



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

(For schools re-visited during the 2013-2014 school year)

School: Covington Latin High School
 Prepared By: Kathy Johnston
 Date of Re-Visit: February 11, 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)

x	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 reports submitted for the years 2010-2013, it appears that Covington Latin High School has met 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 reports submitted for the years 2010-2013, it appears that Covington Latin High 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 reports submitted for the years 2010-2013, it appears that Covington Latin High 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 2011-2012 school year. Students in grades 9-11 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		The most recent Student Interest Survey was conducted during the 2011-2012 school year. Students in grades 9-11 were surveyed with a return rate of 100%. Information on the most recent T-3 form supports the results from the Student Interest Survey showing preliminary interest in Archery. According to submitted documents, there are twelve sport level opportunities for females and ten for males. Nine (9) varsity sports for females and eight (8) varsity sports for males. Interviews with administration also indicated the addition of a bowling team during the current year, 2013-2014.
Equipment and Supplies	x		Uniforms viewed appeared to be of high quality and equitable with regard to the quantity provided. There is a current five (5) year rotation plan for uniform review and/or replacement for all sports except soccer. Boys and girls soccer are on a three (3) year review plan. Coaches and athletes interviewed were well aware of the uniform plan. All other viewed equipment appeared to be of excellent quality and available for equitable access. A two-year review of spending shows that approximately \$49.00 was spent per male athlete and \$39.00 spent per female athlete.
Scheduling of Games and Practice Time	x		There was viewed evidence of all the most recent sports team schedules. These schedules showed comparability for the number of competitive events provided and parity for the like sports. There was written evidence of equitable practice dates and times for all practice and competitive facilities.

Travel and Per Diem Allowances	x		<p>Interviews with administration and students and viewed written evidence indicated the use of school provided bus transport for students to practice and competitive sites. Although interviews with coaches and students indicated knowledge with regard to the school procedure for per diem expenditures (housing for overnight stay and meals) there was no written evidence to show established parameters with regard to allowable spending amounts. A two-year review of spending in this category shows that approximately \$22.00 was spent per male athlete and \$14.00 spent per female athlete.</p> <p>(see recommendation 6.a.)</p>
Coaching	x		<p>There was viewed evidence of a school board approved salary schedule which showed overall equivalence in salary and parity in the number of positions for the like sports. Based on reported data, the current athlete to coach ratio is 9:1 for males and 10:1 for females. Approximately 25% of head coaches are on-campus. Interviews with students indicated the opportunity for available contact and access to all coaches. Interviews with administration indicated an informal type evaluation and meeting process that took place with coaches, at the end of each sports season.</p> <p>(see recommendation 6.b.)</p>
Locker Rooms, Practice and Competitive Facilities	x		<p>There are currently no available locker rooms for athletes at Covington Latin High School. Students appear to use and have access to tall, oversized lockers that they are able to store and secure academic and personal athletic equipment. There was written evidence of storage assignment for all teams. Available storage areas appeared to be well</p>

		<p>maintained and ample for all sport equipment and uniforms. There was also viewed and written evidence of team assignment for all practice and/or competitive facilities. All practice and competitive facilities are located off campus. Facilities used for practice only are the Holy Family Gym (boys basketball), Newport Community Center (girls basketball), and the Covington Boys/Girls Club (swimming). The Salvation Army Gym (volleyball) is used for practices and a few matches may be played there during the season. All other respective games of the identified sports are played away or at alternate school sites. The baseball, softball, and soccer teams practice and compete on the respective fields at the Bill Cappel Sports Complex. The tennis teams utilize the courts at Sawyer Point in Cincinnati, cross country at Devou Park, golf at Kenton County Golf Course, track at Covington Catholic High School, and bowling at the Super Bowl in Erlanger. All viewed practice and competitive facilities appeared to be very comparable and with similar amenities.</p>
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<p>Medical and Training Facilities and Services</p>	<p>x</p>		<p>There was evidence of one (1) weight room located on the bottom floor of the school in a shared space with the PE activity area. It provides equitable access, is well maintained, and with appropriate equipment for female use. The weight room is supervised by a staff member and is accessible and available to all athletes after school. Athletic Trainer services are available at home events for boys / girls soccer, volleyball, and girls / boys basketball games. Student-athletes also have access to the St. Elizabeth Sports Medicine center for injury treatment and/or evaluation. Athletic physicals are made available, in early summer, to all students for a cost of approximately \$25.00 each. The physicals are done at the school by a group of volunteer physicians. There was written evidence of emergency procedures for coaches to follow relative to all athletic venues.</p>
<p>Publicity</p>	<p>x</p>		<p>Interviews with administration, coaches, and students indicated one sports banquet for all teams that takes place at the end of each school year. At that banquet, athletes are recognized with letters, bars, pins, and any other special sport award presentations. There was also viewed evidence of trophy display for team accomplishments. There is one cheerleading squad that cheers at all boys and girls basketball games. Administration provides oversight of scheduling to ensure overall equity.</p> <p>(see recommendation 6 c.)</p>

Support Services	x		An overall review of a two-year spending pattern shows that Covington Latin High School has met the acceptable parameters both on a percentage and per athlete spending basis. According to reported data, it appears that, for a two-year average, approximately \$170.00 is spent per male athlete and \$165.00 is spent per female athlete. There is one athletic booster club that provides support for all teams. There is written evidence that requires administrative approval for all fundraisers and expenditures. Although there are no athletic offices, school administration has provided space for coaches to work and meet with athletes, if necessary.
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 Improvement Plan (Form T-60)

- Improve volleyball and basketball playing facilities
- Follow-up on survey interest in archery for boys and girls

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Although there were no observed deficiencies in the overall athletic program at Covington Latin High School, the following recommendations should be addressed to ensure overall equity:

- a. Please submit to the KHSAA, no later than **April 15, 2014**, a per diem guideline that would include allowable spending parameters with regard to housing for overnight stay and meal allowance(s).
- b. Please submit to the KHSAA, no later than **April 15, 2014**, a developed evaluation form that may be used for the review and evaluation of coaches.
- c. Please submit to the KHSAA, no later than **April 15, 2014**, a written guideline that outlines student-athlete recognition with regard to letters, bars, pins, banquets, senior night, etc.

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: Gene Morrison 859-291-7044

District Level Title IX Coordinator: Mike Clines 859-291-7044

Name	Title	Telephone
Stephanie Tewes	Swim Coach – Dean of Students	859-291-7044
Bryar Herald	Student-Athlete – Basketball, Soccer	859-291-7044
Claire Gerhardt	Student Athlete - Volleyball	859-291-7044
Kelly Kusch	Parent – Teacher	859-291-7044
Gene Morrison	Athletic Director	859-291-7044
Kathy Johnston kjohnston@khsaa.org	KHSAA Auditor	859-494-2509

10. Comments

Interviews with students and coaches were very positive. It is evident that members of the committee along with the administration is very committed to ensuring overall equivalence in the areas of Opportunities and Benefits for the students at Covington Latin High School. The school is to be commended for its outreach and efforts in ensuring that opportunities are provided to all students.

The public forum, scheduled for 3:00 pm, was held in the cafeteria area of the high school. With no one in attendance, the audit team left Covington Latin High School at approximately 3:30 pm.