



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

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

School: Holy Cross – Covington High School
 Prepared By: Gordon D. Bocoek
 Date of Re-Visit: Thursday, December 19, 2013
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By: Darren Bilberry

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)

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| 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:

Holy Cross is currently meeting the standard established in T-1. This is a test that compares the percentage of participation with the percentage of enrollment. The two percentages should be within 3% of each other. School officials were cautioned to do their best to insure the accuracy of team rosters submitted to the KHSAA.

- 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: Holy Cross has offered the majority of the KHSAA sanctioned sporting opportunities from the beginning of the Title IX Program in 1999. Now that they have been offering all the sports and different levels of each they will need to continue to look at adding the new opportunities when the Student Interest Surveys indicate the interest.

- 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: Holy Cross has been very good at doing the Student Interest Surveys and following up to see if the interest shown is real and genuine. The documentation submitted indicates that the school is currently meeting the standard established in Test 3 for 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 the information posted in the 2011-2012 Annual Title IX report, the school received an 81% return rate on it's most recent student athletic interest survey.

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

| Benefit to Students | Satisfactory | Deficient | Comments |
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| Accommodation of Interests and Abilities | X | | Holy Cross High School has been surveying the student body properly. When the student interest has indicated the school has successfully added the female and male sports as the interests indicate. For the school to stay satisfactory in this area particular interest needs to be given to the 2013-2014 Student Interest Survey. If the interest is present then a step by step procedure should be sit up by the Gender Equity Committee to see if this interest is real and genuine. This step by step procedure should be documented in the Gender Equity minutes. |
| Equipment and Supplies | X | | At the time of the 2013 audit the spending issues appear to be corrected. The Uniform Rotation Plan has been updated by the Gender Equity Committee and is now on a 3 Year Rotation Plan. The uniforms are of excellent quality and appear to be supplied in equitable quantities. |
| Scheduling of Games and Practice Time | X | | This is an area that was satisfactory during the first two audits. There appears to be great corporation with the coaches in like sports and throughout the Holy Cross Athletic Department. Practice schedules for shared facilities are in the Title IX file. |
| Travel and Per Diem Allowances | X | | The first audit in 2003 designated this benefit category as satisfactory. The Gender Equity Committee was asked to develop a Travel and Per-Diem Policy that would cover all aspects of travel. In 2005 the school was again listed as satisfactory but it was pointed out that they were very close to being deficient and it was because the Travel and Per-Diem Policy had not been developed so the Gender Equity Committee was told to put this policy in place. At the time of this audit a travel and per-diem policy was in place but the Gender Equity Committee was asked to review it and include means of travel to off campus practice facilities, A copy of the updated Travel and Per-Diem Policy should be included in the School's Title IX File. |
| Coaching | X | | Holy Cross was satisfactory in this area at the |

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| | | | time of the first audit in 2003 but it was pointed out that there were some differences in the baseball/softball salaries. In 2005 the school was deficient compensation in relation to baseball and softball. Baseball has more coaches and more pay for the same number of teams and athletes. At the time of this audit it is noted that this was an area that was not reporting coaches properly. After some discussion with the administration it appears that when reported correctly this is an area that is now satisfactory. A yearly evaluation plan is in place so that coaches are responsible for their daily performances. |
| Locker Rooms, Practice and Competitive Facilities | X | | Locker rooms at Holy Cross show that a male and female dressing room at the gymnasium that are comparable for all teams. A male and female dressing room at the City park is used by football, soccer and track and field. Holy Cross uses a lot of off campus off campus facilities and the Gender Equity Committee needs to inspect these facilities yearly to make sure the boys and girls are equal and that all venues are safe for the athletes that participate. |
| Medical and Training Facilities and Services | X | | The first two audits showed the school to be satisfactory in this area. In 2003 there was some concern with equality in relation to physical examinations. Interviews revealed that some boys teams received free exams. In 2005 improvement with physicals had been made but still some concerns so the Gender Equity Committee was asked to develop a policy on total equality for physical examinations. In 2003 the girls did not have access to the weight room while in 2005 they had access but the Gender Equity Committee was asked to make the facility more female friendly. At the time of the 2013 audit the weight room was under a total renovation and plans were in place to make it a top notch training facility that would have equipment suitable for usage by females. |
| Publicity | X | | The school was satisfactory in both of the previous audits; however the school was asked to develop an Awards and Banner Policy. At the time of this audit awards and banner policy is in place but it does need to be |

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| | | | reviewed by the Gender Equity Committee. The policy needs to be reviewed and the policy should address lettering and bars as well as athletic banquets. |
| Support Services | X | | Cheerleading squad performs at all football games and all home boys and girls basketball games. The Gender Equity Committee is reminded that a never ending process of observing budgets needs to take place. Holy Cross has had some spending issues in the past but it appears that the school is doing a very good job with Administrative Oversight of all the boys and girls team and making sure that everything is equal for all involved.. |

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

The school's most recent Improvement Plan calls for the following:

- Implementation of programs that encourage female participation
- Oversight of athletic expenditures for the provision of parity
- Achieving equity in regards to coaching salaries and coaching accessibility
- An equitable usage schedule for the weight training facility

6. **KHSAA Recommended Action in relation to new deficiencies**

No deficiencies were assessed as a result of the December 19, 2013 Title IX school visit

9. **PERSONNEL IN ATTENDANCE AT AUDIT MEETING**

High School Title IX Coordinator: Anne Julian
Holy Cross Athletic Director
3617 Church Street
Covington, Kentucky 41015
859-431-1335

District Level Title IX Coordinator: Anne Julian
Holy Cross Athletic Director
3617 Church Street
Covington, Kentucky 41015
859-431-1335

| Those in attendance at the Covington Holy Cross High School Gender Equity Committee Meeting with the KHSAA Audit Team on Thursday, December 19, 2013 | | |
|---|---|------------------|
| Name | Title | Telephone |
| Gordon D. Bocock | KHSAA Audit Team | 606-271-0714 |
| Steve Buechel | Girls Assistant Soccer Coach | 859-586-4757 |
| Georgia Childers | Female Student Athlete | 859-431-1335 |
| Mary Grudugli | Grant Coordinator | 859-802-2037 |
| Mike Holtz | Principal | 859-431-1335 |
| Becky Houston | Girls Volleyball Coach | 859-816-2229 |
| Anne Julian | Athletic Director | 859-640-1367 |
| Bruce Kozerski | Football Coach and Girls Softball Coach | 859-431-1335 |
| Sharon Tippett | KHSAA Audit Team | 859-299-5472 |
| Zach Wehrman | Male Student Athlete | 859-431-1335 |

7. **Comments**

The KHSAA Audit Team would like to thank everyone involved with this Audit for the warm welcome we received. The time schedule was observed and everything went smoothly because the Athletic Director had things organized and in place. The uniforms were laid out and easy to observe and the schools Title IX file was well organized and the

necessary documents were easy to locate. The two student-athletes were well informed with Gender Equity issues and responded well to the questions asked of them.

No one showed up to the Public Forum.