



### KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

(For schools re-visited during the 2014-2015 school year)

School: Calvary Christian High School  
Prepared By: Kathy Johnston  
Date of Re-Visit: September 30, 2014  
Telephone Number of Reviewer: (859) 299-5472  
Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms
  - Verification of Forms (Form GE-19) Yes  No
  - Participation Opportunities Summary Chart (Form T-1, T-2, T-3 & T-4) Yes  No
  - Benefits Summary Charts (Forms T-35 & T-36) Yes  No
  - Checklist Overall Athletics Program (Form T-41) Yes  No
  - Improvement Plan Summary Charts (Form T-60) Yes  No

2. Opportunities Component of Title IX Compliance

Area of Compliance:  
(Check One or More)

	A	Substantial Proportionality
	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

Comments: According to the data and submitted reports for the years 2012-2014, it appears that Calvary Christian School does not meet the standard of Test 1 for the provision of athletic opportunities.

- 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

Comments: According to the data and submitted reports for the years 2012-2014, it appears that Calvary Christian School does not meet the standard of Test 2 for the provision of athletic opportunities.

- 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

Comments: According to the data and submitted reports for the years 2012-2014, it appears that Calvary Christian School has met the standard of Test 3 for the provision of athletic opportunities.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?  
Yes  No

Comments: According to submitted reports, the most recent Student Interest Survey was administered during the 2013-2014 school year. Students in grades 8-11 were surveyed with a return rate of 100%.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>The most recent Student Interest Survey was administered during the 2013-14 school year. Students in grades 8-11 were surveyed with a return rate of 100%. According to data submitted, there are currently nine (9) varsity sports for females and eight (8) varsity sports for males. Information received on the most recent T-3 form supports the results of the Student Interest Survey. With an average school population of about 105, Calvary Christian is to be commended for their continued efforts in providing a wide range of athletic opportunities for their students</p>
Equipment and Supplies	X		<p>There was written evidence of a uniform review plan for replacement and/or purchase. The teams of volleyball, soccer, basketball, and tennis were reviewed on a 4 (four) year cycle while cross country, baseball, and softball were reviewed on a five (5) year cycle. Swimming, archery, and golf athletes purchase and retain their own uniforms. Viewed uniforms appeared to be of comparable high quality and equitable with regard to the quantity provided. Coaches interviewed were aware of the uniform plan. All other viewed equipment appeared to be of good quality and available for equitable access. Interviews with administration indicated that each athlete contributes approximately \$90.00 per sport participation that is used by the school toward purchases in the area of equipment and supplies.</p>
Scheduling of Games and Practice Time	X		<p>There was viewed evidence of all sport schedules that showed comparability and equity with regard to the number of competitive event opportunities provided. There was viewed evidence of equitable scheduling for the shared facilities of the gymnasium, soccer fields, batting cage, and weight room. Practice schedules for all teams were viewed in the Title IX file.</p>

Travel and Per Diem Allowances	X		<p>There was written evidence of an equitable guideline that was specific to mode of transport. It outlined the use and availability of a school bus for competition travel that falls outside of a designated mileage distance range from the school. All other travel may be provided by students and/or parents. There was no written evidence with regard to per diem. Interviews with athletes and administration indicated that pre-game meals may be provided to teams. To ensure accuracy in expenditure reporting, and to ensure overall equivalence, it is important to include all those areas that provide benefit to student athletes. Interviews with administration indicated the contribution of approximately \$10.00 by each student athlete to be used toward expenditures in this area.</p> <p>(see recommendation 6.a.)</p>
Coaching	X		<p>There was viewed evidence of a school approved coaching salary schedule which showed overall equivalence with regard to stipends allowed and the number of coaching positions for the like sports. The approximate athlete to coach ratio is 9:1 for males and 8:1 for females. Interviews with administration stated that currently two (2) head coaches for female sports are on-campus as compared to one (1) head coach for males. Interviews with students indicated available access and ready communication to all coaches through electronic devices and transmission. There was viewed evidence of an evaluation tool utilized by administration for all head coaches. This evaluation is done at the completion of each season.</p>

Locker Rooms, Practice and Competitive Facilities	X		<p>There was written evidence of locker room assignment for all teams. There are two (2) locker rooms; one for female teams and the other for male teams. Both locker rooms appeared to be equitable and with similar amenities. The swim team utilizes the locker room area at their facility of use; Silver Lake Club or Scott High School. The golf team has access to a locker room area at the AJ Jolly golf course and/or the Twin Oaks golf course. There was also written evidence of storage assignment for all teams. Each designated team storage area is secure and also includes a current inventory of items stored. All other practice and competitive facilities are located on the school campus. The well maintained gymnasium provides a practice and competitive site for volleyball, girls and boys basketball, and archery. The track teams utilize the facilities at Scott High School and the tennis teams have priority use of the five (5) tennis courts at Richardson Park for practice and competition. The outdoor facilities include two (2) soccer fields, baseball field, softball field, and trail path areas for cross country. The baseball, softball, and lower soccer field all share an overlap of space for play. The complete facility area is enclosed with a chain link fence but no outfield fences exist for baseball or softball. Only regular season games are played on this site. There are no lights for any outdoor fields and portable bleachers are made available for all venues. All other available amenities appear to be equitable.</p>

Medical and Training Facilities and Services	X		<p>There was evidence of one (1) weight room located on the upper and ground level of an area off the stage. Even though a limited space, it provided equitable access and contained appropriate equipment for female use. There was evidence of a usage schedule in the file and posted at the site. Interviews with male and female athletes indicated use of the weight room. There is an Athletic Trainer that is available one day a week for athlete injury evaluation and follow-up. The Athletic Trainer is also available at all home events. A well-equipped athletic training room is located off the gym on the main floor. This past year the opportunity for athletic physicals was provided to all students by a local Medical Physicians group at a cost of \$15.00 each. In previous years, students acquired athletic physicals on their own. There was written evidence of emergency action plans for all facility sites.</p>
Publicity	X		<p>There was written evidence of an awards guideline that included the provision for trophy, plaque, banner display, and end of season banquet recognitions for all teams. It also included the provisions for awards specific to each class, and the criteria required for retired jersey, and Hall of Fame consideration. There was also written evidence of a guideline that provided for the equitable support by band and cheerleading groups.</p>
Support Services	X		<p>An overall review of expenditures for a two-year cycle shows that Calvary Christian High School has met the acceptable parameters both on a percentage and per athlete spending basis. There was written evidence of booster agreement that requires school administrative approval for all expenditures. Interviews with coaches indicated knowledge of the procedure regarding the process and approval to purchase items. There is one athletic office located off of the gym. It was indicated that all coaches have access to this office as an athlete/coach meeting area, phone, and computer use.</p>

Athletic Scholarships			N/A
Tutoring			N/A
Housing and Dining Facilities and Services			N/A
Recruitment of Student Athletes			N/A

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

- Addition of junior varsity or freshman level for girls soccer
- Lights for soccer field
- Building of second gymnasium
- Off-season weight training program for boys and girls

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Although there were no observed deficiencies in the overall athletics program at Calvary Christian High School, the following recommendations should be addressed to ensure overall equivalence:

a. Please submit to the KHSAA, no later than **December 15, 2014**, a Travel and Per Diem guideline that would include the specifics and parameters with regard to the provision for meals, and housing (hotel) stay that would ensure overall equivalence..

7. KHSAA Recommended Action in relation to new deficiencies

N/A

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jeff Bowers

859-356-9201

District Level Title IX Coordinator: same as above

Name	Title	Telephone
Ann Merkley	Parent / Girls BKB Coach	859-743-2626
Sharon Grinstead	Parent / Cheer Coach	513-560-3930
Kellan Kreft	Student-Athlete	859-816-7332
Ashley Bowers	Student-Athlete	859-912-3933
Jeff Bowers	Athletic Director	859-356-9201
Bob Kopich	Committee Member	859-356-9201
Bill Dickens	Administrator	859-356-9201
Kara Landis	Assistant Athletic Director	859-356-9201
Kathy Johnston	KHSAA Auditor	859-494-2509 kjohnston@khsaa.org

10. Comments

The permanent Title IX file was very well organized and complete. Interviews with students and coaches were very positive. School administration appears to be very committed to ensuring overall equivalence through the opportunities and benefits it provides to the students of Calvary Christian High School.

The public forum, scheduled for 3:00 pm was held in the school office area. With no one in attendance, the auditor left Calvary Christian High School at approximately 3:15 pm.