



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

KHSAA Form T76
Rev..11/16

School:	Covington Latin High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	February 4, 2020
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2019-2020

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	
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 2017-2018 school year. Students in grades 8-11 were surveyed with a return rate of over 88%. Submitted documentation indicated that the most recent sport and/or sport activities added have been tennis and archery for both males and females. Covington Latin High School currently offers ten (10) varsity level sports for females and nine (9) for males. Based on reported documentation, the volleyball team provides the opportunity for three (3) levels of play, varsity, junior varsity, and freshman, while all other teams are currently varsity level only. School administration were reminded of the importance for accurate team and roster submission so that data results may provide a complete 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 not written evidence of a current uniform review/replacement plan. Interviews with student athletes and administration indicated the most recent purchases were uniforms for the girls' and boys' basketball and soccer teams. There was viewed evidence of all uniforms. Uniforms were of mid to high quality and the quantity provided appeared to be equitable. All uniforms are purchased through school/booster fundraising activities. A two-year review of spending for this category showed that approximately \$65.00 was spent per female athlete and approximately \$48.00 spent 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 viewed evidence of all team schedules in the school Title IX file. Current and past viewed schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided. The only shared facility space at Covington Latin High School is on the lower floor (basement area) which provides a practice space for basketball, volleyball, archery, and also houses the indoor netted hitting area for softball and baseball. It is not a full court area but does provide some practice area, upon need, and is equitably assigned.

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 Per Diem guideline which included the provision for meals and housing (overnight stay). These provisions were specified with a per meal cost and value cost for hotel stay. Interviews with student athletes and coaches indicated use of school owned school bus, parent transport, and student transport as modes of transport, however, this was not included as part of the Travel guideline. A two-year review of spending for this category showed that approximately \$10.00 was spent per female athlete and approximately \$4.00 spent per male 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 in the stipend amounts and parity for the number of positions provided. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 5:1 for females and 6:1 for males. Interviews with administration indicated the current development of an evaluation process for coaches. School administration were reminded that coaching evaluations used in the area of Competence for Coaches is to serve as an aid for coaching growth, training, and development to better serve the athletes.

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: All team competition venues for the Covington Latin School are located off the main school campus. The soccer teams, baseball, and softball teams utilize the fields at the Bill Cappel Sports Complex. The volleyball, girls' basketball, and boys' basketball teams utilize various sites for practice and games. These sites include the Neighborhood Foundation, Salvation Army, Holy Trinity, and the St. Henry Athletic Complex. The swim teams' practice at the local Boys/Girls Club, track and field at the Covington Catholic High School, and the cross-country teams at Devou Park. The boys and girl's tennis teams' practice in the school's Courtyard area with all competitions at away locations. The archery team utilizes the lower floor (basement area) for practices and the esports team has access to school Tech Center area for usage. The golf teams' practice and compete at the World of Golf or Twin Oaks Golf Course. All facilities are obtained through availability and contract rental agreements. There is a large storage room area that provides storage space for all teams. There are no locker rooms at the Covington Latin High School, however, there is a large room area, located on the bottom floor, which provides large lockers for the storage of equipment and large restroom areas for both males and for females. This area is restricted for student access only and does not provide public use or access.

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

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: There is currently not a weight room that provides access or usage at the Covington Latin High School. Interviews with administration indicated that the St. Elizabeth Hospital provides athletic training services to the Covington Latin High School. Services are provided two (2) days a week after school and are they also present at all home events. Interviews with coaches and administration also indicated that athletic physicals are the responsibility of each participating student.

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 of an awards/recognition guideline that included the provisions and specifics for the awarding of letters / pins, an end-of-year banquet for all sports, and senior plaque awards presented listing their total accomplishments. The awards guideline also included the specifics for senior night recognitions for all sports and sport activities. Interviews with administration indicated that there is one cheer squad that provides support, on an equitable basis, for the girls and boys basketball teams. A two-year review of spending for this category showed that approximately \$4.00 was spent per female athlete and approximately \$4.00 spent per male 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: A two-year review of overall spending showed that Covington Latin High School has met the acceptable spending parameters both on a percentage and per athlete basis. Submitted data showed that 57% of total dollars were spent on females which made up 50% of the total participation. Per athlete spending showed that approximately \$198.00 was spent per male athlete and approximately \$266.00 spent per female athlete. Interviews with administration indicated that all booster fundraising activities require prior administrative approval and that all raised funds are deposited in school accounts. Interviews with coaches indicated knowledge of the process for school approval to access funds and/or to purchase items. There is one office assigned to the athletic director. Although there are no other designated coaching offices, the school provides meeting areas and conference space for coaches to meet with athletes and/or parents, if necessary.

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

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

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Equipment/Supplies – Uniform Review Plan – The school is to develop a uniform rotation plan for replacement and/or purchase. This plan should show a full cycle (minimum 4 years) and include all sponsored teams.	Please submit to the KHSAA on or before August 1, 2020.
Travel Guideline – The school is to expand the current guideline to include all available modes of transport for athletes to practice and/or competitive venues. This should include, but not be limited to, school bus, parent transport, and/or student transport.	Please submit to the KHSAA on or before August 1, 2020.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Brian Sweeney	Athletic Director
Stephanie Tewes	Coach – tennis, swim and dive
Anika Lickert	Student Athlete – softball, cheer
CJ Przanowski	Student Athlete - swimming
Jacob Schuette	Student Athlete – golf, baseball, archery
Brady Boyer	Student Athlete – soccer, track and field
Todd Rohr	Coach – golf, esports
Joe Gressock	Headmaster
Kathy Johnston	KHSAA – kjohnston@khsaa.org 859-494-2509

OTHER GENERAL OBSERVATIONS

School administration were very welcoming and well prepared for the visit. Covington Latin is a small school but provides many athletic opportunities for its students. There was viewed evidence of Emergency Action Plans and also recognized sites for accessible AED units. The public forum, scheduled for 3:00 PM was held in the school conference area. With no one in attendance, the auditor left Covington Latin High School at approximately 3:15 PM.