test 3 with the meeting documentation for football. There was evidence of meeting minutes from all GERC meetings and committee members were knowledgeable of all meetings.

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 and/or replacement plan for all teams. All uniforms are on a three-year cycle. Interviews with administration indicated that all uniforms are purchased with school funds and team account funds. All uniforms were of excellent quality (Nike/Under Armor, Sublimated) and appeared to be equitable in the quantity provided. Uniforms were well maintained. Interviews with student athletes and coaches appeared they were knowledgeable of the team uniform purchase plan. A two-year review of spending for this category showed that approximately \$133.00 was spent per male athlete and approximately \$148.00 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 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 viewed evidence showing the equitable scheduling for the shared facilities of the main gym, hitting shed, gym batting cage, middle school gym, and weight room. Interviews with administration indicated that the athletic director oversees the equitable scheduling of all shared facilities. Schedules were posted at each shared facility. Wolfe County is in the process of expanding and improving athletic facilities. The new facilities include an auxiliary gym, weight room, locker room, turf soccer/football, baseball and softball fields, and a new track facility.

| 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 included the use of school bus, van, and truck as the mode of transportation for athletic competition. The guideline for meals did not allow for in-season meal money but did state one meal would be paid for during post-season travel. The provision for housing (overnight stay) stated that approval is required. The specifics for housing (overnight stay) included provisions for type of hotel (interior corridors), 4 students per room, and free breakfast. The athletic director must approve all housing accommodations. A two-year review of spending for this category showed that approximately \$61.00 was spent per male athlete and approximately \$72.00 per female athlete.

It is suggested that the GERC come up with guidelines that would allow for the use of charter bus for transportation to events. The GERC also needs to set a money amount for meals either per meal or per day.

| 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 the coaching stipend amounts and parity for the number of positions provided for the like sports. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 13:1 for males and 11:1 for females. For males (149 participants), there are 3 head coaches on campus and for females (162 participants), there are 4 head coaches on campus. Interviews with administration indicated that coaching evaluations are not used.

| 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 viewed written locker room and storage assignment for all teams. Viewed locker rooms appeared to be equitable and with similar amenities. Locker room space is limited and Wolfe County does a good job with their limited options. Storage areas provided adequate space and were in close proximity to each competitive facility. The on-campus practice and competitive facilities include those for the sports and/or sport activities of volleyball, basketball, baseball/softball hitting cage in gym, and weight room in gym mezzanine. The golf teams utilize Sag Hollow. The baseball and softball teams share an indoor hitting facility, evidence of an equitable schedule was viewed. Off-campus facilities include archery, baseball, softball, cross country, soccer, track and field. There are washer and dryer facilities available to both male and female teams. These off-campus facilities are all new and will be a very nice addition for Wolfe County.

| 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 | X | |

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: There is one weight room located on campus located in the gym mezzanine. All athletes have the opportunity to use the weight room. Interviews with students and coaches indicated usage and equitable access to the weight room. A weight room usage schedule was in the school Title IX file as posted at facility. A new weight room is under construction. Interviews with administration indicated that athletic training services are not provided. Interviews with administration indicated that athletic physicals are made available and free to all students during specific summer days. Physicals are provided by Juniper Health.

| 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 banner guidelines and senior night recognition guidelines. Wolfe County does not issue letters and bars or have formal banquets. Student recognition is provided through senior night festivities for each sport/team. Wolfe County does not have an athletic hall of fame. Interviews with administration also indicated the equitable scheduling and oversight of cheerleading and band as support groups for girls' basketball, and boys' basketball teams. Interviews with administration also indicated equitable scheduling and promotion of sports through assemblies and pep rallies. A two-year review of spending for this category showed that approximately \$6.00 was spent per male athlete and approximately \$6.00 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 office space appears to be limited, but equitable. Interviews with coaches indicated knowledge of the process for school approval to purchase items. A two-year review of the total spending showed that 46% of the total dollars were spent on males and 54% of total dollars were spent on females. It also showed that approximately \$390.00 was spent per male athlete and approximately \$439.00 spent per female athlete. Based on reported documentation, it appears that Wolfe County High School has met the acceptable spending parameters both on a percentage and per athlete basis. Wolfe County is to be commended for their excellence in this area.

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 |
|---|--|--|
| N/A | | |
| | | |
| | | |

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 | | |
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OTHER ACTIONS NECESSITATED BY THIS VISIT

| Action | Due Date |
|---|----------|
| GERC should develop a policy for charter bus use. The policy should be added to the Title IX file. | |
| GERC should set meal money amount guidelines in travel per diem policy. This amount can be per meal or per day. The guidelines should be placed in Title IX file. | |
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PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

| Name | Title |
|---------------------|------------------------------|
| Jeff Marksberry | KHSAA- jmarksberry@khsaa.org |
| Barbara Kok | KHSAA |
| Robert Scott Creech | Athletic Director |
| Emmalee Allen | Student-Athlete |
| Kristopher Evans | Student-Athlete |
| Brandi Howard | Softball Head Coach |
| Gary Brown | Girls Basketball Head Coach |
| Greg Creech | Principal |
| Jessica Hollon | Bookkeeper/Parent |
| Lori Noble | Assistant Coach/Volleyball |
| Ben White | Volleyball Head Coach |
| Brandon McWhorter | DPP/Parent |
| Jayden Molands | Student-Athlete |
| Kenzie Miller | Student-Athlete |
| | |

OTHER GENERAL OBSERVATIONS

School administration were very well prepared for the visit. The school Title IX file was well organized and complete. The public forum was scheduled for 3:00 pm. No one showed up for the public forum. The audit team left Wolfe County High School at approximately 3:10 pm. There was viewed written evidence of Emergency Action Plans (EAP) for all the on- and off-campus athletic facilities and were specific to each sport utilizing that facility. There was also written documentation that listed the five (5) site locations for school AED units.