

**KHSAA TITLE IX
ANNUAL REPORT SUBMISSION
STATUS REPORT
2010-2011**

KHSAA
Form T65
Revised
3/2011

REVISED

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

FROM: Julian Tackett, Commissioner
Darren Bilberry, Assistant Commissioner

DATE: June 5, 2011

School	Holy Cross High School of Covington	Reviewed by	Gordon Bocock
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The following is a status report regarding the required 2010 - 2011 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2011. 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:

<input checked="" type="checkbox"/>	GE 19 (Annual Verification)	<input checked="" type="checkbox"/>	T-35 (Budget Expenses)
<input checked="" type="checkbox"/>	T-1 (Summary Program Chart 1)	<input checked="" type="checkbox"/>	T-36 (Budget Expenses)
<input checked="" type="checkbox"/>	T-2 (Summary Program Chart 2)	<input checked="" type="checkbox"/>	T-41 (Checklist – Overall Interscholastic Program)
<input checked="" type="checkbox"/>	T-3 (Summary Program Chart 3)	<input checked="" type="checkbox"/>	T-60 (Corrective Action Plan)
<input checked="" type="checkbox"/>	T-4 (Summary Program Chart 4)	<input type="checkbox"/>	T-63 (Interscholastic Survey Results)

II. Status

A.	<input checked="" type="checkbox"/>	2010– 2011 Forms are satisfactory and no further information or action is necessary at this time.
B.		Errors have been noted with respect to the following forms:
C.		The following forms were omitted and must be submitted by school representatives:
D.		According to the 2010-2011 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.		Other Recommendation and Comments: <ul style="list-style-type: none"> The minutes of the Gender Equity Committee are excellent. This will give future members of the committee an idea of what the committee has done in the past and help them plan the future of Holy Cross Athletics and Title IX issues. Very good report.

KHSAA Emailer

select ademail as email_address,school as email_name from KHSAA_Schools,KHSAA.KHSAA_new_email_checked_schools where KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND member="T" and (ademail is not null and ademail <> "") order by school

select prinemail as email_address,school as email_name from KHSAA_Schools,KHSAA.KHSAA_new_email_checked_schools where KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND member="T" and (prinemail is not null and prinemail <> "") order by school

select superemail as email_address,school as email_name from KHSAA_Schools,KHSAA.KHSAA_new_email_checked_schools where KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND member="T" and (superemail is not null and superemail <> "") order by school

- Below is a simulation of how your email will appear.
- You can manually modify the list of addressees in the "To:" box by deleting undesired addressees or adding new ones, one per line.
- You can modify the email subject in the "Subject:" box.
- When you're ready to send your email press the "Send" button. Do not close your browser window while emails are being sent.

From:	"Darren Bilberry, KHSAA" <dbilberry@khsaa.org>
To:	"Holy Cross (Covington)" <anne.julian@hchsco.com> "Holy Cross (Covington)" <clay.eifert@hchsco.com> "Holy Cross (Covington)" <mclines@covingtondiocese.org> coachbo@newwavecomm.net
Subject:	Holy Cross-Covington 2010-2011 Title IX Annual Report
<input type="button" value="Send Email"/>	
<p>Enclosed please find a copy of Form T-65, the <u>2010-2011 KHSAA Title IX Annual Submission Status Report</u>. In addition, you may find an attachment with corrected copies of the forms submitted by your school personnel.</p> <p>Also, KHSAA Audit Team Members may have requested the resubmission of some of the 2010-2011 Annual Report Forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable. Copies of all KHSAA Title IX documents must be kept current and included in your permanent Title IX File at the school. All documents are subject to Open Records Requests.</p> <p>Should you need any further information, please do not hesitate to contact the appropriate Title IX Auditor listed on the T-65 form or Darren Bilberry at anytime. Thank You.</p>	

- **attachment; filename="Holy Cross Covington.doc"**

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Email Messages

(Page 10 of 20)

Date: Wed, 08 Jun 2011 11:34:21 -0400
From: DBILBERRY (Darren Bilberry, KHSAA)
To: composed_email@khsaa.org
Reply-to: dbilberry@khsaa.org
Subject: Holy Cross-Covington 2010-2011 Title IX Annual Report Status Report

Attachment: Holy Cross Covington.doc

Enclosed please find a copy of Form T-65, the 2010-2011 KHSAA Title IX Annual Submission Status Report. In addition, you may find an attachment with corrected copies of the forms submitted by your school personnel.

Also, KHSAA Audit Team Members may have requested the resubmission of some of the 2010-2011 Annual Report Forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable. Copies of all KHSAA Title IX documents must be kept current and included in your permanent Title IX File at the school. All documents are subject to Open Records Requests.

Should you need any further information, please do not hesitate to contact the appropriate Title IX Auditor listed on the T-65 form or Darren Bilberry at anytime. Thank You.



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2010-2011 ANNUAL VERIFICATION OF TITLE IX PROCEDURES
 (To be submitted by April 15, 2011 along with other required forms)

postmarked
 KHSAA Form GE19
 Rev. 10/10
 4-15-11
 (Signature)
 APR 20 2011

The Holy Cross (Cov.) 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.)
Clay Eifert	3617 Church St. Cov. Ky 41015	859-431-1335	Principal
Anne Julian	3617 Church St. Cov. Ky 41015	859-431-1335	Athletic rector
Terri & Brian Minshall	4975 Founders Lane Indep. Ky 41051	859-359-4359	Parents
Doug & Lisa Stricker	864 Doe Ridge Erlanger Ky 41012	859-525-3035	Parents
Becky Houston	717 Red Bud Dr. Taylor Mill Ky 41015	859-816-2229	VB Coach
Sydney Sizemore	3415 Clover Dr. Taylor Mill Ky 41015	859-356-0323	Student ✓
Robby Broering	2824 University Circle Crestview Hills, Ky	859-341-7243	Student ✓

- II. Scheduled a minimum of three meetings during the 2010-2011 school year on the following dates:

August 10, 2010	February 21, 2011	✓
September 20, 2010	April 18, 2011	✓
January 1, 2011		✓

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

Name	Title	Address	Phone
Anne Julian	Athletic Director	3617 Church St. Cov. KY	859-431-1335

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

Name	Title	Address	Phone
Anne Julian	Athletic Director	3617 Church st. Cov. Ky	859-431-1335

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.

Clay Eifert

4-14-11 20

Principal's Signature

Date

Michael Quinn

Superintendent Signature

William Miller

School Board Chairpersons' Signature

(Send original copy to KHSAA - Maintain duplicate in Title IX school folder)



**2010-2011
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (Form T-1)**

KHSAA Form T1
Rev. 10/10

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	206	.46	195	.43 ✓
Row 2	BOYS	242	.54	260	.57
Row 3	Totals	448	100%	455	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations: 14

- 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: Cory ERT Date: 4-14-11



2010-2011
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-2)
PARTICIPATION OPPORTUNITIES: TEST TWO - PROGRAM
EXPANSION

		Column 1	Column 2	Column 3	Column 4	Column 5
Program		Number of Teams Currently Offered	Number of Participants	Number of Teams Added Since the beginning of the 2006-2007 School Year	Current Number of Participants for the 2010-2011 school year who are playing on teams added since the 2006-2007 School Year	Percent of Total Participation By Sex Added Since the beginning of the 2006-2007 School Year
GIRLS Row 1	varsity:	9	104	1	5	
Row 2	j.v.:	3	44	-0-	-0-	
Row 3	frosh:	3	47	1	-0-	
Row 4	total:	15	195	1	-0-	.03
BOYS Row 5	varsity:	9	140	-0-	-0-	
Row 6	j.v.:	4	52	-0-	-0-	
Row 7	frosh:	3	68	-0-	-0-	
Row 8	total:	16	260	-0-	-0-	.03

- 1) For Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level (varsity, junior varsity, and freshman). For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 2) For Column 2, list the number of participants at each level. For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8. Note: The totals in Row 4 for girls and in Row 8 for boys must be the same as the totals in Form T-1, Column 3, Rows 1 and 2 respectively.
- 3) For Column 3, list the number of interscholastic teams that have been added in the last five years at each competitive level. Count each team added during the 5 year period only one time. e.g. Girl's junior varsity soccer was added 3 years ago, count the team only once, not 3 times. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 4) For Column 4, list the number of participants that are currently on each level of the teams that were added in the last five years. If a team was added previously but no longer exists, there are no current participants to be added for that team. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 5) For Column 5, calculate the percentage of participants that have been added in the last five years. For girls, take the number in Column 4, Row 4 and divide by the number in Column 2, Row 4. For boys, take the number in Column 4, Row 8 and divide it by the number in Column 2, Row 8.
- 6) **Note: If the percentage of current participants added in the last five years is 25% or greater for the underrepresented sex (most likely girls), compliance with Test Two may be possible. If less than 25%, then compliance with Test Three should be analyzed. CAUTION: 25% is not a formal compliance standard.**

Principal's Signature: Date: 4-14-11



**2010-2011
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-3)**

KHSAA Form T3
Rev. 10/10

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:

We are planning on adding both Girl's and Boy's bowling.

Principal's Signature : Date: 4-14-11



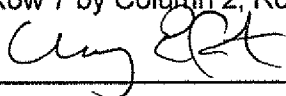
2010-2011
**ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-4)**

KHSAA:Form T4
Rev. 10/10

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:	9	104	.53
Row 2	j.v.:	3	44	.23
Row 3	frosh:	3	47	.24
Row 4	total:		195	100%
Boys				
Row 5	varsity:	9	140	.54
Row 6	j.v.:	4	52	.20
Row 7	frosh:	3	68	.26
Row 8	total:		260	100%

- 1) 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.)
- 2) 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.)
- 3) 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:  Date: 4-14-11



**2010-2011
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1 - (FORM T-35)
TO INCLUDE BOOSTER CLUB FUNDING**

KHSAA Form T-35
REV. 10/10

Sports	Equipment and Supplies		Travel		Awards		Coaches' salaries (to include supplemental and extended employment; dollar amount required)			Facilities improvements		Publications (if sport-specific)	
	School	Booster	School	Booster	School	Booster	School	# Coaches for all levels / # Teams for all levels	School	Booster	School	Booster	School
G basketball	6330.00	1955.00	276.00	-0-	416.00	-0-	5600.00	7/3	-0-	1035.00			
B basketball	5988.00	2399.00	100.00	-0-	220.00	-0-	4500.00	4/3	-0-	1035.00			
G softball	2014.00	2000.00	212.00	-0-	200.00	-0-	1500.00	3/2	-0-	-0-			
B baseball	4972.00	-0-	50.00	-0-	200.00	-0-	3000.00	6/3	-0-	-0-			
G cross country	636.00	-0-	50.00	-0-	200.00	-0-	900.00	2/1	-0-	-0-			
B cross country	636.00	-0-	50.00	-0-	200.00	-0-	900.00	2/1	-0-	-0-			
G golf	449.00	-0-	50.00	-0-	50.00	-0-	1000.00	2/1	-0-	-0-			
B golf	1159.00	-0-	50.00	-0-	312.00	-0-	700.00	1/1	-0-	-0-			
G soccer	2524.00	-0-	238.00	-0-	425.00	-0-	3500.00	6/1	-0-	3000.00			
B soccer	1126.00	-0-	100.00	-0-	200.00	-0-	2000.00	3/1	-0-	-0-			
G swimming	219.00	-0-	50.00	-0-	120.00	-0-	150.00	1/1	-0-	750.00			
B swimming	91.00	-0-	50.00	-0-	120.00	-0-	150.00	1/1	-0-	750.00			

1. Total expenditures on T-35 and T-36 on the 2010-2011 year report due by April 15, 2011 of each school year, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2009-2010 ending June 30, 2010.

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: Cary Eick

Date: 4-14-11



2010-2011

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

KHSAA Form T36
REV. 10/10

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
G track	1023.00	-0-	25.00	-0-	350.00	-0-	350.00	5/1	-0-	-0-	-0-	-0-
B track	1023.00	-0-	25.00	-0-	350.00	-0-	350.00	5/1	-0-	-0-	-0-	-0-
G tennis	1205.00	-0-	40.00	-0-	350.00	-0-	500.00	1/1	-0-	-0-	-0-	-0-
B tennis	205.00	-0-	25.00	-0-	200.00	-0-	500.00	1/1	-0-	-0-	-0-	-0-
G volleyball	1991.00	-0-	530.00	-0-	190.00	-0-	2800.00	4/3	-0-	-0-	-0-	-0-
B wrestling	n/a	-0-	-0-	-0-	200.00	-0-	-0-	-0-	-0-	-0-	-0-	-0-
G (list sport)	n/a	-0-	-0-	-0-	-0-	-0-	-0-	-0-	-0-	-0-	-0-	-0-
B football	7052.00	-0-	7666.00	6000.00	-0-	-0-	8500.00	11/3	-0-	-0-	-0-	-0-
G (list sport)	n/a	-0-	-0-	-0-	-0-	-0-	-0-	-0-	-0-	-0-	-0-	-0-
B (list sport)	n/a	-0-	-0-	-0-	-0-	-0-	-0-	-0-	-0-	-0-	-0-	-0-

1. Total expenditures on T-35 and T-36 on the 2010-2011 year report due by April 15, 2011, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2009-2010 ending June 30, 2010.

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	\$68,763.00	.56
Girls	\$45,063.00	.37
Total:	\$122,326.00	100%

Principal's Signature: Cory [Signature] Date: 4-14-11

2010-2011 KHSAA TITLE IX ATHLETICS AUDIT (Form T-41)
Checklist - Overall Interscholastic Athletics Program



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

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

Principal's Signature:

Date: 4-14-11



SCHOOL NAME Holy Cross

**2010-2011 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, 2011.

COLUMN 1	COLUMN 2	COLUMN 3
SPECIFIC ITEM FOR CORRECTION/ IMPROVEMENT	PLAN FOR SUGGESTED CHANGE	START DATE AND COMPLETION DATE OF CORRECTIVE ACTION
Female participation on all levels of sports to increase by 5%.	Continue to educate coaching staff on the motivation of athletes to participate on a team regardless of talent level.	Current and on going.
Publication of sports available.	Host camps at feeder schools. Continued PR. during all events and open houses. Grade schools nights geared to young girls K-8.	Current and on going
Holy Cross continues to have a discrepancy in spending between girl's and boy's teams.	Plan ahead for increases in both girl's and boy's sports. Encourage girl's teams to travel and have some overnight stays with team bonding. Updated equipment for all girls' programs may increase attractiveness to overall program.	May 25 th budget deadlines. Will speak to coaches regarding a plan to increase monies spent on their programs.
Number of coaches per sport and salaries for coaches that coach the girl's programs need equitable adjustments.	Actively recruit new coaches for girl's program. Contact local colleges for graduates.	May 25 th budget meeting. Will send letter to local college coaches and AAU programs.
Loss of girl's program due to non-interest. (JV and Fresh soccer programs cancelled for 2010-2011 season)	Need to help facilitate programs in feeder grade schools. Enrollment has decreased by 20% in feeder schools.	School year 2011-2012

Principal's Signature: *Craig ERF*

Date: 4-14-11

Title IX Gender Equity Holy Cross High School

Clay Eifert
Terri Minshall
Lisa Stricker

10/11 Committee Members

Anne Julian Becky Houston
Brian Minshall Doug Stricker
Sydney Sizemore Robby Broering

- I. Call to order:
 - II. Roll Call
 - III. Introduction of members
 - IV. Gender Equity Philosophy
 - V. Discussion Items: Rosters and participation, Corn Roast and Pictures, Girl's Golf
 - VI. Call to Adjourn
-

Date:9/10/10

Title IX Gender Equity Holy Cross High School

Clay Eifert
Terri Minshall
Lisa Stricker

10/11 Committee Members

Anne Julian
Brian Minshall
Sydney Sizemore
Becky Houston
Doug Stricker
Robby Broering

September 20, 2010

- I. Call to order:
 - II. Roll Call
 - III. Volleyball Practice Opportunities
 - IV. Soccer Follow up on JV. And Frosh. Season cancelled
 - V. Discussion Items: Team needs and wish list
 - VI. Call to Adjourn
-

8/10/10 Minutes

Athletic Director Anne Julian introduced new members.

All members except Mr. Eifert were present. Mr. Eifert will not be an active member because of current illness.

Discuss philosophy of Gender Equity Committee

Items for discussion:

- Rosters: Boy's and Girl's Cross Country, Volleyball, Football, Boy's and Girl's Soccer, Boy's and Girl's Golf. Participants were counted.
 - Girl's soccer is struggling for player participation. Anne Julian shared that Coach Lipscomb is extremely frustrated and upset that more freshman have not signed up. Anne Julian personally called every freshman girl who was not participating in a fall sport to encourage to be a part of the team. Coach Lipscomb sent a flyer out to all the feeder grade school asking for interest. 2 seventh graders and 3 eighth graders signed up, but because we only had 2 freshman players show interest we could not have a freshman team. We also could not have a J.V. team because grade school players cannot play against juniors. Junior varsity teams in soccer have many juniors and teams do not want to sit out players to play us. Also because we had only 20 players in the program we could not have two teams.
 - Holy Cross had to make a decision to cancel our freshman and J.V. schedule. We will be discussing what can be done with participation. Our enrollment has decreased the past two years as well as with our feeder programs.
-

- Corn Roast: We opted not have this but instead to attend Holy Cross family night at Florence Freedom Ball Park. Athletes had team pictures and were introduced before the game.
- Girl's Golf: Increasing participation. We now have 2 high school players and 4 grade school. The team is competitive.

Our next meeting is scheduled for September 20th.

Title IX Gender Equity Holy Cross High School

Clay Eifert
Terri Minshall
Lisa Stricker

10/11 Committee Members

Anne Julian
Brian Minshall
Sydney Sizemore
Becky Houston
Doug Stricker
Robby Broering

January 17, 2011

- I. Call to order:
 - II. Roll Call
 - III. Introduction of Coach Murphy
 - IV. Rosters for Basketball, Swimming
 - V. Discussion Items: Indoor Track, Bowling, other
 - VI. Call to Adjourn
-

9/20/10 Minutes:

Roll Call: All present except for Mr. Eifert, Sydney Sizemore and Robby Broering

Coach Houston, the coach for girls' volleyball, stated that the decision to allow her team money to rent practice space at Town and Country with a two net system has given her players greater opportunities to improve their skill levels. The air conditioned facility has allowed her to practice more often and harder than when practicing in the "Hot Box" at Holy Cross.

Anne Julian appreciated that Coach Houston tries to follow a no cut policy despite having only one net to practice on in the past with 22 players at one time. The decision to allocate money for additional space to practice was a great one.

The soccer situation is still a concern. It is imperative to have a JV and Freshman team. Coach Lipscomb will visit feeder schools this season to pass out literature regarding Holy Cross Soccer. He will also try to get grade school parents to coach teams for league play. Anne Julian has offered practice opportunities on High School soccer field during the spring and summer for grade school teams.

Discussion Items:

- Holy Cross Boosters have asked all coaches for a list of what they need and what they want.
 - Coach Murphy, the new girls' basketball coach, has asked for new uniforms for the freshman team. Varsity teams get new uniforms every three years, jv and freshmen get the old uniforms. He feels that the freshman uniforms are unacceptable, mix matched and shabby.
-

- The committee feels this is an area for all of the girls' programs can improve in and money well spent to promote and encourage pride in the programs.

Our next meeting scheduled for January 17th

Title IX Gender Equity Holy Cross High School

10/11 Committee Members

Clay Eifert
Terri Minshall
Lisa Stricker

Anne Julian
Brian Minshall
Sydney Sizemore

Becky Houston
Doug Stricker
Robby Broering

February 21, 2011

- I. Call to order:
 - II. Roll Call
 - III. Spring Sports Rosters Track, Baseball, Fastpitch, Girl's and Boys' Tennis
 - IV. Strength and Conditioning Coach
 - V. Discussion Items: Evaluate Incoming 8th grade interest
 - VI. Call to Adjourn
-

January 17, 2011 Minutes

Roll Call: All present except Doug Stricker and Mr. Eifert- Guest Coach Murphy

Introduction of Coach Murphy. He appreciated getting the Freshman uniforms. Coach Murphy also thanked Anne Julian for the opportunity to have priority of scheduling practices. He is excited to have varsity boy/girls double headers. Coach Murphy shared that his assistance have did a great job hosting grade school nights for our feeder program. They had an autograph session and plan on having a summer basketball program for K through 5.

Rosters for Girls' and Boys' basketball showed equal numbers of participation, but swimming shows a drop of participation from last year. We did graduate many seniors.

Discussion Items:

- Both bowling teams are at capacity. Anne Julian is excited that it will be offered at a varsity level. Coach Lewis suggested to Anne that Holy Cross start an intramural program as well.
- Indoor track for the past 3 years has had only 3 or 4 participants for boys and girls. This year no girl signed up. Anne Julian cancelled the season until more interest is shown.

Our next meeting is February 21st.

Title IX Gender Equity Holy Cross High School

Clay Elfert
Terri Minshall
Lisa Stricker

10/11 Committee Members

Anne Julian
Brian Minshall
Sydney Sizemore
Becky Houston
Doug Stricker
Robby Broering

April 18th

- I. Call to order:
 - II. Roll Call
 - III. Call to Adjourn
-

February 21, 2011

Roll Call: All present

Spring Sports Rosters have been submitted. There still is the possibility of cuts, but softball looks like they will be having a freshman team. This will be the first time for fastpitch softball to have a freshman team.

There is discussion on the need for a certified strength and conditioning coach to regulate all sports, especially the girls' programs. The volleyball team sends their team to ASAP for strength and conditioning. The improvement in the girls' is remarkable. An in house coach would provide greater opportunities for the participants to excel and feel good about their progress. The monitoring and equal usage of the weight lifting facility would be in compliance with Title IX expectations.

The sign-ups from incoming 8th grades were left in the office. It will be available at our next meeting.

Title IX report is due April 15th. A preliminary report was provided to all members. There are some expenditure differences that need attention and participation is down in many of our girls programs. The issue seems to be enrollment based. The Freshman boys enrollment this year is 64. The freshman girls' is only 47. Anne Julian discussed actions plans for correction.

Our next meeting is scheduled for April 18th.

2010-2011 Holy Cross Girls' Basketball

Date	Opponent	Place	Time
Tuesday, November 16 th	*Seton	Seton	5:15,6:30
Saturday, November 20 th	*Kelsey Sorrell Memorial	Simon Kenton	3:00
Thursday, December 2 nd	DHIT vs Cooper	Dixie Heights	7:30
Friday, December 3 rd	DHIT vs Beechwood	Dixie Heights	7:30
Saturday, December 4 th	DHIT	Dixie Heights	TBD
Tuesday, December 7 th	Highlands	Home	4:30,6:00,7:30
Saturday, December 11 th	St. Henry	Away	4:30,6:00,7:30
Tuesday, December 14 th	Cooper	Away	4:30,6:00,7:30
Friday, December 17 th	Ludlow	Home	4:30,6:00,7:30
Saturday, December 18 th	Lloyd	Home	6:00,7:30
Tuesday, December 21 st	Beechwood	Home	4:30,6:00,7:30
Monday, December 27 th	CHCA Holiday Classic	CHCA	TBD
Tuesday, December 28 th	CHCA Holiday Classic	CHCA	TBD
Monday, January 3 rd	Newport Catholic	Home	6:00,7:30
Friday, January 7 th	**Holmes	Away	7:30
Wednesday, January 12 th	Touchstone Energy All 'A' Classic	at Lloyd	6:00
Friday, January 14 th	Touchstone Energy All 'A' Classic	at Lloyd	6:00
Saturday, January 15 th	Touchstone Energy All 'A' Classic	at Lloyd	7:00
Tuesday, January 18 th	Bishop Brossart	Away	4:30,6:00,7:30
Saturday, January 22 nd	Western Hills	Home	6:00,7:30
Friday, January 28 th	Dixie Heights	Home	5:00,6:00,7:30
Saturday, January 29 th	Ryle	Away	4:30,6:00,7:30
Thursday, February 3 rd	Notre Dame	Home	4:30,6:00,7:30
Monday, February 7 th	Newport	Away	6:00,7:30
Thursday, February 10 th	Conner	Home	6:00,7:30
Saturday, February 12 th	Bellevue	Away	6:00,7:30
Monday, February 14 th	Simon Kenton	Away	5:00,6:00,7:30
Tuesday, February 15 th	Lexington Catholic	Home	5:00,6:00,7:30
Monday, February 21 st	District Tournament		
Monday, February 28 th	Regional Tournament		
Wednesday, March 9 th	State Tournament		

*Scrimmage
**Varsity Only

*10 Home games
4- Prime time*

HEAD COACH

Kes Murphy

VARSITY ASSISTANT COACHES

Dwayne Beal

JUNIOR VARSITY COACHES

Marty Nienaber, Bobby Hoover

FRESHMAN COACHES

Mike Walker, Mary Ella Rorer, Amie Noll

TRAINER

Scott Helton

STATISTICIAN

Ralph Bradburn

STUDENT MANAGER

Grace Zumdick

VIDEOGRAPHERS

Jon Bradburn, Kyle Bailey,
Jake Roeding, Adam Kozerski

PRINCIPAL

Clay Eifert

ATHLETIC DIRECTOR

Anne Julian

SCHOOL MASCOT

Indian

SCHOOL COLORS

Red & Black



**HOLY CROSS BOYS BASKETBALL
2010-11 VARSITY SCHEDULE**

December

Mon 6	BOONE COUNTY	7:30
Fri 10	at Cooper	7:30
Sat 11	vs East Jessamine at Bourbon Co. Invitational	2:45
Tue 14	SCOTT	7:30
Thu 16	DAYTON	7:30
Sat 18	at Martha Layne Collins	7:30
Wed 22	at Newport Central Catholic	7:30
Tu-Th 28-30	Jeffersontown Invitational	TBA

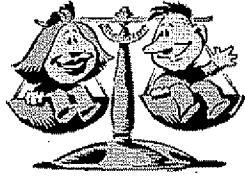
January

Tue 4	RYLE	7:30
Fri 7	at Holmes	7:30
Mon 10	LLOYD	7:30
Tue 11	at Brossart	7:30
Fri 14	at Newport	7:30
M-S 17-22	All 'A' Classic	TBA
Wed 26	at Frankfort	7:00
Sat 29	BEECHWOOD	7:30

February

Tue 1	at Campbell County	7:30
Fri 4	at Covington Catholic	7:30
Sat 5	DIXIE	7:30
Tue 8	HIGHLANDS	7:30
Sat 12	CONNER	7:30
Tue 15	at Louisville Trinity	7:00
Thu 17	ST. HENRY	7:30

Head Coach:	Erik Goetz
Asst. Coaches:	Chip Brownfield, Rob Allen, Sam Volpenhein,
Statisticians:	Kevin Dallas, Dave Groneck, Scott Reed
Principal:	Clay Eifert
Athletic Director:	Anne Julian



**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: July 13, 2010

School	Holy Cross – Covington	Reviewed by	Gordon Boccock
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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)	No	T-63 (Interscholastic Survey Results)

II. Status

A.	X	2009– 2010 Forms are satisfactory and no further information or action is necessary at this time.
B.		Errors have been noted with respect to the following forms:
C.	X	The following forms were omitted and must be submitted by school representatives: The required 2009-2010 Student Interest Survey was not included with this Annual Report. (See Below)
D.		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 type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)
E.		Other Recommendation and Comments: <ul style="list-style-type: none"> • With the information given in this Annual Report it appears that Holy Cross is in compliance and passing T-1 Test. Since the Student Interest Survey was not sent in with this Annual Report we can not determine if the school is in compliance with T-3. • The required Student Interest Survey was not submitted with this Annual Report therefore the Gender Equity Committee needs to administer a Student Interest Survey in August and/or September and send the results to the KHSAA by October 1, 2010. The next required Student Interest Survey will be for the

E. cont'd		<p>2011-2012 School Year.</p> <ul style="list-style-type: none">• The Gender Equity Committee needs to continue to look at the differences in number of coaches offered in like sports and the number of divisions in each sport. Document all your action in your Gender Equity Committee minutes.• The Gender Equity Committee needs to continue to look at the differences in the coaching salaries in like sports. Document all your action in your Gender Equity Committee minutes.• The minutes of all Gender Equity Committee meetings are to be sent to the KHSAA each year with your Annual Report.• The Gender Equity Committee needs to continue to look at the overall spending in boys and girls athletes. Some potential red flag areas are present and the Committee needs to be aware and take steps to make sure the school stays in compliance in this area. When you look at the overall expenditures in the areas of Equipment/Travel/Awards you will find that the Boys are spending far more than the Girls and some attention may well need to be given to corrective action in these areas.
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