



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

(For schools re-visited during the 2015-2016 school year)

School: Holy Cross (Louisville)
 Prepared By: Kathy Johnston
 Date of Re-Visit: October 27, 2015
 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 submitted data, it appears that Holy Cross High School is currently meeting 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 submitted data, Holy Cross High School does not currently appear to 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 submitted data, it appears that Holy Cross High School is currently meeting 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: The most recent Student Interest Survey was conducted during the 2013-2014 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		<p>The most recent Student Interest Survey was administered during the 2013-2014 school year. Submitted data indicated that students in grades 9-11 were surveyed with a return rate of 100%. Holy Cross High School currently offers ten (10) varsity sports / activities for males and ten (10) for females. A total of 19 sport level opportunities are provided for males and 17 provided for females. According to reported data, it appears that the varsity level sports most recently added include archery, golf, swimming, field hockey, and wrestling. The school is to be commended for its continued exploration of student interest and increase of available opportunities.</p>
Equipment and Supplies	X		<p>There was written evidence of a three (3) year uniform review plan for team uniforms that were purchased and retained by the school. Sports where athletes purchase and retain uniforms, on a yearly basis, include golf, tennis, and archery. Uniforms viewed were of excellent quality and comparable in the quantity provided. An overall review of spending showed that approximately \$222.00 was spent per male athlete and \$198.00 spent per female athlete. All other viewed equipment appeared to be of good quality and available for equitable access.</p>
Scheduling of Games and Practice Time	X		<p>There was viewed evidence of the most recent game schedules for all sports in the Title IX file. Viewed schedules showed comparability and equity with regard to the number of competitive opportunities provided. There was also viewed evidence of equitable scheduling and access to the shared facilities of the gymnasium for girls / boy's basketball,</p>

			volleyball and of the practice field for football, field hockey, boys and girls soccer.
Travel and Per Diem Allowances	X		<p>There was written evidence of a travel guideline that included mode of transport to include bus, shuttle bus (15 passenger), and parents. Interviews with administration indicated that overnight trips require prior approval by school administration, however, there were not provisions listed for meal and/or housing (overnight hotel) stay. According to reported data, an overall review of spending in this category showed that approximately \$82.00 was spent per male athlete and \$38.00 per female athlete.</p> <p>(see KHSAA recommendation 7.a.)</p>
Coaching	X		<p>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 females and 8:1 for males. According to reported data, 50% of all head coaches, for both male and female teams, are located on-campus. Interviews with administration indicated that documented pre-season and post-season meetings take place with each head coach. Evaluations of coaches are done at the end of each season by the Athletic Director, Dean of Students and/or the Principal.</p>
Locker Room, Practice and Competitive Facilities	X		<p>There was written evidence of locker room assignment for all teams except boys soccer, tennis and girls soccer, tennis. Viewed locker rooms appear to be equitable and with similar amenities. There was viewed evidence for renovation of space that would provide for a track and cross country locker room and</p>

			<p>upgrade to the field hockey locker room. There was written and viewed evidence of storage assignment for all teams. Two competitive facilities are located off campus. They are the Bobby Nichols Golf Course for boy's golf and the UL swim facility for girls swimming. All other practice and competitive facilities are located on campus. All facilities appear to be very well maintained and comparable relative to the quality and provided amenities.</p> <p>(see KHSAA recommendation 7.b.)</p>
Medical and Training Facilities and Services	X		<p>There is one (1) weight conditioning room at Holy Cross High School. It is located in the fieldhouse building next to the school and adjacent to the track. The weight room is very spacious, provides equitable access, and with appropriate equipment for female use. Athletic Training services are provided through the Ellis/Badenhauser Clinic. An athletic trainer comes to the school, once a week, and provides evaluation, treatment, and rehabilitation services to the student athletes at Holy Cross. In addition to the trainer, a physician attends all home varsity football games. School administration indicated that athletic physicals are the responsibility of each student athlete. Emergency plans for each venue were not evident as school administration stated that they are in the process of development.</p>
Publicity	X		<p>There was written evidence of an awards guideline that listed the provisions for school awards, academic-athletic awards, team picture and banner display, state rings, and jersey retirement. Interviews with athletes and coaches indicated a sports team(s) banquet recognition that took place at the end of each season; fall, winter, and spring.</p> <p>(see recommendation 7.c.)</p>

			Interviews with administration indicated that there is one (1) cheerleading squad. Support is provided at the home games of football, boys and girls basketball, and some close rival games. Oversight to ensure equivalence, relative to support, is monitored by school administration. According to reported data, an overall review of spending in this category showed that approximately \$8.00 was spent per male athlete and \$10.00 per female athlete.
Support Services	X		An overall review of expenditures for a two-year cycle shows that Holy Cross High School has met the acceptable spending parameters both on a percentage and per athlete basis. Interviews with coaches indicated knowledge of the process for school approval to purchase items. Interviews with administration indicate that all sports team fundraisers and expenditures require approval from the Director of Development and Athletic Director. All viewed office space appeared to be assigned equitably.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

- Addition of field hockey, cross country and track locker room areas
- Updates of softball field
- New gym bleachers

- Resurfacing of track

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies in the overall athletics program at Holy Cross High School.

7. KHSAA Recommended Action in relation to new deficiencies

Although there were no observed deficiencies, the following recommendations have been made to ensure overall equivalence:

- Please submit to the KHSAA, no later than February 15, 2016, an expanded Travel and Per Diem guideline that would include the specifics and parameters for meal allowance and overnight (hotel) stay.
- Upon receipt of this report, the Gender Equity Committee should review current locker room assignment for consideration of designation of provided locker room access for boys soccer, tennis and girls soccer, tennis teams.
- Upon receipt of this report, the Gender Equity Committee should expand the Awards guideline to include the provision of fall, winter, and spring sports banquets, with regard to student recognition.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jody Thornsberry 502-447-4363

District Level Title IX Coordinator:

Name	Title	Telephone
Tony Young	Head Softball Coach	502-447-4363
Scott Walker	Head Girls Soccer Coach	502-447-4363
Jake Ryan	Student Athlete – FB, TR	502-447-4363

Allie Just	Student Athlete – FH, SB	502-447-4363
Danielle Wiegandt	Principal, Head VB Coach	502-447-4363
Jody Thornsberry	Athletic Director, Head FH Coach	
Kent Foushee	Administrator, Assistant BKB Coach	502-523-6510
Herb Schum	Parent / Maintenance	502-447-4363
Karen Ernspeik	Director of Advancement	502-447-4363 ext.222
Lisa Bickel	Administrative Assistant	502-447-4363
Jackie Loftus	Alumni Coordinator	502-447-4363 ext. 227
Kathy Johnston	KHSAA Auditor	859-494-2509 kjohnston@khsaa.org

10. Comments

The school Title IX file was accurate and complete. Administrative staff were well prepared and helpful during the visit. There appears to be great pride and focus in ensuring overall equivalence 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 conference meeting room at the High School. With no one in attendance, the auditor left Holy Cross High School at approximately 3:15 pm.