



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

*KHSAA Form T76
Rev..11/16*

School:	Holy Cross (Louisville)
Prepared By:	Kathy Johnston
Date of Re-Visit:	October 29, 2024
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2024-25

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	Meets Standard of Test 1 and 3

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was conducted during the 2023-24 school year. Students in grades 9-11 were surveyed with a return rate of 81%. Holy Cross High School currently offers eleven (11) varsity sport and/or sport activities for males and eight (8) for females. Reported documentation shows that a total of sixteen (16) sport and/or sport activity levels are provided for males and a total of fourteen (14) levels are provided for females. Submitted documentation shows that the most recent varsity sports added are bowling and esports with non-varsity levels added for girls basketball, girls soccer, and freshman baseball. Documentation submitted on the T-3 form of the 2024 Annual Report indicated the pursuance of interest for both males and females in the sports and/or sport activities of swim, wrestling, fishing, and boys' volleyball.

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 a four (4) year uniform review and/or replacement plan for all team uniforms. Interviews with administration indicated that all uniforms are purchased and retained by the school. Documentation indicated that the athletes of bowling, archery, and tennis purchase and retain their own uniforms. The oversight and process of purchase for all uniforms is monitored by the athletic director. Uniforms viewed were of excellent quality and comparable in the quantity provided. An overall review of spending showed that approximately \$203.00 was spent per male athlete and approximately \$175.00 spent per female athlete. All other viewed equipment appeared to be of good quality and available for equitable access.

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 the most recent schedules for all sports in the school Title IX file. Viewed schedules were equitable and comparable relating to the number of competitive opportunities provided for the like sports. Interviews with administration identified the shared facilities as the gymnasium, the baseball outfield for boys' and girls' soccer, and the practice field area for football and field hockey. Interviews with student athletes and coaches indicated the equitable usage and access to the shared facilities, however, there was not written evidence of a guideline that would give direction and support to insure the equitable usage and access for the shared facilities by teams. There was also viewed development of a practice field area adjacent to the main athletic stadium that will provide a large additional practice venue and will provide equitable access for usage by all teams.

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 modes of transport by school owned buses, vans, personal vehicles, and charter bus. Documentation indicated that all modes of travel are approved and managed by the athletic director. The provision for meals was based on duration and location with per diem amounts listed as \$10 for breakfast, \$15 for lunch, and \$20 for dinner. The provision for housing (overnight stay) was determined by reasonable priced rooms and requirement for overnight stay based on distance traveled or length of athletic event. An overall review of spending showed that approximately \$131.00 was spent per male athlete and approximately \$78.00 spent per female athlete.

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

BENEFITS REVIEW- COACHING: There was viewed evidence of a school approved salary schedule which showed overall equivalence in salary provided and comparable in the number of provided coaching positions. The approximate athlete to coach ratio, with regard to accessibility, is 7:1 for both males and females. Submitted documentation showed that approximately 50% of head coaches for female teams are located on-campus and approximately 25% of head coaches for male sports are located on-campus. Interviews with administration indicated that all coaches attend a pre-season retreat that outlines all requirements and expectations. This is followed with an end-of-season evaluation conducted by the athletic director with a written document being used in that evaluation process.

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 evidence of locker room assignment for all teams. Viewed locker rooms appear to be equitable and with similar amenities. There was also written and viewed evidence of storage assignment for all teams. The on-campus practice and/or competitive facilities include those for volleyball, basketball, baseball, softball, archery, football, soccer, track, cross country, and field hockey. The off-campus facilities utilized for sport and/or sport activity practice and/or competitions include Southpark Golf Course, YMCA for swim, Dixie Bowl for bowling, and the Southwest Government Center for tennis. Interviews with administration stated that all competitions for cross country and track are held at away sites. All viewed facilities appear to be very well maintained and with comparable amenities for the like sports. The main athletic stadium hosts competitive events for football, boys soccer, girls soccer, and field hockey. Exclusive outdoor competitive facilities include those for baseball and softball. The high school gymnasium is the competitive venue for volleyball, boys basketball, girls basketball, and archery.

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 one (1) weight room located on the ground floor of Holy Cross High School. It is located in the fieldhouse building which is adjacent to the main competitive facility for football, field hockey, and soccer. The current weight room is very spacious and is in the process of upgrades that include new flooring and additional weight equipment. It provides for equitable access and with appropriate equipment for female use. Interviews with student athletes indicated the equitable usage and access to the weight room with priority scheduling for teams in season followed by other sports seasons. There was written and viewed evidence of a weight room usage schedule but one was not posted at the weight room site. Interviews with administration stated that athletic training services are provided by University of Louisville Health. Services are provided on a daily basis at all home events and some away events, as available. The training room is located off the 1st floor main hallway and is accessible to all athletes. Interviews with administration indicated that athletic physicals are the responsibility of each 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: Interviews with administration indicated that there is one (1) cheerleading squad at Holy Cross High. They cheer for football, volleyball, girls' basketball, and boys' basketball teams. They perform at all home games, single sex home basketball games, girl/boy home doubleheaders, and away game girl/boy double headers in the 6th-7th regions. Scheduling of cheer is monitored by school administration to insure equitable support and assignment. There was written evidence of an awards guideline that included awards presented by the school, KHSAA awards, end-of-year banquet for all teams, and banner and/or picture display for those awarded with state and/or runner-up championships. Interviews with administration, student athletes, and coaches indicated an end-of-year banquet for all teams with the presentation of specific school named awards. There was a written review of all awards presented. All awards showed to be equitable in the quality and quantity provided for both males and females. An overall review of spending for this category could not be determined due to incomplete reporting of expenditures on the T-35 form of the Annual Report.

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: An overall review of reported expenditures showed that Holy Cross High School met the acceptable spending parameters both on a percentage and per athlete basis. It showed that approximately 44% of total expenditures were spent on females which made up approximately 45% of the total participants. Interviews with administration indicated that there are no external booster club accounts. All fund-raising activities are approved by school administration and all monies received are put in each sport account. Interviews with coaches indicated knowledge of the school process and approval required to purchase items. School administration require prior approval for all purchases and expenditures. A two-year review of reported spending showed approximately \$2010.00 spent per female athlete and approximately \$1736.00 spent per male athlete. It appears that this larger, than usual, amount of overall spending is directly related to the improvement and development of all indoor and outdoor on-campus athletic facilities over the last two (2) years.

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
Shared Facilities - A guideline should be developed that list all shared facilities, within the same or overlapping seasons, and how those will be shared by teams so as to ensure the equitable usage and access by teams involved.	Please submit to the KHSAA, on or before, January 15, 2025 . Please send to kjohnston@khsaa.org .
Awards Expenditures - Examine all forms of student recognition displayed and presented for the benefit of student athletes. This may include, but not be limited to, banner display, picture display, senior recognition, end of season awards/banquet, video display, etc. The expenditure value of each should be reported in the Awards column of the school Annual Report submitted by April 30, 2025. A reminder that these expenditures are reported from the 23-24 school year.	Not to be submitted. This will be reviewed upon receipt of the 2025 Annual Report.
Travel and Per Diem - It will help to support the current guideline to expand it to include the specific provisions for travel and per diem. This may include, but not be limited to, distance to be traveled, number of students per room, length of stay, etc.	Not to be submitted. Please review and add specifics to this guideline within the Title IX file.
Weight Training Room - The usage schedule of the weight room is to be posted at the weight training site available for student viewing.	Not to be submitted. Upon receipt of this report, the weight room schedule should be posted at the site of the weight room available for student viewing.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Maddie Wilson	Head Coach - cheerleading Asst. Coach - softball
Jacob Kaelin	Head Coach - girls basketball
Joey Burke	Student Athlete - soccer, football, bowling, volleyball
Kinsley Fries	Student Athlete - basketball, flag football
Taylor Wright	Student Athlete - basketball, field hockey, track, cheer, flag football
Kent Foushee	Director of Athletics
Brent Bach	Assistant Athletic Director
Jody Thornsberry	Assistant Principal
Stefanie Williams	Assistant to Finance Director
Danielle Wiegandt	President / Principal/ Head Coach Volleyball
Eric Dick	Head Coach - football
Kathy Johnston	KHSAA - kjohnston@khsaa.org

OTHER GENERAL OBSERVATIONS

There were Emergency Action Plans (EAP) for all on-campus facilities and for the off-campus facilities of bowling, cross country, swim, golf, and tennis. Interviews with administration indicated that the practice of the EAP's are conducted with the coaches by the athletic trainer prior to each season. There was written evidence of four (4) AED units on the school campus. Locations for each of these include the school front hallway, baseball/softball concession area, fieldhouse/weight room main entrance, and a portable one that is accessible and can travel with the athletic trainer.

The school Title IX file was well organized and complete. School administration was well prepared and very helpful. Interviews suggest that there is a great pride and focus in the areas of opportunities and benefits for the students of Holy Cross High School. The public forum, scheduled for 3:00 pm, was held in the school conference area. With no one in attendance, the auditor left Holy Cross High School at approximately 3:10 pm.