



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

KHSAA Form T76
Rev. 11/16

School:	Woodford County High School
Prepared By:	Barbara Kok
Date of Re-Visit:	January 17, 2019
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-2019

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	X
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: According to data and information submitted, Woodford County High School has met the standard for Test 3 for provision of athletic opportunities. The results for Test 1 were inconclusive due to inaccurate reporting on the team rosters. It was discussed with the Athletic director the importance of accurate team and roster submission for a complete analysis of their school. The most recent Student Interest survey was conducted in April 2018 with a return rate of 86%. Woodford County currently offers 18 sport levels for males and 17 sport levels for females.

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/replacement policy for all teams. Some sport teams replaced yearly and others were on a 2 - 5-year rotation with like sports on the same schedule. Uniforms viewed were of high quality with the quantity equivalent for like sports. Spending for equipment and supplies slightly favored the male athlete due to the purchase of football uniforms

All other equipment viewed appeared to be suitable and well maintained for the specific sport.

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 schedules for all teams was contained in the Title IX file and appeared to show overall equivalence for number of competitions for like sports.

Written schedules for shared facilities (gymnasium, soccer field) appeared to be equitable for all teams and are monitored by the athletic director to ensure parity. The school failed to provide an equitable usage schedule for the in-door hitting facility located at Falling Springs Park. The softball player interviewed stated they were informed by the park management the facility was for the baseball players only. The girls' softball team uses a barn at a private residence for a hitting facility.

See KHSAA recommendations

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 written guidelines for travel and per diem provided parameters for meals and housing that appeared to be equitable for all. Guidelines pertaining to mode of transportation were not included in the Title IX file.

Board approval must be given prior to any overnight trips. Overall all spending for a two-year showed approximately \$213 per male athlete and approximately \$105 per female athlete which falls outside acceptable parameters.

See KHSAA recommendations

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

BENEFITS REVIEW- COACHING: A Board approved extra service pay schedule appeared to be equivalent in number of positions and compensation for all sports. Several head coaches are not on campus but interviews with the athletes indicated this was not an issue.

The Coaches Handbook contained guidelines and expectations for all staff members.

Evaluations are conducted using a written instrument by the athletic director at the conclusion of each season. The head coach evaluates their staff members.

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: The school currently has two locker room for males and two for females. The assignment for sharing these limited locker rooms appears to be equitable. The quality of amenities appeared to be comparable for like sports. It is recommended the athletic director and coaches ensure the athletes are knowledgeable as to which locker room facilities are available for their use. All athletes have the right to a safe and secure place to dress and store their belongings.

Competitive venues on campus are the gymnasium for volleyball and girls' and boys' basketball, rubberized track, wrestling room and practice football field.

Both girls' and boys' golf teams practice and play at Moss Hill Golf course.

The school leases competitive and practice facilities at Falling Spring sport complex that includes swimming, football and soccer fields, cross country course, baseball and softball fields and an indoor hitting building. Although there has been upgrades to the softball venue, the facility is still not comparable to all other athletic facilities. The construction of a concession stand and press box at the softball field was addressed in the 2012 Title IX audit. At that time improvements to the softball field were included in the Improvement Plan for several years without any evidence of progress being made. It is understood Woodford County leases community facilities to save the cost of construction of a softball field but according to Title IX the school is still responsible for providing equitable amenities. A contract with the Kentucky Softball Foundation viewed in the Title IX file indicated they will take responsibility for construction at the softball field. No specific plans or timelines for the completion of the project were available at this time. Continued disparities in the amenities at the softball field and lack of scheduled usage for female athletes at the indoor hitting warrant a deficiency in this benefit area at this time.

See KHSAA recommendations

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	n/a	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The weight room facility is located in a basement area under the gymnasium. There was no written evidence for equitable usage. Interviews with both male and female athletes expressed concerns with the physical condition of the weight room. The room is small, with low ceilings and poorly lit and is not able to accommodate many athletes at one time. The area is prone to flooding making for unsafe conditions. The quality of the weight room is definitely a deterrent to usage by female teams. Interviews with coaches and athletes indicate use of outside sources or facilities for weight training and conditioning at their personal expense. Female coaches were hesitant to use the weight room due to the poor and unsafe conditions and lack of knowledge of weight training techniques. A separate cardio room was well equipped but appeared to be seldom used. There was no schedule that ensured equitable usage for the cardio room in the Title IX file.

Woodford County has the services of an athletic trainer contracted through the University of Kentucky. He is on campus daily and available to all teams. The training room was organized, well equipped, and accessible for both male and female athletes. Schedule and contact information for the trainer was posted on the training room door.

Physical exams are the responsibility of the individual athlete.

Emergency actions plans were venue specific, posted on site and need to be placed in the Title IX file.

AEDs were located in the school office, gymnasium, Falling Springs sport complex, and in the possession of the trainer.

See KHSAA recommendations.

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: Woodford County has one cheer squad that performs at all home football games and boys' and girls' basketball games. The athletic director monitors the assignment of support groups to ensure equity.

There was written evidence for the provision and criteria of earned awards, team banners, and other types of possible recognition (i.e., trophies, Senior night, Academic All State, plaques). All team were required to hold some type of post season recognition programs.

Overall spending for a two-year period was \$30 per male and \$26 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: There was written evidence of assigned office space for all coaches. Woodford County has one Booster Club for support of athletic teams and monies are housed in an outside account. Funds are appropriated according to a point system based on parent involvement. Currently there is no process for administrative oversight of Booster Club expenditures that ensures equity and parity for all athletes. An analysis of over- all spending for a two -year period falls outside acceptable parameters on both a percentage (47% participation rate compared to 37% of total spending for females) and per athlete (\$448 for females and \$654 for males) basis. Total spending strongly favors the male athletes.

It is recommended the administration develop a procedure for overseeing expenditures that will ensure equitable benefits for all athletes.

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
Locker rooms, practice and competitive facilities: Equivalent amenities at the softball field	Upon receipt of this report, please submit to the KHSAA plans for the construction of a press box and concession stand, restrooms at the softball. Include a time line with an anticipated start and completion date.	April 30, 2019 Upon completion submit photographic evidence
Medical and training facilities services: Improvement in weight training facility	Upon receipt of this report please submit to the KHSAA plans to improve unsafe conditions in the weight room. Include a schedule that demonstrates equitable usage for all teams. Include a timeline with an anticipated start and completion date.	April 30, 2019 Upon completion submit photographic evidence

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
Scheduling games and practices: Upon receipt of this report please submit to the KHSAA a schedule for the Falling Springs indoor hitting facility that ensures equitable usage by the softball team.	April 30, 2019
Travel and per diem: Upon receipt of this report, please submit to the KHSAA a Travel policy that include guidelines pertaining to mode of transportation.	April 30, 2019

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Delaney Enlow	Student Athlete
Jasmine Collins	Student Athlete
Georgia Sutterlin	Student Athlete
Ryan Dube	Student Athlete
Blair Hicks	Coach/Asst Athletic Director
Meghan Bottom	Volleyball Coach
Dennis Johnson	Athletic Director
Gene Kirk	Asst. Athletic Director
Walker Terhune	Athletic Trainer
Scott Hawkins	Superintendent
Dr. Robert Bell	Interim Principal
Tracey Sobelski	Track Coach
Stephen Jaco	GBSK Coach
Ryan Wilson	BBSK Coach
Kathy Johnston	KHSAA
Barbara Kok	KHSAA

OTHER GENERAL OBSERVATIONS

Woodford County administration and athletic directors were very receptive to comments from the audit team. The administration, coaches and athletes exhibited a strong sense of pride and a desire to improving and providing a well -rounded program with excellent facilities that were equitable for all.

No one attended the public forum. The audit team left the school at 3:15