



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

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

School: Holmes High School
 Prepared By: Gary W. Lawson
 Date of Re-Visit: December 2, 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 rosters and data submitted to KHSAA in the annual Title IX reports, the school has not met the standard established in Test 1 for provision of athletic opportunities during any of the past three school years. The T-1 form in the 2013-14 annual Title IX report shows that females were 46% of the school's enrollment, and they made up 38% of the athletic participants.

- 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: The rosters and information submitted by the school indicate that the standard established in Test 2 for provision of athletic opportunities has not been met during any of the past three school years. The T-2 form in the 2013-14 annual Title IX report shows that no teams for females have been added at any level during the past five school years.

- 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: The documentation on the T-3 form of the steps being taken by the school to address the indicated interests in bowling, archery, and bass fishing make it likely that the school is meeting the standard established in Test 3 for provision of athletic opportunities. Information provided during the visit revealed that at least two interest meetings had been held to clarify the level of interest in bowling, archery, and bass fishing. It should also be noted that boys and girls golf is now being sponsored as a club sport at the school.

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

Comments: Information provided on the T-63 form in the 2013-14 annual Title IX report shows that an 81.2% completion rate was received on the most recent student athletic interest survey.

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 October 9, 2001 Title IX school visit report deemed this area <i>Satisfactory</i> stating it appeared the school was meeting the standard established in Test 3 for provision of athletic opportunities. The January 17, 2007 school report also rated this opportunities segment <i>Satisfactory</i> by documenting that the school appeared to meet the standards established in both Tests 2 and 3 at that time. Recent submittals to KHSAA indicated that Test 3 is currently being met by the school taking steps to clarify the validity of the indicated interests in bowling (26), archery (23), and bass fishing (20). (See detailed explanation for each of the three opportunities tests on page 2 of this report.) During the most recent visit, the school's Title IX file was reviewed and found to contain the two previous Title IX school visit reports, the annual Title IX reports for the past five years, a board-approved extra service pay schedule for coaches, a list of the current members of the Gender Equity Review Committee, game schedules for all school sponsored varsity teams, a school-generated athletic handbook for coaches, facility usage schedules for the gym and weight training room (see <i>Scheduling of Games and Practice Times</i>), written guidelines regarding awards and recognition of athletic accomplishments (see <i>Publicity</i>), a written designation of locker room and athletic equipment storage space assigned each team, written minutes for all Gender Equity Review Committee meetings held during the past three years, a written uniform review, rotation, and/or replacement plan, written regulations regarding provision of travel and per diem (see <i>Travel and Per Diem Allowances</i> and <i>KHSAA Recommended Action</i>), and a copy of the school's Athletic Facility Emergency Medical Plan (KRS. 160.445). The school's athletic administrators were <u>highly commended</u> for the development and maintenance of a <u>very comprehensive and well organized Title IX file</u>.</p>

Equipment and Supplies	X		<p>The 2001 and 2007 Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The 2001 report requested the development of an equitable uniform review, rotation, and/or replacement plan. The 2007 report stated that this plan had been developed and was based on a four-year cycle of review for most teams. The most recent visit revealed that the school has a uniform plan in place that is based on a five-year cycle of rotation except for swimming which has annual replacement of their uniforms. Interviews with coaches and student athletes gave a strong indication that the current plan is being followed. All the uniforms seen during the visit appeared to be of excellent quality and supplied in equitable quantities. According to information submitted in the 2102-13 and 2013-14 annual Title IX reports, the school was spending approximately \$141 per female athlete and \$91 per male athlete for equipment and supplies.</p>
Scheduling of Games and Practice Time	X		<p>Both the previous Title IX school visit reports designated this benefit category <i>Satisfactory</i>. Information gathered during the visit showed the number of competitive events scheduled for teams of "like" sports was comparable. The facilities usage schedules indicated equitable assignment of the gyms. The school has access to two practice fields for soccer. Administrators were reminded that during years in which the school sponsors both a boys and girls soccer team, <u>an equitable written usage schedule should be developed for these venues, and it should become a part of the school's Title IX file.</u> School officials were commended for the provision of parity in relation to scheduling competitive events during optimal playing times for both male and female teams.</p>
Travel and Per Diem Allowances	X		<p>The two previous school visit reports deemed this benefit category <i>Satisfactory</i>. The most recent visit showed that the school had written guidelines for equity within this category which addressed the mode of transportation (school and charter buses) and the provision of meals</p>

Travel and Per Diem Allowances continued		(a specific allotment per student for each meal). These regulations did not address equitable provision in relation to lodging. (See <i>KHSAA Recommended Action</i> .) According to information in the 2012-13 and 2013-14 annual Title IX reports, the school was spending approximately \$64 per female athlete and \$44 per male athlete for travel and per diem.
Coaching	X	Both of the earlier Title IX school visit reports rated this benefit category <i>Satisfactory</i> . The athletic director and principal are responsible for evaluating all the head coaches for competency. At the current time, no written instrument is used as part of this endeavor. The data provided on the T-35 form in the 2013-14 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. A review of the district's extra service pay schedule for coaches indicates parity. The data in the <i>Coaching</i> column of the 2013-14 annual Title IX report shows the coaching ratio is one coach per 12 male athletes and one coach per 13 female athletes. Information provided during the visit revealed that 83% of the head coaches of girls teams and 63% of the head coaches of boys teams are on-campus employees.
Locker Rooms, Practice and Competitive Facilities	X	The 2001 Title IX school visit report rendered this benefit category <i>Satisfactory</i> . The 2007 report also rated this category <i>Satisfactory</i> but did state that the school was playing both slow and fast pitch softball and requested that the school address the challenge of providing athletic equipment storage space for the volleyball and softball teams. The most recent visit showed that this challenge had been addressed by the assignment of a large area adjacent to the middle school gym for equipment storage for girls softball and the availability of a large enclosed area beneath the bleachers in the high school gym for volleyball storage. All other school sponsored teams are assigned storage areas that appear appropriate and equitable. The school has several large locker rooms that appear to be

<p>Locker Rooms, Practice and Competitive Facilities</p>		<p>assigned equitably. There are four teams that have exclusive use of a locker room. Two of these locker rooms are assigned to boys teams and two are used by girls teams. All the practice and competitive venues at the school are well maintained and appear to provide equitable amenities. The current situation in regard to softball and baseball has changed since the 2007 school visit. The baseball facility (Miken Field) is located about a quarter of a mile from the school. This field has lights that are not operable at this time, block dugouts, a large press box with a permanent public address system, electric scoreboard, public restrooms, and chain link fence with safety guard. Two concerns in relation to this venue is the serious need for improvements in the drainage system, and the fact that the field is shared with another local high school (Lexington Holy Cross). The softball field is located at Glenn O. Swing Elementary School about a mile from the high school. This venue has chain link fence with safety guard (in need of some repair), chain link dugouts with roofs, an electric scoreboard, and public restrooms. Major concerns at this facility are the lack of a press box with a permanent public address system, and there is no lighting. Although it does appear that relative parity is provided at these venues, school officials recognize the need for upgrades in relation to both areas. A long range plan is being developed for each facility that will be expected to provide parity as well as improved amenities. (See <i>KHSAA Recommended Action.</i>)</p>
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<p>Medical and Training Facilities and Services</p>	<p>X</p>		<p>Both the previous Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The 2001 report requested that an equitable usage schedule for the weight training room be developed and posted at the facility. The 2007 report documented that this task had been accomplished. The most recent visit revealed that the school has a large well equipped weight training room located in the field house across the street from the school. There were numerous equipment options that are suitable for use by female athletes. The interviews indicated that there is significant use of the facility by female teams. There was an equitable usage schedule for this venue in the Title IX file and posted at the facility. The school has a large and very well stocked athletic training room. A trainer is provided equitably to both genders on a daily basis through a contract with Nova Care. Student athletes are offered free physical examinations by local doctors on a designated day three times per year.</p>
<p>Publicity</p>	<p>X</p>		<p>Both the 2001 and 2007 school visit reports designated this benefit category <i>Satisfactory</i>. The school currently has one varsity cheerleading squad that is assigned to cheer at all home, away, and post season football games. During basketball season, the squad cheers at all home, and post season girls and boys basketball games. The school band performs at all home football games and the pep band performs at an equal number of boys and girls home basketball games as monitored by the athletic director. The Title IX file contains a set of written regulations calling for equitable provision of letters, bars, and awards (trophies). There are also regulations relating to post season ceremonies, and the posting of athletic recognition banners in the gym. KHSAA representatives reviewed some "unofficial" stipulations related to induction into the Covington Public Schools Athletic Hall of Fame. <u>It is recommended that upon receipt of this report that the Gender Equity Review Committee work in cooperation with the Hall of Fame committee to develop some official</u></p>

Publicity continued			written criteria for induction into the hall of fame. According to information in the 2012-13 and 2013-14 annual Title IX reports, the school was spending approximately \$5 per female athlete and \$3 per male athlete for awards.
Support Services	X		The two previous Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . The school currently has no active athletic booster clubs. All athletic-related purchases are made with school (or school district) funds. The purchase order process is strictly adhered to for all expenditures. School officials were highly commended for provision of quality athletic benefits while using only school funds. An analysis of athletic expenditures for the past two years shows that during 2012-13, 40% of the athletic spending was for female athletes who made up 37% of the participants and 60% was for male athletes who made up 63% of the participants. This translates into approximately \$382 spent per female and \$330 per male athlete. In 2013-14, both the percentage and per athlete expenditures were well within generally accepted parameters for the provision of parity for a football-playing school (approximately \$403 per female and \$393 per male athlete).
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		

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

The school's most recent T-60 forms call for the following:

- renovating the girls locker rooms;
- upgrading the softball field;
- upgrading coaches' offices for volleyball, track, and cross country;
- monitoring school athletic budgets for provision of parity;
- promoting community-based programs in tennis and golf;
- increasing the weight training equipment that is suitable for use by female athletes.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated as a result of the December 2, 2014 Title IX school visit. IT SHOULD BE NOTED THAT HOLMES HIGH SCHOOL HAS BEEN RATED *SATISFACTORY* IN ACCOMMODATION OF STUDENT INTERESTS AND IN ALL ATHLETIC BENEFIT CATEGORIES AS A RESULT OF THREE CONSECUTIVE TITLE IX SCHOOL VISITS. There are a few "areas of concern" in relation to equitable scheduling of practice times at the soccer fields (see *Scheduling of Games and Practice Times*), equitable provision of lodging during athletic trips (see *Travel and Per Diem Allowances* and *KHSAA Recommendations*), provision of equitable regulations for induction into the Athletic Hall of Fame (see *Publicity*), and the provision of equitable amenities at the softball and baseball facilities (see *Practice and Competitive Facilities* and *KHSAA Recommended Action*). These areas should be addressed in an effort to insure the continuation of equitable benefits.

7. KHSAA Recommended Action in relation to new deficiencies

Although no new deficiencies were designated in the body of this report, it is requested that the following benefit categories be addressed in an effort to prevent development of future deficiencies.

(Travel and Per Diem Allowances) **On or before March 16, 2015**, the school is to submit to KHSAA an expansion of the current written regulations regarding travel and per diem that specifically addresses the equitable provision of quality relating to student lodging (motel rooms) during athletic trips. This expansion should also become part of the school's Title IX file.

(Locker Rooms, Practice, and Competitive Facilities) The school's Title IX Improvement Plan (T-60 form) in the **April 30, 2015** annual Title IX report should contain the long range plan for upgrades and improvements at the baseball and softball facilities which will bring about both improvement in the quality of amenities and provision of parity. This plan should include realistic completion dates. This endeavor should remain a part of the improvement plan until all upgrades are completed.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated as a result of the January 17, 2007 Title IX school visit.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Stan Steidel, 2500 Madison Ave., Covington, KY 41014
(859) 655-9545

District Level Title IX Coordinator: Debra Vance, 25 E. 7th Street, Covington KY 41011
(859) 392-1000

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 5453393
Tony Perkins	Girls Basketball Coach	(859) 655-9545
John Hopkins	Girls and Boys Track Coach	(859) 655-9545
Katlin Ashcraft	Student Athlete	(859) 655-9545
Alex Olvera-Vancini	Student Athlete	(859) 655-9545
Tina Stevens	Assistant Athletic Director	(859) 653-8122
Scott Hornblower	Principal	(859) 655-8545
Stan Steidel	Athletic Director	(859) 240-0383
Gary Hahn	Academic Advisor	(859) 431-8099
Ross Hart	Asst. Boys Basketball Coach	(859) 322-6803
Kathy Johnston	KHSAA	(859) 494-2509

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:20 pm EST.