



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

**(For schools re-visited during the 2010-2011 school year)**

School: Holy Cross High School (Louisville)  
 Prepared By: Kathy Johnston  
 Date of Revisit: December 6, 2010  
 Telephone Number of Reviewer: **(859) 299-5472**  
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

- Verification of Forms (Form GE-50) Yes  No
- Participation Opportunities Summary Chart (Form T-70) Yes  No
- Benefits Summary Charts (Forms T-71 & T-72) Yes  No
- Benefits Publicity (Form T-73) Yes  No
- Corrective Action Plan Summary Charts (Form T-74) 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 calculations submitted by the school, it has met the standard established in Test 1 for the provision of athletic opportunities for the last two out of three years. The variance on the third year was 4% as compared to the recommended 3% for acceptance.

- 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 calculations submitted by the school, it has not met the standard established for Test 2 during any of the past three years. Program expansion would be difficult due to the wide variety of sports currently being offered for both genders.

- 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 calculations submitted by the school, it has met the standard for Test 3 for the provision of athletic opportunities during each of the past 3 years. The responses on the T-3 form appear to be supported by the responses on the most recent Student Interest Survey.

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 submitted, the most recent Student Interest Survey was conducted in 2009-2010 school year with a 90% return rate.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	x		<p>According to the data submitted on the 2010 Student Interest Survey, students in grades 9-11 were surveyed with a 90% return. The school is to be commended for its consistent rate of participation and full offering of sport opportunities for both girls and boys.</p>
Equipment and Supplies	x		<p>Uniforms viewed were all of mid to high quality. There appeared to be good overall balance and an equivalent quantity for all sports. There was written evidence of uniform purchasing but no established plan for rotation and/or replacement that would insure equity.</p> <p>(see KHSAA recommendation 1.)</p> <p>It appears that the financial data submitted on the Title IX Re-Visit form was not valid for this area. Therefore, for the purposes of this review, data from the 2010 Annual Report will be used for evaluation. In review of that data, it appears that there is a slight advantage for the females in per athlete spending for the provision of equipment and supplies. The audit team recommends that an in depth review of the data for 08-09 and 09-10 be explored to validate the assurance of equity in this area for the overall sports program.</p> <p>(see KHSAA recommendation 2.)</p>
Scheduling of Games and Practice Time	x		<p>The scheduling of like sports for number of competitive events appears to be equitable. Although auditors did view and recognize the use of shared facilities, there was no written or posted evidence of practice and/or game times for shared facilities.</p> <p>(see KHSAA recommendation 3.)</p> <p>The school currently meets the requirement for prime date and time play for girls basketball.</p>

Travel and Per Diem Allowances	x		<p>Interviews with students and administrators indicated that athletic travel is provided by parent, coach, and/or school owned bus. There was no written evidence of a travel and/or per diem (food / housing) policy.</p> <p>(see KHSAA recommendation 4.)</p> <p>It appears that the financial data submitted on the Title IX Re-Visit form was not valid for this area. Therefore, for the purposes of this review, the data from the 2010 Annual Report will be used for evaluation. In review of this data, it appears there is an advantage to the males in per athlete spending. The audit team recommends that the total spending, for overall and like sports, be critically reviewed for the 08-09 and 09-10 school years to determine accuracy and validity. This information should then be used to develop a plan that insures equity for all sports.</p> <p>(see KHSAA recommendation 2.)</p>
Coaching	x		<p>Students interviewed were very positive about the coaches at Holy Cross. Coaches appeared to be comparable for like sports on salary and number of coaching positions. <u>Auditors recommend that an attachment of explanation be included with the salary schedule in regard to increments of pay relative to experience.</u> There was written evidence of equivalence for accessibility relative to student/coach ratios and the number of on and off campus coaches.</p> <p>(see KHSAA recommendation 5.)</p>
Locker Rooms, Practice and Competitive Facilities	x		<p>There was written evidence for equitable use of practice and competitive facilities for all girls and boys sports. All available locker rooms appear to be equitable and with similar amenities. There was no evidence of a written locker room assignment list.</p> <p>(see KHSAA recommendation 6.)</p>

			Competitive facilities appeared to be comparable and with similar amenities. Since the original audit in 2003 there have been many improvements made, particularly in the softball area; dugouts, press box, concessions, new roofing, hitting facility, and locker room.
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Medical and Training Facilities and Services	x		<p>There are two weight rooms; each located in the same facility and provides several entrances for access. Both are very well equipped with a variety of equipment meeting the needs of all students. Interviews with coaches indicated available access to the weight room, but there was no written evidence of a weight room schedule.</p> <p>(see KHSAA recommendation 7.)</p> <p>A certified athletic trainer from the Ellis Sports Medicine Clinic is available 2 days a week, while student trainers are utilized on a daily basis. Athletic physicals are the responsibility of each student.</p>
Publicity	x		<p>It appears that the financial data submitted on the Title IX Re-Visit form was not valid for this area. Therefore, for the purposes of this review, the data from the 2010 Annual Report will be used for evaluation. All athletes are recognized through an awards night/banquet type program. Interviews with athletes, coaches, and administrators indicated a fair and equitable plan for awards and recognition. However, there was no written guideline for awards recognition and/or banner display.</p> <p>(see KHSAA recommendation 8.)</p> <p>The scheduling of cheerleading and other support groups appears to be fair and equitable to both genders.</p>

Support Services	x		Interviews with administrators indicated that all fundraising activities follow school board guidelines for approval. There is no booster club so all monies raised are deposited in the school account(s). Coaches interviewed are well aware of the procedure followed for purchase requests and orders. It appears that the available office space is equitable and comparable for all sports. Auditors recommend that school administration review the criteria of reporting so that accuracy and relevance are maintained in the specific areas.
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 Corrective Action Plan (Form T-60)

- addition of softball locker room
- storage area for soccer / track / field hockey
- plan for uniform purchasing
- complete study of fall sports facilities
- plan for end of season award recognition

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There are no observed deficiencies noted in the overall girls and boys program.

7. KHSAA Recommended Action in relation to new deficiencies

Although there are no deficiencies, the following recommendations should be addressed by the school in order to insure consistent and equitable benefits:

1. Submit to the KHSAA, no later than April 15, a written plan of uniform purchase that includes rotation and/or replacement that would insure equity for all sports.
2. The school should do an in depth review of the financial expenditures data in the areas of equipment/supplies, travel/per diem, and awards for the school years 2008-2009 and 2009-2010. This information should be reviewed based on overall expenditures, percentage of expenditures for each gender, and expenditures per athlete in order to validate the assurance of equity for the overall sports program.
3. Submit to the KHSAA, no later than April 15, 2011 written evidence of practice and/or game time schedule use for those facilities that are shared that shows equity between genders.
4. Submit to the KHSAA, no later than April 15, 2011 a written guideline of travel and per diem (food / housing) that would insure equity for all sports.
5. Submit to the KHSAA, no later than April 15, 2011 an attachment of explanation regarding increments of pay relative to coaching salaries and experience.

6. Submit to the KHSAA, no later than April 15, 2011 written evidence of locker room assignment for all sports.
7. Submit to the KHSAA, no later than April 15, 2011 written evidence of the weight room(s) schedule that would insure equity for all sports.
8. Submit to the KHSAA, no later than April 15, 2011 a written guideline for awards recognition and banner display.
9. Attendance to a KHSAA sponsored Title IX Workshop during the school year 2010-2011. Dates for these workshops will be released early next school year. This workshop will be a great benefit to help further clarify the areas of opportunities and benefits and factors involved to insure equity.

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

District Level Title IX Coordinator: Jody Thornsberry

Name	Title	Telephone
Jody Thornsberry	Athletic Director	502-447-4363
Steve Wright	Events/Fundraisers	502-4474363 (107)
Jackie Loftus	Parent/Alumni Coordinator	502-447-4363 (106)
Kent Fousher	Director of Admissions/Asst. Boys Basketball Coach	502-447-4363 (103)
Fred Copass	Teacher/Girls Basketball Coach	502-777-5555
Gary Lawson	KHSAA Auditor	859-299-5472
Kathy Johnston	KHSAA Auditor	859-494-2509

9. Comments

School administration and staff were very helpful for the re-visit and receptive to the comments of the audit team.

Students interviewed were well informed and very positive about their sports involvement and commitment to Holy Cross High School. It appears there is great support from school personnel, staff, parents, and alumni for the students and programs of Holy Cross.

The public forum, scheduled for 5:00 p.m. was held in the high school conference room. No one attended the forum; therefore, the audit team left Holy Cross High School at 5:20 p.m.

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member="T" and (ademail is not null and ademail <> "") order by school
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KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND
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KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND
member="T" and (superemail is not null and superemail <> "") order by school

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<b>From:</b>	"Darren Bilberry, KHSAA" <dbilberry@khsaa.org>
<b>To:</b>	"Holy Cross (Louisville)" <jthornsberry@holycrosshs.com> "Holy Cross (Louisville)" <dwiegandt@holycrosshs.com> "Holy Cross (Louisville)" <lschulz@archlou.org> gkboomers@hotmail.com kathy.johnston@bourbon.kyschools.us
<b>Subject:</b>	Title IX Re-Visit Audit Report Holy Cross High School(L
<input type="button" value="Send Email"/>	
<p>Please find attached a copy of the KHSAA Title IX Re-Visit Final Audit Report for Holy Cross High School (Louisville) that was conducted on December 6, 2010 by auditors Kathy Johnston and Gary Lawson. If you have questions or need additional information, please contact our office at your convenience. Thank you.</p> <p>Darren Bilberry  Assistant Commissioner  Kentucky High School Athletic Association  Telephone- 859-299-5472  Fax: 859-293-5999  E-Mail: dbilberry@khsaa.org</p>	

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