



KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

(For schools re-visited during the 2006-2007 school year)

School: **Newport Central Catholic High School**
Prepared By: **Gordon Bocock**
Date of Re-Visit: **January 30, 2007**
Telephone Number of Reviewer: **(859) 299-5472**
Reviewed By: **Larry G. Boucher**

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)

<input checked="" type="checkbox"/>	A	Substantial Proportionality
<input checked="" type="checkbox"/>	B	History and Continuing Practice Of Programs Expansion
<input checked="" type="checkbox"/>	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 figures presented the calculations suggest that the Substantial Proportionality Test is an area of compliance. For the past three years (04-05-06) the girl's percentage of total enrollment has been within the 3% allowance between total enrollment and total participation. Therefore at this time it does appear that Newport Central Catholic is in compliance on Opportunities Test #1.

- 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: This continues to be an area where the Gender Equity Committee at Newport Central Catholic High School needs to keep a close eye on. The school did not pass the Opportunities Test #2 during the years 2001 through 2005 and for the first time in 2006 the figures indicate that the school has passed Opportunities Test #2. The committee needs to continue to make sure that all programs are being counted correctly and devise a plan and a target date for the school to double check to keep the school in compliance in this area.

- 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: It appears that Newport Central Catholic is meeting the needs in the area of student interest. With the latest survey results it appears that the school is in compliance with Opportunities Test #3.

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

Comments: Students at Newport Central Catholic have been surveyed to ascertain their interests in athletic activities. In the latest survey students in grades 9-11 responded to the survey. Eighty five percent of the surveys were returned. It is **recommended** that before the next survey the Gender Equity Committee try to ascertain the members of the incoming 8th graders and include them in future surveys. It is **recommended** that the Gender Equity Committee check to see if new student interests, indicated on the surveys, are real and genuine, and to document in the committee minutes action taken to check the interest.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	<input checked="" type="checkbox"/>		At the present time the accommodations of interest and abilities is rated as satisfactory.
Equipment and Supplies	<input checked="" type="checkbox"/>		At the present time no deficiencies were found. Newport Central Catholic does a good job providing quality uniforms to the student athletes. At the last KHSAA Audit it was recommended that the Gender Equity Committee develop a Uniform Replacement Policy and that Policy is now on display in the schools Title IX File. Coaches indicated in interviews that it was most helpful to actually know when they could expect new uniforms.
Scheduling of Games and Practice Time	<input checked="" type="checkbox"/>		The school is doing a very good job with Prime Date Scheduling. For the 2006-2007 season the girls have 56% of their home games in prime time. It appears that the school is doing a good job with practice time in like sports that are sharing the same facility. The Gender Equity Committee needs to constantly observe the practice issues to make sure the school stays in compliance in this area.
Travel and Per Diem Allowances	<input checked="" type="checkbox"/>		At the last KHSAA Audit it was recommended that the Gender Equity Committee develop a Travel Policy that would cover all aspects of teams and/or individual athletes representing Newport Central Catholic. This new written Policy is now on display in the schools Title IX File. In interviews with both student athletes and coaches, awareness of the new policy is present. All athletes in all sports receive the same meal allowance as well as other travel considerations.
Coaching	<input checked="" type="checkbox"/>		At the time of the last KHSAA Audit there were some concerns about the difference in the salaries of the Baseball/Softball coaches. It is pointed out that this issue has been corrected and that a listing of School Based Salaries is now on display in the Schools Title IX File. Several female coaches are present throughout the Athletic Department.

Locker Rooms, Practice and Competitive Facilities	<input checked="" type="checkbox"/>		<p>The two locker rooms at the school are basically equal and both are in need of renovation. Plans are under way to build new locker rooms and it is recommended that the Gender Equity Committee gather information on this project and present it to the KHSAA in the April 15, 2006-07 Annual Report in the form of Corrective Action. It is reported that an on campus baseball field has been removed with the new facilities at Morscher Park Sports Complex. This is the new home for the school Baseball and Soccer Teams, and it is still under development. The Gender Equity Committee is reminded to report improvements in the yearly annual reports with Digital Pictures, etc as they continue to give the school credit for improvements to the schools athletic programs.</p>
Medical and Training Facilities and Services	<input checked="" type="checkbox"/>		<p>The school is doing a very good job with Medical and Training at the school with a Trainer hired as a full time Staff Member at the school. The trainer is available to all athletes each day and attends all home athletic contests as well as away contests in the immediate area. In regard to the school weight room it is pointed out that the room could well be more female friendly. The décor in the room is very drab and it could use more female friendly equipment. A new weight room is being planned with the new locker rooms as donations are currently being accepted for this addition to the school building. Again the Gender Equity Committee should place this in Corrective Action with plans for the new addition. It is recommended that the committee begin now to plan for the new weight room to assure that it is indeed female friendly.</p>
Publicity	<input checked="" type="checkbox"/>		<p>The Gender Equity Committee has some policies that relate to some of the subjects in this particular area and some are now in the Schools Title IX File this is an area where the Gender Equity Committee needs to spend some time with policy development. At the present time fall and winter sports have Athletic Media Guides but none are available for the spring sports. This area needs to be equal across the board and a plan should be devised that will have all the athletes receiving equal publicity regardless of the sport and/or sports season. The Gender Equity Committee needs to develop a banner/picture policy that would cover all the schools athletic facilities as well as other</p>

Publicity Continued		commons areas of the school that display athletic accomplishments. This policy should ensure that all the school athletes and/or teams have an equal opportunity for this prime accomplishment exposure. The Committee should continue efforts to clarify the issue of trophy and memorabilia display. This can not be left to the subjective thoughts of a particular coach or outside source, but should be a systematic and objective approach, that will ensure the equal treatment of participants, both past and present. The school appears to be doing a good job with cheerleaders as there is equal representation.
Support Services	<input checked="" type="checkbox"/>	At times in past school annual reports the T-35 and T-36 forms have left a little to be desired. The Gender Equity Committee needs to be very much involved with the final financial report to ensure that the monies listed do indeed cover all the funds spent by all groups for the various athletic programs in the various areas listed on the forms.

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

- The KHSAA Audit team first came to Newport Central Catholic in February of 2003. At that time it was recommended that the Gender Equity Committee develop several policies that would assist the school as they strive to run a successful athletic program that would be equal to all the participants. The current KHSAA Audit Team found that basically all of the policies recommended were put in place and copies of the policies were in the schools Title IX file. In the interviews with the coaches and student athletes it was evident that the policies in place were being followed and simply not words on paper. The Gender Equity Committee will need to continue to look at various recommendations listed in this report and to address them in the Newport Central Catholic 2007 Annual Report.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

- The KHSAA Audit team has noticed that in the past there were no minutes or evidence of any Gender Equity Committee Minutes and no assurance that the Committee actually had any input in the preparing or approving the school's Annual Report. The present Equity Committee appears to be a group that enjoys each others company and they all have Newport Central Catholic's best interest at heart. This Committee is already on the right trail and finishing the policy development recommended will put the schools total program in excellent shape.

7. KHSAA Recommended Action in relation to new deficiencies

- There are no deficiencies at this time in the overall program; however some policies that are not in place could well be problems in the future if they are not addressed at this time. It is pointed out that a letter the KHSAA received from a Concerned Parent of Newport Central Catholic was presented to the Gender Equity Committee. The Committee is to look into the concerns expressed in the letter and to address them in there next committee meeting and to document any action taken in the minutes of said meeting. A copy of the minutes of this meeting and action taken in regard to this matter are to be forward to the KHSAA at the conclusion of the meeting. Copies of new policies developed and put in place are to be sent to the KHSAA as Corrective Action with the 2007 Annual Report.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

- There are on reoccurring deficiencies. Potential areas with Baseball/Softball Salaries have been corrected. The development of many policies has help set the future of equal opportunities of all participants in all the programs at Newport Central Catholic.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Rob Detzel – 13 Carothers Road, Newport, Kentucky 41071

District Level Title IX Coordinator: Lawrence M. Bowman – P.O. Box 15550 – Covington, Ky 41015

Name	Title	Telephone
Gordon D. Boccock	KHSAA Audit Team	606-678-8916
Fran Edwards	KHSAA Audit Team	859-299-5472
Rob Detzel	Athletic Director	859-292-0001
Michael Lipscomb	Male Student Athlete	859-781-4752
Amy Bueter	Parent and Board of Ed.	859-781-4950
Laura Bueter	Female Student Athlete	859-781-4950
Grant Brannen	Boys Basketball/G&B Tennis	859-442-5383
Meredith Sandfoss	Assistant Athletic Director	859-426-7194
Jeff Schulken	Business Manager/Baseball	859-635-9672

10. Comments It is pointed out that no one showed for the 5:00 Public Forum.

- It is the opinion of this KHSAA Audit Team that an excellent Gender Equity Committee is now in place at Newport Central Catholic. It is without question that the athletic program has the total support of this committee and all other support groups. The Audit Team would like to thank the Principal and the Athletic Directors for the tour of the school campus and the various and assorted athletic facilities around a community that very much supports the school. The committee is encouraged to develop the policies recommended in this report and to forward copies of these new policies with the Annual Report in April
 1. In the form of Corrective Action plans for the new dressing rooms with expected completion dates. .
 2. In the form of Corrective Action plans for the improvements to the Morscher Park Sports Complex.
 3. In the form of Corrective Action plans for improvements to the current or plans for a new Weight Room and the committee's plans to assure that a new weight room will be "female friendly".
 4. In the area of Publicity the policies that make all athletes equal in regard to media guides.
 5. Submit to the KHSAA, no later than April 15, 2007 a copy of an established policy with regard to determining who and when an athlete or team will be honored with banners, awards or recognition and what the school's adopted standard accomplishments must be in order to receive such recognition. A copy of this policy should be provided to all head coaches and a copy must be kept in the school's Master Title IX File.
 6. Your school is directed to meet with the Gender Equity Review Committee in April of school year 2006-07 and in October, January and April of 2007-08. A copy of the meeting minutes must be submitted to the KHSAA within one week of the meeting. A listing of Committee members must be noted within the minutes as well as those who were in attendance at each meeting. Your Gender Equity Committee should contain, among other appropriate members, two students and two parents. A quorum of Committee members must be present at each meeting.