



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2003-2004 school year)

School: **Calvary Christian High School**
Reviewed By: **Reba Woodall**
Date of Visit: **November 17, 2003**
Telephone Number of Reviewer: **(859) 299-5472**

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No

Summary Forms T-1 Through T-41 Yes No

Corrective Action Plan (Form T-60) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

X	A	Substantial Proportionality
X	B	History and Continuing Practice Of Programs Expansion
X	C	Full and Effective Accommodation of Interest and Abilities

A). Was the Substantial Proportionality Test (T-1) an area in which the school met Title IX Opportunities compliance? Yes No

Were the calculations performed correctly? Yes No

Comments:

According to data provided by school personnel for 1999-2000, Calvary Christian meets the standards for Test #1.

B). Was the History and Continuing Practice of Program Expansion Test (T-2) an area in which the school met Title IX Opportunities compliance?

Yes No

Were the calculations performed correctly? Yes No

Comments:

According to data provided by school personnel for 1999-2000, Calvary Christian meets the standards for Test #2. The incorrect calculations were corrected at the KHSAA Audit Meeting on November 17, 2003. The corrected Forms, T-2 and T-4, were included in the school's permanent Title IX file at the November 17, 2003 meeting.

C). Was the Full and Effective Accommodations of Interest and Abilities Test (T-3) an area in which the school met Title IX Opportunities compliance?

Yes No

Were the calculations performed correctly? Yes No

Comments:

According to the data provided by school personnel for 1999-2000, Calvary Christian meets the standard for Test #3.

3. Has the school properly surveyed its student body to accurately assess the interest and abilities of its students? Yes No

Comments: The school has had a student survey return rate of 90% for 2001-2002, and 96% for 2002-2003. The importance of continued high return rates was discussed with the Gender Equity Review Committee.

4. Checklist of the Title IX Components of the Interscholastic Program

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		According to data submitted to the KHSAA, the school meets the standards for Test #1 in 1999-2000, 2000-2001, 2001-2002, and 2002-2003. The school meets the standards for Test #2 in 1999-2000, 2000-2001, and 2001-2002. The school meets the standards for Test #3 in 1999-2000, and 2001-2002. Corrections in the calculations on Forms T-2 and T-4 for 1999-2000 were made in the school's permanent Title IX file at the November 17, 2003 Gender Equity Review Committee Audit Meeting.
Equipment and Supplies	X		The school visit showed the uniforms were of good quality, with superior storage for all uniforms. The school has a policy for uniform replacement on a 3-year rotation plan. The school has a sports fee for each athlete for each sport. The use of a portion of the sports fee pertains to the uniform replacement policy. This information should be included in the written replacement policy, and a copy of this policy should be placed in the school's permanent Title IX file.
Scheduling of Games and Practice Time	X		The Gender Equity Review Committee was asked to write a description of the cross country course that is on school grounds, and add this to the permanent Title IX file. The Committee was also asked to include a copy of all practice schedules and explanations in the school's permanent Title IX file. For the 2003-2004 school year, the girls' basketball team will play 36% of their games in "prime time". The boys' basketball team will play 30% of their games in "prime time". The need to reach 50% of the girls' games in "prime time" for the 2004-2005 season was stressed to the Gender Equity Committee. Discussion covered the conference schedulers, and the school's ultimate responsibility for the scheduling of "prime time" games. The difficulty of scheduling was discussed with emphasis on the need for all

Scheduling of Games and Practice Time (cont.)			schools to reach the 50% rate for girls' "prime time" games, and the possible repercussions if this rate is not achieved.
Travel and Per Diem Allowances	X		The school uses a portion of the sports fee for travel. The Gender Equity Review Committee was informed that all monies spent on travel should be reported on the expenditure section of the budget. The Committee was asked to write a policy on helping those who financially could not provide food for themselves, and include that policy in the permanent Title IX file.
Coaching	X		In 2002-2003, the coaching salaries were equitable. The need for good female role models was discussed.
Locker Rooms, Practice and Competitive Facilities	X		The school visit showed that all areas were in good repair and equitable. The locker rooms and facilities are shared with the physical education classes. All areas were very clean.
Medical and Training Facilities and Services	X		The school's training room was used for storage. The school has an agreement with St. Elizabeth Sports Medicine to supply a trainer for all varsity games, and a trainer one day a week for school visits. At this time, the weight room is an area on the stage. It is not large enough for a complete team to use it at the same time. The committee was asked to study how this area was used and how it could be used and make a written schedule for use of the weight room, and include a copy in the permanent Title IX file.

Publicity	X		It was apparent on the school visit that the school recognizes the accomplishments of the student athletes. It was recommended that a written policy for the use of banners, trophy cases, retired jerseys, etc. be developed and added to the permanent Title IX file. The pep band performs for an equal number of girls' and boys' contests. At this time, the school has two cheerleading squads; one is for competition only, and the other is a cheering squad for games. Girls choose which squad they will try out for. This policy will be written and included in the permanent Title IX file. The Committee was informed that the cheerleading policy will be asked for in the 2003-2004 KHSAA Annual Report.
Support Services	X		The Parent Teacher Organization helps with some athletic needs. The Committee was asked to make certain all monies spent on athletics be included in the budget.
Athletic Scholarships	N/A		
Tutoring	X		Tutoring is not offered at the school for large numbers. Teachers and older students offer assistance when there is a need.
Housing and Dining Facilities and Services	N/A		
Recruitment of Student Athletes	N/A		

5. Brief Summary/Analysis of the Corrective Action Plan (T-60)

The school's Corrective Action Plans were good. They contain results from past plans as well as new plans. This technique should be continued.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

School personnel must increase the amount of "prime time" basketball games for the girls' team in the 2004-2005 season. School personnel should continue to monitor the selection and use of cheerleaders. School personnel should make certain that all written policies are kept in the permanent Title IX file.

7. **Facility Recommendations or Concerns**

School personnel should continue efforts to complete the soccer game field. School personnel should address their concerns for an additional indoor facility during the next school expansion plan.

8. **KHSAA Recommended Action**

- Notify Office of Civil Rights and Request Federal Investigation of Possible Violations
- Notify Equity Division and KBE of Potential Title IX Violations
- Suspension from the Association
- Prohibition from Post Season Play
- Probation For
- Fine In The Amount of _____
- None at This Time
- School shall submit the following additional information:

(Selection of Cheerleaders) On or before **April 15, 2004**, school personnel are requested to provide information to the KHSAA concerning the manner in which cheerleaders are selected for boys' and girls' teams. If cheerleaders are selected in such a way as to result in arguably better (i.e. "A" team vs. "B" team) cheerleaders performing at boys' events, the school shall also submit a plan under which cheerleaders of equal ability shall perform at an equal number of boys' and girls' games in comparable sport (i.e., boys' varsity and girls' varsity basketball game).

(Prime Time Contest/Girls' Basketball) On or before **April 15, 2004**, school personnel are requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2004-2005 season. To the extent that a fewer percentage of girls' games are played during "prime times" (when compared with the percentage of boys' games scheduled for "prime times"), the school shall advise the KHSAA of action it intends to take to immediately correct the difference.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: **Jody Hilsher**

District Level Title IX Coordinator: **Jody Hilsher**

Name	Title	Telephone
Fran Edwards	KHSAA Audit Team	859-299- 5472
Jody Hilsher	Athletic Director	859-363-0804
Jeff Bowers	Teacher/Coach	859-261-5188
Sandy Klassen	P.E. Teacher	859-441-0346
Bill Dickens	High School Principal	859-363-1533
David Stockman	Teacher/Coach	859-356-9761
Reba Woodall	KHSAA Audit Team	502-535-6314

10. Comments:

The school's Title IX file was accessible, and included the corrected forms sent to the school from the KHSAA. The Gender Equity Review Committee was made aware that they should include at least one student athlete on the Committee. It was suggested that spring sports could use publicity similar to the fall and winter sports. No one attended the Public Comment Session. The session was adjourned at 6:15 p.m.