



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

KHSAA Form T76
Rev..11/16

School:	Calvary Christian High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	October 31, 2022
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-23

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality	Satisfactory
Test Two – History of Continuing Practice of Program Expansion	Satisfactory
Test Three – Full and Effective Accommodation of Interest and Abilities	Satisfactory
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was conducted during the 21-22 school year. Students in grades 8-11 were surveyed with a return rate of 66%. Submitted documentation showed that Calvary Christian High School offers eight (8) varsity sports and/or sport activities for females and seven (7) for males. Interviews with administration indicated that there were not enough participants for a girls’ basketball team for the current 22-23 season. Interviews with administration stated that this opportunity will strongly be pursued by school personnel for the 2023-2024 season. Discussion ideas appear to be in place to help develop lower grade team levels. According to submitted data, the total number of sport level opportunities offered for females was ten (10) and nine (9) for males. School administration were reminded of the importance for accurate roster submission so that submitted data may provide an accurate school analysis for the area of Opportunities.

BENEFITS REVIEW

BENEFIT	Satisfactory	Deficient
EQUIPMENT AND SUPPLIES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Uniform review / replacement plan	X	
Status of uniforms and equipment	X	
Equity of spending	X	

BENEFITS REVIEW- EQUIPMENT AND SUPPLIES: There was written evidence of an equitable uniform review/replacement plan for all teams. Interviews with administration indicated that all uniforms are purchased through the school. An athletic fee is collected from each athlete which goes into a general fund to aid in the purchase of equipment and supplies for all teams. All purchases are managed with administrative oversight. Viewed uniforms appeared to be of high quality and equitable with regard to the quantity provided. A review of spending for this category showed that approximately \$42.00 was spent per female athlete and \$32.00 per male athlete.

BENEFIT	Satisfactory	Deficient
SCHEDULING OF GAMES AND PRACTICE TIMES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Like sports scheduling	X	
Scheduling of shared practice facilities	X	
Optimal playing times	X	

BENEFITS REVIEW- SCHEDULING OF GAMES AND PRACTICE TIMES: There was evidence of all team schedules in the Title IX file. Viewed schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided. There was written evidence that showed the equitable scheduling of the gymnasium and soccer fields.

BENEFIT	Satisfactory	Deficient
TRAVEL AND PER DIEM	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Mode of transportation	X	
Provision for meals and housing		X
Equity of spending	X	

BENEFITS REVIEW- TRAVEL AND PER DIEM: There was written evidence of a travel guideline that included the specifics for mode of transport. The guideline indicated bus transport as the priority means of transport, but also included the specifics and requirements for student and/or parent transport. Interviews with students and coaches indicated pre-game meals for teams and overnight stay for some competitive events, however, there was no written evidence which provided the parameters of cost for meal allotment or the specifics relative to overnight stay (hotel). A review of spending for this category showed that approximately \$5.00 was spent per male athlete and \$7.00 per female athlete.

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

BENEFITS REVIEW- COACHING: There was written evidence of a school approved salary schedule which showed overall equivalence and parity for the number of positions provided for the like sports. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 6:1 for both males and females. Interviews with administration indicated that evaluation of coaches are done at the end of each sports season by the Athletic Director and School Administration. There was also written evidence of a Coaches Handbook which serves as a great resource for information, procedure, and guidance for the coaches of Calvary Christian High School.

BENEFIT	Satisfactory	Deficient
LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Competition and practice venues	X	
Dressing areas	X	
Equipment storage areas	X	

BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES: There was written and viewed evidence of locker room and storage assignment for all teams. All provide a well-maintained space with inventory lists for each sport/sport activity. There are two (2) locker rooms; one (1) for girls and one (1) for boys. Viewed locker rooms were very spacious, well maintained, and with equitable amenities. Locker rooms and storage areas were all in proximal distance to each respective competitive venue. On-campus competitive facilities include those for volleyball, boys/girls' soccer, boys/girls' basketball, baseball, and softball. The baseball, softball, and lower soccer field all share a common playing space. The complete facility is enclosed with a permanent fence and temporary fences are placed in the spring for the softball and baseball outfield(s). Off-campus competitive facilities include those for boys/girls' golf, boys/girls swimming, and boys/girls tennis. The golf teams utilize the Kenton County Golf Course; the swim teams the Northern Kentucky University swim facility; the tennis teams the Richardson and Pioneer Parks. The teams of cross country and track practice on the school campus but all competitive events are held away.

BENEFIT	Satisfactory	Deficient
MEDICAL AND TRAINING FACILITIES AND SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Weight room location and access	X	
Weight room usage schedule	X	
Appropriate equipment for female use	X	
Athletic Training services	X	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES – There is a small weight room area that is located off the stage area in the gymnasium. There was written evidence of an equitable weight room usage schedule for girls and boys. Although there is limited equipment in this area, it appears that what is available is appropriate for female use. Athletic Training services are proved through a contract with St. Elizabeth Hospital. The trainer attends all home games and comes to the school one day a week for evaluation of athletes. There is a training room located off the gymnasium which athletes have access to for ice or training supplies. Interviews with administration indicated that athletic physicals are the responsibility of each participant.

BENEFIT	Satisfactory	Deficient
PUBLICITY	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Support group assignments	X	
Written regulation for recognition	X	
Equity of spending	X	

BENEFITS REVIEW- PUBLICITY: There was written evidence for the provision of support group (cheerleading) assignment that showed parity. There was written evidence of an Awards/Recognition guideline that included the provision for end-of-season banquets, school athletic awards, varsity awards, and participation awards. It also included the specifics and provisions for the display of a retired jersey. There was also written evidence for the provision and specifics of banner display. This included banners for the individual and/or team accomplishment(s), location for display, sizing of letters, etc. Recognition ranged from post season district accomplishments to region, state, and conference championships. The awards guideline also included the provision for display of plaques and trophies received during each sports season. A review of spending for this category showed that approximately \$7.00 was spent per male athlete and \$4.00 per female athlete.

BENEFIT	Satisfactory	Deficient
SUPPORT SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Office access	X	
Booster Support	X	
Overall spending for athletic support	X	

BENEFITS REVIEW- SUPPORT SERVICES: Interviews with administration indicated that coaches have access to the Athletic Director's office or the Assistant Athletic Director's office for use of phone, computer, or as a meeting place with an athlete, etc. One is located in the main office area and the other located off the gymnasium. Interviews with administration indicated that there is no outside booster club and that all fund-raising monies, etc. are managed by school administration. Interviews with coaches indicated knowledge of the process to purchase items. An overall review of spending for Calvary Christian High School showed that it meets the acceptable parameters both on a per athlete and percentage basis.

CURRENT DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to current deficiencies	Date for Verification of Action to address deficiency
N/A		

RECURRING DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to recurring deficiencies	Date for Verification of Action to address deficiency
N/A		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Travel and Per Diem - The school is to submit a Per Diem guideline that would include the parameters and specifics relative to meals and housing. This should include, but not be limited to, pre-game meals, meals during travel, and specifics relative to housing (hotel) accommodations.	Please submit to the KHSAA, on or before, February 1, 2023. Please email to kjohnston@khsaa.org .

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Jack Reager	Student
Faith George	Student
Becky Stelzer	Volleyball Head Coach
Renee McDaniel	Cheerleading Coach
Jeremy Leach	Dean of Students
Mark Ross	Athletic Director
Kathy Johnston	KHSAA – kjohnston@khsaa.org 859-494-2509

OTHER GENERAL OBSERVATIONS

School administration was very well prepared for the visit. The Title IX file was well organized and complete. There was written evidence of Emergency Action Plans for all on-campus and off-campus athletic venues. There was viewed evidence of AED units available for athletic venues. Regardless of its enrollment status, Calvary Christian High School is to be commended for the level of Opportunities and Benefits that it provides for its students. The public forum, scheduled for 3:00 pm was held in the school main office area. With no one in attendance, the auditor left the building at approximately 3:10 pm.