

**KHSAA TITLE IX
ANNUAL REPORT SUBMISSION
STATUS REPORT
2009-2010**

KHSAA
Form T65
Revised 4/09

TO: KHSAA Member School Superintendents, Principals, and Athletic Directors

FROM: Brigid L. DeVries, Commissioner
Darren Bilberry, Assistant Commissioner

DATE: April 26, 2010

School	Holmes High School	Reviewed by	Gary W. Lawson
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The following is a status report regarding the required 2009-2010 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2010. Appropriate KHSAA Audit Team personnel have reviewed these forms and the following is a summary of this review.

I. Checklist of Forms properly submitted in a satisfactory manner:

X	GE 19 (Annual Verification)	X	T-35 (Budget Expenses)
X	T-1 (Summary Program Chart 1)	X	T-36 (Budget Expenses)
X	T-2 (Summary Program Chart 2)	X	T-41 (Checklist – Overall Interscholastic Program)
X	T-3 (Summary Program Chart 3)	X	T-60 (Corrective Action Plan)
X	T-4 (Summary Program Chart 4)	X	T-63 (Interscholastic Survey Results)

II. Status

A.		2009-2010 Forms are satisfactory and no further information or action is necessary at this time.
B.	X	Errors have been noted with respect to the following forms: Minor calculation errors found on the T-1 and T-2 forms are corrected on the attachment. Please place corrected data in the school's Title IX file.
C.		The following forms were omitted and must be submitted by school representatives:
D.	X	According to the 2009-2010 data, the school appears to be meeting the standards established in: <input checked="" type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment) <input type="checkbox"/> Test 2 (History and continuing practice of program expansion) <input checked="" type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)
E.	X	Other Recommendation and Comments: According to calculations and responses submitted and corrected by KHSAA representatives, it appears that the school is meeting the standard established in both Tests 1 and 3 for provision of athletic opportunities. In the area of benefits, total athletic spending is within parameters both on a percentage and a per athlete basis. Thanks for your continued efforts in relation to this project.



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION

2009-2010 ANNUAL VERIFICATION OF TITLE IX PROCEDURES

KHSAA Form GE19
Rev. 04/09

(To be submitted by April 15, 2010 along with other required forms)

APR 15 2010

The Holmes High School, Covington, Kentucky
 (Name of High School) (City)

certifies to the Kentucky High School Athletic Association that the following is an accurate and true representation of the facts surrounding compliance with 20 U.S.C. Sections 1681-1688, et. Seq. (also known as Title IX). I certify the following provisions in accordance with records at the school contained in the permanent Title IX file, at least one copy of which must be maintained in the Principal's office, and to the best of my knowledge have completed the following tasks:

- I. Established a gender equity committee at the high school. (List committee personnel and provide attachment if necessary)

Name	Address	Phone	Title (Supt., Principal, Student, Parent, Coach, Etc.)
Dennis Maines	2500 Madison Ave. Covington, KY	(859) 655-9545	Principal
Debra Vance	25 E. 7 th Street Covington, KY	(859) 392-1000	Diversity Coordinator
Ron Madrick	2500 Madison Ave. Covington, KY	(859) 655-9545	Athletic Director
Tina Stevens	2500 Madison Ave. Covington, KY	(859) 655-9545	Administrative Assistant
Kelly Ballinger	2500 Madison Ave. Covington, KY	(859) 655-9545	Teacher/Fast Pitch Softball Coach
Travece Turner	2500 Madison Ave. Covington, KY	(859) 655-9545	Teacher/Girls Basketball Coach
Stephen Lickert	2500 Madison Ave. Covington, KY	(859) 655-9545	Teacher/ Football Coach
Regal Lowe	2500 Madison Ave. Covington, KY	(859) 655-9545	Student
Bianca Eggleston	2500 Madison Ave. Covington, KY	(859) 655-9545	Student

- II. Scheduled a minimum of three meetings during the 2009-2010 school year on the following dates:

October 15, 2009
January 22, 2010
April 2, 2010

- III. Designated the following person(s) as the Title IX coordinator for the school:


Name	Title	Address	Phone
Ron Madrick	Athletic Director	2500 Madison Ave. Covington, KY 41014	(859) 655-9545 ext 16360

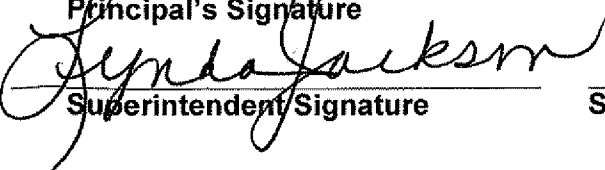
- IV. Designated the following person(s) as the Title IX coordinator for the district:


Name	Title	Address	Phone
Debra Vance	Diversity Coordinator	25 E. 7 th St. Covington, KY 41014	(859) 392-1000

School personnel are continuing to make periodic reviews of the boys' and girls' athletics program reflected in the Corrective Action Plan.

In addition to the above information, the above referenced school maintains a complete permanent file relative to Title IX records including copies of the self-assessment audit, all corrective action plans, and other related materials.


4-12-10
20
 Principal's Signature Date




 School Board Chairpersons' Signature



**ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (Form T-1)**

Participation Opportunities: Test One - Proportionality

		(Column 1)	(Column 2)	(Column 3)	(Column 4)
	Program	Enrollment	Percentage of Total Enrollment	Number of Interscholastic Participants (double and triple count)	Percentage of Total Participation
Row 1	GIRLS	359	44.5%	199	44%
Row 2	BOYS	447	55.5%	258	56%
Row 3	Totals	806	100%	457	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations: 48

- Determine the total number of girls enrolled, (place in Row 1, Column 1). Determine the total number of boys enrolled, (place in Row 2, Column 1).
- Add the total number of girls and boys enrolled to determine total enrollment, (place in Row 3, Column 1).
- Calculate the percentage of total enrollment that is female. (Divide Row 1, Column 1 by Row 3, Column 1 and place in Row 1, Column 2.) Calculate the percentage of total enrollment that is male. (Divide Row 2, Column 1 by Row 3, Column 1 and place in Row 2, Column 2.) Note: Row 1, Column 2 plus Row 2, Column 2 should total 100%.
- Ask coaches to confirm the names of those individuals who are on the team as of the first **date of regular season competition**, and cross out the names of those who were cut from the team or quit the team prior to the first regular season competitive event. Determine the total number of interscholastic athletics participants that are girls, (and place in Row 1, Column 3). In order to determine the total number of athletics participants, an individual should be counted each time he or she participates on a team. For example, if Jane Doe competes on the varsity volleyball team, the junior varsity volleyball team, the junior varsity basketball team, and the varsity softball team, she should be counted as four participants (**do not include club or intramural sports participants, cheerleaders, dance teams, or pom squads**). Calculate the same way for boys and girls. * In addition, should 8th grade students and below play on a Freshman, Junior Varsity, or Varsity team, they should also be counted for each team and sport on which they participate. If applicable, please asterisk in the above notation as to how many 8th grade students & below are included in the totals.
Using the same procedure, determine the total number of interscholastic athletic participants that are boys, (and place in Row 2, Column 3). Add Row 1, Column 3 plus Row 2, Column 3 to get total participants and place in Row 3, Column 3.
- Calculate the percentage of female participation. (Row 1, Column 3 divided by Row 3, Column 3 and place in Row 1, Column 4.) Calculate the percentage of male participation. (Row 2, Column 3 divided by Row 3, Column 3 and place in Row 2, Column 4.) Note: Row 1, Column 4 plus Row 2, Column 4 should total 100%.

Note: While being within three percent is not a formal compliance standard, if the percent listed in Row 1, Column 4 is within 3% of Row 1, Column 2, then it provides a good target within which compliance is likely.

Principal's Signature: *D. [Signature]*

Date: 4-12-10



2009-2010
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-3)

KHSAA Form T3
Rev. 11/09

Participation Opportunities Test Three Full Accommodation

FOR ANY QUESTION ANSWERED "YES" IDENTIFY THE RESPECTIVE SPORT(S).

	GIRLS (Yes / No)		BOYS (Yes / No)
1. Based on the responses from your most recent student survey, is there sufficient interest to form a viable interscholastic team for a sport not currently offered? If yes, what sport?	No		No
2. For a sport not currently offered at the varsity level, is there sufficient interest based on your most recent Student Interest Survey to form a viable team for an interscholastic freshman team or junior varsity team?	No		No
3. For a sport currently offered at the interscholastic Junior Varsity or freshmen level, is there sufficient interest, based on your most recent Student Interest Survey, to form a varsity team?	No		No
4. If you answered YES to question (1), (2), or (3), are there enough high schools in the geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?	No		No
5. If you answered YES to question (1), (2), (3), or (4), are there enough high schools in the geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?	No		No

Remember, test three – full accommodation means addressing the unmet interest of the underrepresented sex (most likely girls), not the overrepresented sex (most likely boys).

Plans to Address Interest:

Principal's Signature:

Date:

4-12-10



2009-2010

KHSAA :Form T4
Rev.11/09

**ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-4)**

Levels of Competition Test One

		Column 1	Column 2	Column 3
Girls	Team Levels	Number of Teams Currently Offered	Number of Participants	Percentage of Participants at Each Level
Row 1	varsity:	8	87	44.8%
Row 2	j.v.:	6	77	39.7%
Row 3	frosh:	2	30	15.5%
Row 4	total:	16	194	100%
Boys				
Row 5	varsity:	7	123	47.7%
Row 6	j.v.:	6	94	36.4%
Row 7	frosh:	2	41	15.9%
Row 8	total:	15	258	100%

- Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level; varsity, junior varsity, and freshman. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 1.)
- For Column 2, list the number of participants at each level. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total the entries in Rows 5, 6, and 7 into Row 8. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 2.)
- For Column 3, calculate the percentage of female and male participants at each level.
For girls' varsity, junior varsity, and frosh, respectively:
 - Divide Column 2, Row 1 by Column 2, Row 4, and place the percentage in Column 3, Row 1
 - Divide Column 2, Row 2 by Column 2, Row 4, and place the percentage in Column 3, Row 2.
 - Divide Column 2, Row 3 by Column 2, Row 4, and place the percentage in Column 3, Row 3.
 For boys' varsity, junior varsity, and frosh, respectively:
 - Divide Column 2, Row 5 by Column 2, Row 8, and place the percentage in Column 3, Row 5.
 - Divide Column 2, Row 6 by Column 2, Row 8, and place the percentage in Column 3, Row 6.
 - Divide Column 2, Row 7 by Column 2, Row 8, and place the percentage in Column 3, Row 7.

Principal's Signature: *D. Miller* Date: 4-12-10



2009-2010

**ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1 (FORM T-35)
TO INCLUDE BOOSTER CLUB FUNDING**

KHSAA Form T-35
REV. 11/09

Sports	Equipment and Supplies		Travel		Awards		Coaches' salaries (to include supplemental and extended employment; dollar amount required)			Facilities improvements		Publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures			Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	# Coaches for all levels / # Teams for all levels	School	Booster	School	Booster	School
G basketball	16,788		2,000		700		18,075	6/5				500	
B basketball	15,500		2,500		700		18,075	6/5				500	
G softball	8,000		1,500		500		3,000	3/2				250	
B baseball	5,700		300		500		3,000	3/2				250	
G cross country	2,900		500		255		3,000	4/4				0	
B cross country	2,900		500		255		3,000	4/4				0	
G golf	0		0		0		0	0				0	
B golf	0		0		0		0	0				0	
G soccer	4,100		875		375		3,000	2/2				125	
B soccer	0		0		0		0	0				0	
G swimming	1,500		350		125		2,500	2/2				0	
B swimming	1,500		350		125		2,500	2/2				0	

1. Total expenditures on T-35 and T-36 on the 2009-2010 year report due by April 15, 2010 of each school year, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2008-2009 ending June 30, 2009.

2. Booster Club Funding/Contributions must be included in the above expenditures total. (Note: It is illegal for coaches to be paid by Booster Clubs - Reference KHSAA Bylaw 27)

Principal's Signature: *[Signature]* Date: 4-12-10



**2009-2010
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2 - (Form T36)
TO INCLUDE BOOSTER CLUB FUNDING**

KHSAA Form T36
REV. 1/109

Sports	Equipment and supplies		Travel		Awards		Coaches' salaries (to include supplemental and extended employment; dollar amount required)			Facilities improvements			Publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures			Expenditures			Expenditures	
	School	Booster	School	Booster	School	Booster	School	# Coaches for all levels / # Teams for all levels	School	Booster	School	Booster	School	Booster
G track	3,200		500		250		4,000	2/2					0	
B track	3,100		500		250		4,000	2/2					0	
G tennis	650		100		100		1,800	1/2					0	
B tennis	650		100		100		1,800	1/2					0	
G volleyball	4,100		250		225		3,000	2/2					0	
B wrestling	1,500		600		200		3,000	2/2					0	
G (list sport)														
B football	15,500		550		350		40,525	12/5					650.00	
G (list sport)														
B (list sport)														

1. Total expenditures on T-35 and T-36 on the 2009-2010 year report due by April 15, 2010, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2008-2009 ending June 30, 2009.

2. Booster Club Funding/Contributions must be included in the above expenditures totals. Indicate percentage of total expenditures for each gender: (If disparities are obvious, list on your Corrective Action Plan (T-60) what action you will take to correct the problem.)

Gender	Expenditures	Percentage
Boys	\$131,530.00	60%
Girls	\$89,093.00	40%
Total:	\$220,623.00	100%

Principal's Signature: *[Signature]* Date: 4-12-10



2009-2010 KHSAA TITLE IX ATHLETICS AUDIT (Form T-41)
Checklist - Overall Interscholastic Athletics Program

KHSAA Form T41
Rev. 11/09

DIRECTIONS:

For the Areas of Compliance (Opportunities and Benefits) listed on the left hand side of the page, place a checkmark under the appropriate column identifying whether your school provided an advantage to the Girls' Program, or to the Boys' Program or to Neither Program. A review of T-35 and T-36 spending patterns might be helpful in completing this form.

Areas of Compliance:	ADVANTAGE TO:		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
OPPORTUNITIES			
Accommodation of Interest and Abilities			X
BENEFITS			
Equipment and Supplies			X
Scheduling of Games and Practice Time			X
Travel and Per Diem Allowances			X
Coaching			X
Locker Rooms, Practice and Competitive Facilities			X
Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Housing and Dining			X
Tutoring			X
Athletic Scholarships			X

If an advantage/inequity is indicated, corrective action should be shown on the Corrective Action Plan, Form T-60.

Principal's Signature: *D. Main* Date: 4-12-10



SCHOOL NAME _____

**2009-2010 TITLE IX
CORRECTIVE ACTION PLAN
(FORM T-60)**

DIRECTIONS:

- For Column 1, indicate the intended area (Opportunities or Benefits) which needs corrective action in order to achieve gender equity. For Column 2, write the suggested change or activities that will correct the area in need of alteration. For Column 3, include the estimated completion date for the changes or activities.
- It is possible to attain compliance with Title IX and no longer need "corrective" action. However, the KHSAA strongly encourages compliant schools to identify items for improvement (Column 1), activities to accomplish the improvement (Column 2) and a timetable for completion (Column 3) that will strengthen the athletic program.
- You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2010.

COLUMN 1	COLUMN 2	COLUMN 3
SPECIFIC ITEM FOR CORRECTION/ IMPROVEMENT	PLAN FOR SUGGESTED CHANGE	START DATE AND COMPLETION DATE OF CORRECTIVE ACTION
Reevaluating the girls multi-sport locker room. Several changes have been made on our campus over the past year.	Renovations have begun and will continue but the layout of the project has been revised.	Due to the closing of Two Rivers and Holmes Middle School moving to our campus. This project has been modified to accommodate both the girls locker room area as well as a practice area for the wrestling team. In addition some of the space had to be used for a custodial secured area.
Due to budget constraints and lack of student participation the following sports were removed Boys & Girls Golf, Boys Soccer, Girls Slow Pitch Softball	Addition of a Girls Freshman Fast Pitch Team to allow additional opportunities for female participants in a sport which is thriving with a solid foundation	We will play a limited freshman schedule this spring utilizing our JV and Varsity Coaching Staff. 1-2 years to acquire a paid coaching position depending on financial availability.
Additional ways to accumulate funding for programs due to declining enrollment	Begin looking over budgets for each sport and making cost effective but gender equitable changes	2-3 years depending on financial status of the school system and enrollment

Principal's Signature: *T. Main*

Date: 4-12-10



**INTERSCHOLASTIC ATHLETICS
SURVEY (FORM T-63)
Summary of Student Responses**

School Year: 2009-2010

School Name: Holmes High School

Enrollment (9-12 Grade): 806

Number of 9-11 Grade Students Surveyed: 602

Number of 8th Grade Students Surveyed: 190

Date: April 1, 2010

Completed By: Tina Stevens

Instructions:

1. Summarize the Student Athletics Interest Surveys Form T-61 by listing the total number of responses on the line next to each sport.
2. Under the Other Category please provide a listing of the sports as well as the number of students who are interested in participating.
3. Please sign and date this Summary Form (T-63) and mail this Summary Form only to the KHSAA by April 15. Do not mail the student surveys (Form T-61). However, these Forms should be maintained in your files in the event they are requested subsequently.

795 Number of Surveys 981

781 Total Returned (*A minimum of 80% return is expected*)

8th - 11th Grades Surveyed (*Should be grades 9-11 and 8th grade if school has a feeder system*)

Who Administered The Survey?
How Was The Survey Administered?

Teachers
English teachers surveyed for both the 8th and 11th grade students. The 9th and 10th grade students were surveyed during their Advocacy block.

Give details on how it was administered and to which school group, Example: English classes, or all home rooms, etc. or advisee/advisor?)

KHSAA Sanctioned Fall Sports (List Total Number of Participation Responses)

15 Cross Country (Girls)

24 Cross Country (Boys)

165 Football (Boys)

9 Golf (Girls)

15 Golf (Boys)

48 Soccer (Girls)

38 Soccer (Boys)

58 Volleyball (Girls)

Winter Sport (List Total Number of Participation Responses)

<u>102</u>	Basketball (Girls)
<u>134</u>	Basketball (Boys)
<u>19</u>	Indoor Track (Girls)
<u>27</u>	Indoor Track (Boys)
<u>22</u>	Swimming & Diving (Girls)
<u>40</u>	Swimming & Diving (Boys)
<u>42</u>	Wrestling (Boys)

Spring Sport (List Total Number of Participation Responses)

<u>67</u>	Baseball (Boys)
<u>52</u>	Fast Pitch Softball (Girls)
<u>33</u>	Tennis (Girls)
<u>45</u>	Tennis (Boys)
<u>19</u>	Track (Girls)
<u>62</u>	Track (Boys)

Non-KHSAA Championship Sports (From Student Survey T-61 Question 10)

<u>76</u>	Archery
<u>26</u>	Field Hockey
<u>54</u>	Bowling
<u>14</u>	Gymnastics (Boys)
<u>63</u>	Gymnastics (Girls)
<u>34</u>	Ice Hockey
<u>26</u>	Lacrosse (Boys)
<u>17</u>	Lacrosse (Girls)
<u>78</u>	Rifle
<u>35</u>	Rodeo
<u>35</u>	Slow Pitch Softball
<u>18</u>	Volleyball (Boys)
<u>12</u>	Water Polo
<u>78</u>	Weightlifting
<u>12</u>	Other sports not listed <u>(competitive cheer)</u>

Number of Students who participate in Intramural Sports
(From Student Survey T-61 Question 5)

Sport	Number
Basketball	87
Football	45
Paintball	23

List Intramural Sports students are interested in adding:
 (From Student Survey T-61 Question 6)

<u>Sport</u>	<u>Number</u>
Step Team	53
Skateboarding	28
Kick ball	56
Lacrosse	12

Participation in Non-School Sports Activities
 (From Student Survey T-61 Question 7)

<u>Sport</u>	<u>Number</u>
Select Baseball	14
AAU Basketball	46
Select Softball	14
Gymnastics	9
Drill Team	20

Reasons for not participating in interscholastic athletics
 (From Survey Question 8)

- 67 I prefer other activities such as band, chorus, etc.
- 119 I don't have time
- 36 The practice schedules and game times are inconvenient
- 44 The sport I like isn't offered
- 14 It's too expensive
- 41 I prefer to participate in club or intramural sports
- 124 Working
- 53 Other: _____

Student Suggestions to encourage participation
 Advertisement

- _____
- Promote school spirit
- _____
- Inform them of the advantages of meeting new people
- _____
- More choices
- _____
- _____



Principal's Signature

4-12-10

Date