

### KHSAA TITLE IX ANNUAL REPORT SUBMISSION STATUS REPORT 2007-2008

KHSAA Form T65 Revised 3/08

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

FROM: Brigid L. DeVries, Commissioner

Larry Boucher, Assistant Commissioner

DATE: April 17, 2008

			Reviewed			
School						

The following is a status report regarding the required 2007 - 2008 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2008. 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)
Х	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)

	Status	
A.	X	2007 – 2008 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.	, <b>X</b>	According to the 2007-2008 data, the school appears to be meeting the standards established in:  □Test 1 (Athletic participation is proportionate to enrollment)  □ Test 2 (History and continuing practice of program expansion)  ☑ Test 3 (Full and effective accommodation of interests and abilities)
E.	X	Other Recommendation and Comments: The school currently offers all sanctioned sports for girls at the varsity level and 17 total teams for girls compared to 16 for boys. In the benefits area, athletic spending on a per participant basis is within acceptable parameters. The current Corrective Action Plan appears to appropriately address needs.

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### KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION 2007-2008 ANNUAL VERIFICATION OF TITLE IX PROCEDURES

(To be submitted by April 15, 2008 along with other required forms)

The Holmes	High School, <u>Covington</u> , Kentucky
certifies to the Kentucky High School Athletic Association	ciation that the following is an accurate and true representation of
the facts surrounding compliance with 20 U.S.C. Sec	tions 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.

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

Ray Finke	2500 Madison Ave.	Covington, KY	(859) 655-9545	Principal
Debra Vance	25 E. 7 <sup>th</sup> 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
Andy Petridis	2500 Madison Ave.	Covington, KY	(859) 655-9545	Teacher/Fast Pitch Softball Coach
Celeste Hill-Brockett	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

Scheduled a minimum of three meetings during the 2007-2008 school year on the following dates:

October 23, 2007	
January 15, 2008	
April 8, 2008	

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

	<u> </u>		
Name	Title	Address	Phone
Ron Madrick	Athletic Director	2500Madison Ave. Covington, KY 41014	(895) 655-9545 ext. 6360

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

	··· · · · · · · · · · · · · · · · · ·		
Name	Title	Address	Phone
Debra Vance	Diversity Coordinator	25 E. 7th 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.

Principal's Signature

uperintendent Signature

1) pr. 14 20 0

School Board Chairpersons' Signature

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

**Participation Opportunities Test One** 

		(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	484	47.4%	216	44.2%
Row 2	BOYS	538	52.6%	273	55.8%
Row 3	Totals	1022	100%	489	100%

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations if applicable:

- 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).
- 2) 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 the head coaches to review the most updated eligibility or squad lists for their teams. 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, 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 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 <u>not</u> 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: Date: D

### **Participation Opportunities Test Two**

			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 2003- 2004 School Year	Current Number of Participants for each team added Since the beginning of the 2003- 2004 School Year	Percent of Total Participation By Sex Added Since the beginning of the 2003- 2004 School Year
GIRLS	Row 1	varsity:	10	115	0	0	
	Row 2	j.v.:	5	89	0	0	
	Row 3	frosh:	2	12	0	0	
	Row 4	total:	17	216	0	0	Ö
BOYS	Row 5	varsity:	10	133	0	0	
	Row 6	j.v.:	4	94	0	0	
	Row 7	frosh:	2	46	0	0	
	Row 8	total:	16	273	0	0	Q

- 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.
- 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.
- 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.

Note: If the percentage of current participants added in the last five years is 25% or greater, compliance with Test Two may be possible. If less than 25%, then compliance with Test Three should be analyzed. <u>CAUTION:</u> 25% is not a formal compliance standard.

Principal's Signature: Date: April 15 2005

### **Participation Opportunities Test Three**

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

	GIRLS	BOYS
	(Yes / No)	(Yes / No)
1. For a sport <u>not</u> currently offered in your interscholastic athletics program, is there sufficient interest to form a viable interscholastic team based on participation on an intramural team.	No	No
2 For a sport <u>not</u> currently offered, is there sufficient interest, based on the responses to your most recent Student Interest Survey, to form a viable interscholastic team for a sport not currently offered. If yes, what sport?	No	No
3. For a sport currently offered at the junior varsity or freshman level is there sufficient interest, based on your most recent Student Interest Survey, to form a varsity team not currently offered?	No	No
4. For a sport currently offered at the varsity level only, is there sufficient interest, based on your most recent Student Interest Survey, to form a viable team for a junior varsity or freshman team that is not currently offered?	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

Plans to Address Interest:

Principal's Signature \

\_Date: 🗹

### **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:	10	115	53.2%
Row 2	j.v.:	5	89	41.2%
Row 3	frosh:	2	12	5.6%
Row 4	total:	17	216	100%
Boys				Supplemental Supplemental Company Control of
Row 5	varsity:	10	133	48.72%
Row 6	j,v.:	4	94	34.43%
Row 7	frosh:	2	46	16.85%
Row 8	total:	16	273	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.)
- 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: D

### ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1 TO INCLUDE BOOSTER CLUB FUNDING

	equipm	equipment and supplies	travel	/el	awa	awards	coaches ( to ir supplem exte employm amount	coaches' salaries ( to include supplemental and extended employment; dollar amount required)	faci improv	facilities improvements	publications (if sport-specific)	ations specific)
	Expen	Expenditures	Expenditures	litures	Expen	Expenditures	Expen	Expenditures	Expen	Expenditures	Expenditures	ditures
	School	Booster	School	Booster	School	Booster	School	# Coaches for all levels / # Teams for all levels	School	Booster	School	Booster
G basketball	15,688		2,500		675		18,075	6 5			500.00	
B basketball	15,491		2,500		009		18,075	6 5			500.00	
G softball (fast)	7,600		1,000		500		3,000	3 2			250.00	
B baseball	5,800		375		905		3,000	3 2			250.00	
G cross country	2,800		500		250		3,000	4 4			0	
B cross country	2,800		200		250		3,000	4 4			0	
G golf	006		100		100		1,800	1 1			0	
B goff	006		100		100		1,800	1 1			0	
G soccer	3,900		850		350		3,000	2 2			125	
B soccer	3,900		800		350		3,000	2 2			125	
G swimming	1,200		300		125		2,500	2 2			0	
B swimming	200		300		125		2,500	2 2			0	

1. Total expenditures on T-35 and T-36 on the 2007-2008 year report due by April 15, 2008, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2006-2007 ending June 30, 2007.

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)

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# ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2 TO INCLUDE BOOSTER CLUB FUNDING

Expenditures School Booster  G track 3,100  B frack 2,800	Expenditures	litures Booster	Expenditures		extended employment; <i>c</i> <i>amount requi</i>	extended employment; dollar amount required)	improvements	2		(if sport-specific)
School 3,100		Booster		litures	Expen	Expenditures	Expen	Expenditures	Expenditures	litures
		**************************************	School	Booster	School	# of Coaches	School	Booster	School	Booster
		-				for all levels / # of Teams for all levels				
	500		250		4,000	2 2			0	
••	200		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 volleybail 4,000	250		200		3,000	2 2		And the state of t	0	
B wrestling 1,500	500		200		3,000	2 2			0	
<b>G (slow pitch)</b> 3,800	150		100		3,000	2 2			0	
B football 15,500	550		300		40,525	12 5			009	
G (list sport)					***************************************					
B (list sport)										

1. Total expenditures on T-35 and T-36 on the 2007-2008 year report due by April 15, 2008, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2006-2007 ending June 30, 2007.

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

Percentage 59.24% 40.75% 100% Expenditures \$140,416.00 \$237,004.00 \$96,588.00 Total: take to correct the problem) Gender Boys Girls

Principal's Signature: Copyright 1999, Good Sports, Inc., Title (X and Gender Equity Specialists. All rights reserved.

Date: April (1) 20

### KHSAA Form T41 Rev. 12/07

### 2007-2008 KHSAA TITLE IX ATHLETICS AUDIT

### 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.

		ADVANTAGE TO	):
Areas of Compliance:	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
OPPORTUNITIES			200 Table 100 Ta
Accommodation of Interest and Abilities			X
BENEFITS			
Equipment and Supplies			X
Scheduling of Games and Practice Time			<b>X</b>
Travel and Per Diem Allowances			X
Coaching			X
Locker Rooms, Practice			X
and Competitive Facilities  Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Athletic Scholarships		***	X
Tutoring			X
Housing and Dining Facilities and Services			X
Recruitment of Student Athletes			X

If an advantage is shown, corrective action should be shown on T-60 (Corrective Action Plan).

Principal's Signature:

Date: 1 2 2004

KHSAA Form T60 Rev.12/07

SCHOOL NAME

Holmes High School

2007-2008 TITLE IX

# CORRECTIVE ACTION PLAN

### DIRECTIONS:

- 1. 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. ö
    - You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2008.

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LIMITOD	COLUMN 2	COLUMN 3
ITEM FOR CORRECTION/	SUGGESTED CHANGE/	TIME TABLE FOR CORRECTIVE ACTION/ AND
IMPROVEMENT	ACTIVITIES	OR COMPLETION DATE
Continuation of renovations to girls multi- sports locker room	Renovations have begun and will continue as funding is allotted	1-2 years This project is being carried over due to financial constraints.
Additional JV and Freshman teams to create more opportunities for participation	Submit proposals to have teams added if funding is available.	1-2 years depending on financial status of school and enrollment
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
		A SAME AND
	THE PROPERTY OF THE PROPERTY O	

Principal's Signature

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### 2007-2008 INTERSCHOLASTIC ATHLETICS SURVEY

Summary of Student Responses

School N	Holmes High School
Jone Co.	Enrollment (9-12 Grade): 1022 (SHOULD AGREE WITH FORM T-1, COLUMN 1, ROW 3)
	Number of 9-11 Grade Students Surveyed:
	Number of 8th Grade Students Surveyed: 216
D-4-	March 29, 2008
Date	Tina Stevens
Complete	ed By:
2. U st 3. P K F	ummarize the Student Athletics Interest Surveys Form T-61 by listing the total number f responses on the line next to each sport. Inder the Other Category please provide a listing of the sports as well as the number of cudents who are interested in participating. Itease sign and date this Summary Form (T-63) and mail this Summary Form only to the CHSAA by April 15, 2008. 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.
	Number of Surveys
854 8-11	Fotal Returned (A minimum of $80\%$ return is expected)  Grades Surveyed (Should be grades $9-11$ and $8^{th}$ grade if school has a feeder system)
How Wa	s The Survey Administered? All homerooms
	t given in all English classes, or all home rooms, or advisee/advisor?)
21 C	Sanctioned Fall Sports (List Total Number of Participation Responses) ross Country (Girls) ross Country (Boys)
	potball (Boys)
	olf (Girls)
	olf (Boys)
	occer (Girls)
	occer (Boys)
	olleyball (Girls)

92Basketball (Girls)127Basketball (Boys)24Indoor Track (Girls)30Indoor Track (Boys)24Swimming & Diving (Girls)35Swimming & Diving (Boys)34Wrestling (Boys)

### Spring Sport (List Total Number of Participation Responses)

70Baseball (Boys)42Fast Pitch Softball (Girls)25Tennis (Girls)37Tennis (Boys)24Track (Girls)56Track (Boys)

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

62 Archery 31 Field Hockey 67 **Bowling** 19 Gymnastics (Boys) 47 Gymnastics (Girls) 37 Ice Hockey 21 Lacrosse (Boys) 25 Lacrosse (Girls) 76 Rifle 41 Rodeo 28 Slow Pitch Softball 20 Volleyball (Boys) 15 Water Polo 69 Weightlifting

### Number of Students who participate in Intramural Sports

(From Student Survey T-61 Question 5)

<b>Sport</b>	Number	
Basketball	71	
Baseball	22	
Flag Football	39	·
Cheerleading	5	
Swimming	8	
Ping Ping	7	

(From Student Survey T-61 Question 6)

<b>Sport</b>	Number
Step Team	45
Dance Team	15
Skateboarding	8
Soccer	4

### Participation in Non-School Sports Activities

(From Student Survey T-61 Question 7)

Sport	<u>Number</u>
Sport Streetball	87
AAU Basketball	32
Softball	9
Boys Softball	6

### Reasons for not participating in interscholastic athletics

(From Survey Question 8)

82	I prefer other activities such as band, chorus, etc.
126	I don't have time
48	The practice schedules and game times are inconvenient
37	The sport I like isn't offered
12	It's too expensive
30	I prefer to participate in club or intramural sports
106	Working
65	Other: to lazy, no time

Student Suggestions to encourage participation

New coaches

Pay to play

Everything co-ed

Give school credit for participation

Students should be allowed to participate regardless of grades

Principal's Signature

Date 117, 2000





### KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION 2007-2008 ANNUAL VERIFICATION OF TITLE IX PROCEDURES

(To be submitted by April 15, 2008 along with other required forms)

	_	** 1		High School.	Covington, Kentucky	
:	The	<u> Floimes</u>	3 1 A	t the following is:	an accurate and true repre-	semation of
certifies to t	he Kentucky	High School Al	TICA Sactions 1681	-1688 et Sec. (al	lso known as Title IX)	
the facts sur	rounding con	ipliance with 20	O.S.C. Sections Tool	(*1000) with 0 adi (=		

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.

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

	OCOO & Codinam Aria	Covington, KY	(859) 655-9545	Principal
1(4) 1 11	2500 Madison Ave.	Covington, KY	(859) 392- 1000	Diversity Coordinator
Debra Vance	25 E. 7th Street	Covington, KY	(859) 655-9545	Athletic Director
Ron Madrick	2500 Madison Ave.	Covington, KY	(859) 655-9545	Administrative Assistant
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Regal Lowe	2500 Madison Ave.		(859) 655-9545	Student
Bianca Eggleston	2500 Madison Ave.	Covington, KY	(839) 033-9343	Search

Scheduled a minimum of three meetings during the 2007-2008 school year on the following dates:

The first of the second	-
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October 23, 2007	1
January 15, 2008	1
April 8, 2008	_

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Designated th	e following person(:	s) as the little IX coordinates for the someon.	CALADAMAN AL MANAGEMENT MANAGEMENT STATEMENT STATEMENT OF THE STATEMENT OF
DC3/Brizeco ri	TO TO THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TWO IS NAMED		Phone
	Title		
Name		2500Madison Ave. Covington, KY 41014	(895) 655-9545 ext. 6360
Ron Madrick	Athletic Director_	2500 Madison Ave. Covingion, Kr. 31013	

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

	Designated th	ie toliowing deison(s) as i	HIC TILL IX COOL OF THE PROPERTY OF THE PROPER	CONTRACTOR STORAGE SANSON STORES STORES STORES SANSON STORES STORES STORES STORES STORES STORES STORES STORES
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	CHARLEST AND	A CONTRACTOR OF STREET STREET,	Address	riolic
- [	Alama	Title	Address	
į	Name	11119	757 1107 I	(859) 392-1000
1		The Constitution	25 E. 7th St. Covington, KY 41014	(037) 372-1000
- 1	Debra Vance	Diversity Coordinator	20 3. 1 St. COVINGCO.	
- 1	Denia vance	A. A		

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.

pal's Signature

School Board Chairpersons' Signature

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

KHSAA Form T1 Rev.12/07

articipation Opt	ortunities Test O	(Column 1)	(Column 2)	(Column 3)	(Column 4)
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		484	47.4%	216	44.2%
Row 1	GIRLS	538	52.6%	273	55.8%
Row 2	BOYS		100%	489	100%
Row 3	Totals	1022		Rin grade students &	helow used in

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations if applicable:

47

- 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).
- 2) 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 the head coaches to review the most updated eligibility or squad lists for their teams. 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 competition, and cross out the names of those who were cut from the team or quit the team prior to the competition, and cross out the names of those who were cut from the team or quit the team prior to the competition, and cross out the names of those who were cut from the team or quit the team prior to the competition season competitive event. Determine the total number of interscholastic athletics participants are girls, (and place in Row 1, Column 3). In order to determine the total number of athletics 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 to she participants, the junior varsity volleyball team, the junior varsity volleyball team, the junior varsity volleyball team, she should be counted as four participants (do not include club or intramural sports participants, cheerleaders, dance teams, or pom squads). Calculate the club or intramural sports participants, cheerleaders, dance teams, or pom squads). Calculate the club or intramural sports participants, cheerleaders, dance teams, or pom squads). Calculate the club or intramural sports participants, cheerleaders, dance teams, or pom squads). Calculate the club or intramural sports participants, cheerleaders, dance teams, or pom squads). Calculate the club or intramural sports participants, they should also be counted for each team and sport on which they participate. If applicable, please asterisk the above notation as to how many 8<sup>th</sup> 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 <u>not</u> 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: Date: D

KHSAA Form T2 Rev. 13/07

Participation Opportunities Test Two

631.00	1137	A second	California A	Column 2	Column 3	Column 4	Column 5
Program		general de la companya de la company	Number of Teams Currently Offered	Number of Participants	Number of Teams Added Since the beginning of the 2003- 2004 School Year	Current Number of Participants for each team added Since the beginning of the 2003- 2004 School	Percent of Total Participation By Sex Added Since the beginning of the 2003- 2004 School Year
GIRLS	Row 1	varsity:	10	116	0	0	
GIKLO	Row 2	j.v.:	5	89	0	0	
	Row 3	frosh:	2	12	0	0	
	Row 4	total:	17	216	0	0	
воуѕ	Row 5	varsity:	10	133	0	0	- 10 miles
	Row 6	j.v.;	a	94	0	0	
	Row 7	frosh:	2	46	0	0	
	Row 8	total:	16	273	O	0	Commence of the second

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 1) boys, total Rows 5, 6, and 7 into Row 8.

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.

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 3) 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.

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,

2)

4)

For Column 5, calculate the percentage of participants that have been added in the last five years. For girls, 6, and 7 into Row 8. take the number in Column 4, Row 4 and divide by the number in Column 2, Row 4. For boys, take the 5) number in Column 4, Row 8 and divide it by the number in Column 2, Row 8.

Note: If the percentage of current participants added in the last five years is 25% or greater, 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 Signatuke:

Date: 4/2 x 1/2 2000

KHSAA Form T3 Rev. 12/07

### ACCOMMODATION OF INTERESTS AND ABILITIES SUMMARY PROGRAM CHART 3

### Participation Opportunities Test Three

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

	GIRLS	BOYS
	(Yes / No)_	 (Yes / No)
1. For a sport <u>not</u> currently offered in your interscholastic athletics program, is there sufficient interest to form a viable interscholastic team based on participation on an intramural team.	No	No
2 For a sport <u>not</u> currently offered, is there sufficient interest, based on the responses to your most recent Student Interest Survey, to form a viable interscholastic team for a sport not currently offered. If yes, what sport?	No	No
3. For a sport currently offered at the junior varsity or freshman level is there sufficient interest, based on your most recent Student Interest Survey, to form a varsity team not currently offered?	No	No
4. For a sport currently offered at the varsity level only, is there sufficient interest, based on your most recent Student Interest Survey, to form a viable team for a junior varsity or freshman team that is not currently offered?	+	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

Plans to Address Interest:

Principal's Signature <sup>\</sup>

Date:

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KHSAA Form T4 Rev 12/07

### 2007-2<u>008</u> ACCOMODATION OF INTERESTS AND ABILITIES SUMMARY PROGRAM CHART 4

### Levels of Competition Test One

:		Column 2	Column 3
Team Levels	Column 1 Number of Teams Currently Offered	Number of Participants	Percentage of Participants at Each Level
varsity:	10	115	53.2%
lv:	8	89	41.2%
		12	5.6%
		216	
total:		da 1 G	
		100	48.72%
varsity:	10	133	
j.v.:	A	94	34.43%
frosh:	2	46	16.85%
total:	771245	273	
	Levels varsity: j.v.: frosh: varsity: j.v.: frosh:	Levels Currently Offered  varsity: 10  j.v.: 5  frosh: 2  total: 4  frosh: 2	Team Levels Currently Offered Participants  varsity: 10 115  j.v.: 5 89  frosh: 2 12  total: 216  varsity: 10 133  j.v.: 4 94  frosh: 2 46

- 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.)
- 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.

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### 04/03/2008

REV. 12/07

### ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1 TO INCLUDE BOOSTER CLUB FUNDING

	Control of the Contro	Charles Charles Company of the Company of Company	The state of the s	THE PERSON NAMED IN COLUMN TWO IS NOT THE OWNER.	A STREET OF THE PROPERTY OF TH		The state of the s					<i>5</i> 74
	equipment and supplies	ent and Nies	îraveî	46.	awards	u U U	coaches' salaries ( to include supplemental and extended employment; dofta	coaches' salaries (to include supplemental and extended employment; doflar amount required)	facilities improvements	ities ements	publications (if sport-specific)	ations specific)
	: : : : : : : : : : : : : : : : : : :		T Vnan	Gynondièmos	Medx	Saminus	Experi	Expenditures	Ехреп	Expenditures	Expendiures	diures
	Expedi	Experiumnies	Topic C		footion.	Ronsfer	School	#Cossinss for	School	Booster	School	Booster
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B basebail	5,860		375	, gan-dr (dery-land)	200		3,000	3 2			20.00	7000711
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The second secon		Commence of the Commence of th	The state of the s									

1. Total expenditures on T-35 and T-36 on the 2007-2008 year report due by April 15, 2008, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2006-2007 ending June 30, 2007. 2. Booster Club Funding/Contributions must be included in the above expenditures total. (Note: It is illegal for coaches to be paid by Boostar Clubs - Reference KHSAA Bylaw 27)

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Form T36 REV.12:07

### ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2 TO INCLUDE BOOSTER CLUB FUNDING 2007-2008

	Company of the Compan			· ·								
	equipment and supplies	ent and vies	(rave)	je j	449	awards	coaches ( to in supplem extel employme	coaches' salaries ( to include supplemental and extended employment; dollar amount required)	facilities improvements	ifies amenis	publications (if sport-specific)	publications sport-specific)
	TXDAR	Expanditures	Expens	Expenditures	Expen	Expenditures	Expen	Expenditures	Expend	Expenditures	Ехреп	Expenditures
	School	Booster	School	Booster	School	Booster	School	# of Coaches	School	Booster	School	Boostar
	7.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2					version and s		y of Teams for			den de de la composiçõe	
G track	3,100		900		250		4,000	2 2			0	
U wack	2,800		500		250		4,000	2 2			0	
G tennis	650		100		100	-	1,800	1 2			0	
Sime; 8	850		186		100		1,800	1 2			0	
G volleyball	4,000		250	the state outsignment	200		3,000	2 2			0	
B wrestling	1,500		500		200		3,000	2 2			0	
G (słow pitch)	3,800		150		100		3,000	2 2			0	
B football	15,500		550		300		40,525	12 5			009	
G (list sport)			***********									
B (list sport)		ora'n Wester skoore				·						

1. Total expenditures on 7-35 and T-36 on the 2007-2008 year report due by April 15, 2008, should reflect the total monies spent (rounded off to neares dollar) for the entire school year of 2006-2007 ending June 30, 2007.

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

Регселізде	59.24%	40,75%	100%	
Expenditures	\$140,416.00	\$96,583.00	\$237,004.00	
Gender	Boys	Girls	Total:	

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### 2007-2008 KHSAA TITLE IX ATHLETICS AUDIT Checklist - Overall Interscholastic Athletics Program

KHSAA Form T41 Rev. 12/07

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.

	1	ADVANTAGE TO	* *
Areas of Compliance:	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
OPPORTUNITIES			
Accommodation of Interest and Abilities	TO MELLINGERS SCAUDE SUFF. 19		
BENEFITS			
Equipment and Supplies			X
Scheduling of Games and Practice Time	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		X
Travel and Per Diem Allowances			X
Coaching			Ж
Locker Rooms, Practice			Ж
And Competitive Facilities  Medical and Training Facilities			*
and Scrvices Publicity		, ,	X
Support Services	and the state of t	Angele and the state of the sta	X
Athletic Scholarships			×
Tutoring		Translation (1982),	Ж
Housing and Dining Facilities and Services	·		Х
Recruitment of Student Athletes	TO CONTROL OF THE PROPERTY OF	And the state of t	X

If an advantage is shown, corrective action should be shown on T-60 (Corrective Action Plan).

Principal's Signature

09

KHSAA Form. 760 Rev. 1207

2007-2008

X FILL

## CORRECTIVE ACTION PLAN

DIRECTIONS:

Holmes High School

SCHOOL NAME

- 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
  - It is possible to attain compliance with Title IX and no longer need "corrective" action. However, the KHSAA strongly encourages estimated completion date for the changes or activities. N
    - 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, 2008. m

COLDINA	TIME TABLE FOR CORRECTIVE ACTION/ AND OR COMPLETION DATE	ng is 1-2 years This project is being carried over due to financial constraints.	ng is 1-2 years depending on financial status of school and enrollment	aking 2-3 years depending on financial status of the school system and enrollment			
	SUGGESTED CHANGE/ ACTIVITIES	Renovations have begun and will continue as funding is allotted	Submit proposals to have teams added if funding is available.	Begin looking over budgets for each sport and making cost effective but gender equitable changes			
# - FEEE 13 11 E 1 19 - F	ITEM FOR CORRECTION/ INDRIVENTING	ulfi- sports locker	Additional JV and Freshman teams to create more opportunities for participation	Additional ways to accumulate funding for programs due to declining enrollment			

HOLMES ATHLETICS

Principal's Signature

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Soccer (Boys)

Volleyball (Girls)

37

64

### 2007-2008 INTERSCHOLASTIC ATHLETICS SURVEY Summary of Student Responses

KHSAA Form T63 Rev.12/07

Holmes High School School Name: Enrollment (SHOULD AGREE WITH FORM T-1, COLUMN 1, ROW 3) (9-12 Grade): 1022 Number of 9-11 Grade Students Surveyed: Number of 8th Grade Students Surveyed: 216 March 29, 2008 Date: Tina Stevens Completed By: 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, 2008. 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. Number of Surveys 858 Total Returned (A minimum of 80% return is expected) 854 Grades Surveyed (Should be grades 9-11 and 8th grade if school has a feeder system) How Was The Survey Administered? All homerooms (e.g. was it given in all English classes, or all home rooms, or advisec/advisor?) KHSAA Sanctioned Fall Sports (List Total Number of Participation Responses) Cross Country (Girls) 21 Cross Country (Boys) 38 176 Football (Boys) 12 Golf (Girls) 24 Golf (Boys) Soccer (Girls) 55

### Winter Sport (List Total Number of Participation Responses)

Form 7-63 Rev. 12/07

92	Basketball (Girls)
127	Basketball (Boys)
24	Indoor Track (Girls)
30	Indoor Track (Boys)
24	Swimming & Diving (Girls)
35	Swimming & Diving (Boys)
34	Wrestling (Boys)

### Spring Sport (List Total Number of Participation Responses)

70	Baseball (Boys)
42	Fast Pitch Softball (Girls)
25	Tennis (Girls)
37	Tennis (Boys)
24	Track (Girls)
56	Track (Boys)

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

62	Archery
31	Field Hockey
67	Bowling
19	Gymnastics (Boys)
47	Gymnastics (Girls)
37	Ice Hockey
21	Lacrosse (Boys)
25	Lacrosse (Girls)
76	Rifle
41	Rođeo
28	Slow Pitch Softball
20	Volleyball (Boys)
1.5	Water Polo
69	Weightlifting

### Number of Students who participate in Intramural Sports

(From Student Survey T-61 Question 5)

<u>Sport</u> Basketbali	Number 71
Baseball	22
Flag Football	39
Cheerleading	5
Swimming	8
Ping Ping	

List Intramural Sports students are interested in adding:

(From Student Survey T-61 Question 6)

Form T-63 Rav. 12/07

Sport	Number
Step Tcam	45
Dance Team	15
Skateboarding	8
Soccer	4
!	

Participation in Non-School Sports Activities

(From Student Survey T-61 Question 7)

Sport Streetball	Number 87
AAU Basketball	32
Softball	9
Boys Softball	0

Reasons for not participating in interscholastic athletics

(From Survey Question 8)

82	I prefer other	activities	such as	band,	chorus,	etc.
----	----------------	------------	---------	-------	---------	------

- 126 I don't have time
- 48 The practice schedules and game times are inconvenient
- 37 The sport I like isn't offered
- 12 It's too expensive
- 30 I prefer to participate in club or intramural sports
- 106 Working
- 65 Other: to lazy, no time

Student Suggestions to encourage participation

New coaches

7.15.1.00 months

Pay to play

Everything co-ed

Give school credit for participation

Students should be allowed to participate regardless of grades

Principal's Signature

Date