



**KHSAA TITLE IX ANNUAL REPORT SUBMISSION  
STATUS REPORT  
2021-2022**

*KHSAA Form T65  
Revised 6/18/21*

School:	Harlan
KHSAA Audit Team Member:	
Date:	May 23, 2022

Along with this T65 form, you have also received a copy of a revised Title IX Internal Audit Summary for this school. It is important that you review all of the details concerning the analysis of the report submitted.

The Internal Audit Summary will analyze parts 1 and 2 of the three-part test for Title IX compliance, based on a snapshot of the data on the date submitted. Those conclusions are listed. As a result of Covid 19, no determination will be made as to compliance with Test 3. Revisions have been made in this form to clarify the calculation of the underrepresented gender and ensure the preservation of the integrity of the foundational purposes of Title IX. The form also continues to contain notes made to help you determine how calculations were derived and detail the exclusion of certain elements related to Archery, Bass Fishing, and Esports which are true coed sport-activities.

In the first section you will note many factors such as per total participation, total expenditures, participant spending (per gender), and many other factors to be considered as you move forward with future planning. You will also note on Row 13, the determination of the underrepresented gender in your school. This is a critical element in determining Title IX compliance.

The Test 1 (traditionally called the “numbers” test) section again contains guidance as to the number of new participants in the underrepresented gender needed to meet this test. Explanatory notes in the right column should help verify the calculations, which were done by the system based on the submitted data.

The Test 2 (traditionally called the “recent history of expanding sport offerings for the underrepresented gender” test) section contains the information for Test 2 and the calculations were done solely by the system based on the submitted data.

The Test 3 (traditionally called the “accommodating interest and abilities” test) section contains the information for Test 3. This is determined by the audit team based on the analysis of the data provided, but will not be analyzed this year as a result of Covid 19.

At the bottom of the Title IX Internal Audit Summary is a summary conclusion as to whether or not the school appears to be in compliance with one of the three parts of the tests for Title IX compliance. If you have specific questions, feel free to contact Assistant Commissioner Darren Bilberry (dbilberry@khsaa.org or 859-299-5472) at the KHSAA.

*Special Note from Audit Staff (ignore if blank):*



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION  
2021-2022**

KHSAA Audit Form  
Rev. 11/1/21

**TITLE IX INTERNAL AUDIT SUMMARY**

**HARLAN**

Assigned Auditor: (none assigned)

		Column 1	Column 2	Column 3
		Girls	Boys	Total
Row 1	Total Participants (from T-1)	125	115	240
Row 2	Percentage of Participation	52.08%	47.92%	100%
Row 3	Total Expenditures (from T-3) for Non-Coed Teams (excluding Archery, Bass Fishing and Unified Track/Bowling)	\$52,938	\$77,116	\$130,054
Row 4	Percentage of Expenditures for Non-Coed Teams (excluding Archery, Bass Fishing and Unified Track/Bowling)	40.70%	59.30%	100%
Row 5	Percentage Difference between Percentage of Expenditures (Row 4) and Percentage of Participation (Row 2)	-11.38%	11.38%	
Row 6	Per Participant Expenditure	\$423.50	\$670.57	
Row 7	Per Participants Difference in Expenditures		\$247.07	
Row 8	Total Enrollment (from KHSAA enrollment figures)	88	86	174
Row 9	Percentage of Enrollment	50.57%	49.43%	100%
Row 10	Percentage Difference between Percentage of Enrollment (Row 9) and Percentage of Participation (Row 2)	1.51%	-1.51%	
Row 11	Number of Non-Coed Teams (excluding Archery, Bass Fishing, Dance and Unified Track/Bowling)	8	8	16
Row 12	Tolerance Limit based on participation ratio to enrollment	4.0%	If number of participants is less than 100, the tolerance is 5%, if 101-299 then 4%, if 300-499 then 3%, if 500-699 then 2.5%, if 700 or more then 2%.	
Row 13	Underrepresented Gender	<b>GIRLS</b>	Underrepresented Gender is the one having the lowest value in Row 10 after comparing to the school participation tolerance in row 12	

**TEST 1**

Row 14	Test 1, Subpart 1, Is Row 10 plus/minus 5% for underrepresented gender?	<b>yes</b>	Does this school appear likely to meet Test 1, Subpart 1 for Compliance?	
Row 15	Test 1, Subpart 2, Is Row 10 plus/minus the percentage in Row 12 for underrepresented gender?	<b>yes</b>	Does this school appear likely to meet Test 1, Subpart 2 for Compliance?	
Row 16	Test 1, Subpart 3 Participants per Non-Coed Team for underrepresented gender (excluding Archery, Bass Fishing and Unified Track/Bowling)	15.6	The average number of participants per non-coed team for unrepresented gender, added to total participation, divided by total participation plus average number of underrepresented gender team. Does that number equal 50%? If not, how many additional participants would allow the school to get to 50% (underrepresented gender plus new participants divided by total participation plus new participants).	
Row 17	Test 1, Subpart 3 Ratio of Participants/Team to Total	55.0%		
Row 18	Test 1, Subpart 3 Additional Participants Needed to Pass Test 1, Part 3	-23		
Row 19	Test 1, Subpart 3, Does it appear that the average participation per non Coed team rationalizes a less than 50% overall participation rate?	<b>yes</b>	Does this school appear likely to meet, Subpart 3 for Compliance?	
Row 20	TEST 1 RESULTS (OVERALL)	<b>-YES-</b>	Appears likely to meet Test 1 for Title IX Compliance?	

**TEST 2**

Row 21	Test 2 Percent Participant Increase from Added Teams (from T-2)	12.8%		
Row 22	TEST 2 RESULTS	<b>-NO-</b>	Appears likely to meet Test 2 for Title IX Compliance?	

**TEST 3**

Row 23	TEST 3 RESULTS	<b>-N/A-</b>	Appears likely to meet Test 3 for Title IX Compliance?	
Row 24	Test 3 Notes from Audit Team member listed above	No Test 3 due to COVID19		

**SUMMARY—PER THE ANALYSIS AND DATA SUBMITTED, IT APPEARS THAT THIS SCHOOL MEETS AT LEAST ONE OF THE THREE TESTS FOR TITLE IX COMPLIANCE. SCHOOL OFFICIALS SHOULD REVIEW THE TITLE IX INTERNAL AUDIT SUMMARY TO DETERMINE THE SPECIFIC FINDINGS. SCHOOL REPRESENTATIVES ARE REMINDED THAT TITLE IX COMPLIANCE IS AN ONGOING OBJECTIVE, AND THIS REPRESENTS ONLY A SNAPSHOT IN TIME. CONTINUED EFFORTS TO ENSURE COMPLIANCE ARE NECESSARY FOR A SUCCESSFUL PROGRAM.**



# KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION ANNUAL VERIFICATION OF TITLE IX PROCEDURES SCHOOL YEAR 2021-2022

KHSAA Form **GE19**  
Rev.5/11

The Harlan High School, Harlan, Kentucky  
(Name of High School) (City)

certifies to the Kentucky High School Athletic Association that the following is an accurate and true representation of the facts surrounding compliance with 20 U.S.C. Sections 1681-1688, et. Seq. (also known as Title IX). **I certify the following provisions in accordance with records at the school contained in the permanent Title IX file, at least one copy of which must be maintained in the Principal's office, and to the best of my knowledge have completed the following tasks:**

I. Established a gender equity committee at the high school. **(List committee personnel and provide attachment if necessary)**

Name	Address	Phone	Title (Supt., Principal, Student, Parent, Coach, Etc.)
Jaimie McNeil			Athletic Director
Britt Lawson			Principal
Tiffany Hamm			Girl's Basketball Coach
Eric Perry			Football Coach
Cathy Thomas			Female Teacher
Cory Estep			Male Teacher

II. Scheduled a minimum of three meetings during the school year on the following dates:

Sep 14, 2021
Dec 7, 2021
Mar 15, 2022

III. Designated the following person(s) as the Title IX coordinator for the school:

Name	Title	Address	Phone
Jaimie McNeil	Athletic Director	420 E Central St Harlan, KY	606-573-8700, Ext 4

IV. Designated the following person(s) as the Title IX coordinator for the district:

Name	Title	Address	Phone
C D Morton	Supoerintendent	420 E Central St Harlan, KY	606-573-8700, Ext 6206

School personnel are continuing to make periodic reviews of the boys' and girls' athletics program reflected in the Corrective Action Plan.

In addition to the above information, the above referenced school maintains a complete permanent file relative to Title IX records including copies of the self-assessment audit, all corrective action plans, and other related materials.

Digitally signed by Jaimie McNeil (jaimie.mcniel@harlanind.kyschools.us)

April 29, 2022 10:40:33 AM

**Principal Signature**

**Date**



## HISTORICAL TEAM MATRIX TEAM LIST USED FOR CALCULATIONS

### Harlan (2021-2022)

Sport	Level	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Archery (coed) - Boys	varsity						
	jv						
	freshman						
Archery (coed) - Girls	varsity						
	jv						
	freshman						
Baseball	varsity	X	X	X	X	X	X
	jv	X	X	X	X	X	X
	freshman						
Basketball - Boys	varsity	X	X	X	X	X	X
	jv	X	X	X	X	X	X
	freshman			X			
Basketball - Girls	varsity	X	X	X	X	X	X
	jv	X	X	X	X	X	X
	freshman	X	X				
Bowling - Boys	varsity						
	jv						
	freshman						
Bowling - Girls	varsity						
	jv						
	freshman						
Cheerleading	varsity	X	X	X	X	X	
	jv						
	freshman						
Dance (coed) - Boys	varsity						
	jv						
	freshman						
Dance (coed) - Girls	varsity						
	jv						
	freshman						
Esports - Winter (coed) - Boys	varsity						
	jv						
	freshman						
Esports - Winter (coed) - Girls	varsity						
	jv						
	freshman						
Esports - Spring (coed) - Boys	varsity						
	jv						
	freshman						
Esports - Spring (coed) - Girls	varsity						
	jv						
	freshman						
Football	varsity	X	X	X	X	X	X
	jv		X				
	freshman						
Field Hockey - Girls	varsity						
	jv						
	freshman						
Fishing (coed) - Boys	varsity						
	jv						
	freshman						



## HISTORICAL TEAM MATRIX TEAM LIST USED FOR CALCULATIONS

### Harlan (2021-2022)

Sport	Level	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Fishing (coed) - Girls	varsity						
	jv						
	freshman						
Fast Pitch Softball	varsity	X	X	X	X	X	X
	jv	X	X				X
	freshman						
Golf - Boys	varsity	X			X	X	X
	jv						
	freshman						
Golf - Girls	varsity	X					
	jv						
	freshman						
Lacrosse - Boys	varsity						
	jv						
	freshman						
Lacrosse - Girls	varsity						
	jv						
	freshman						
Marksmanship (coed) - Boys	varsity						
	jv						
	freshman						
Marksmanship (coed) - Girls	varsity						
	jv						
	freshman						
Slow Pitch Softball	varsity						
	jv						
	freshman						
Soccer - Boys	varsity						
	jv						
	freshman						
Soccer - Girls	varsity						
	jv						
	freshman						
Swimming - Boys	varsity						
	jv						
	freshman						
Swimming - Girls	varsity						
	jv						
	freshman						
Tennis - Boys	varsity	X					
	jv						
	freshman						
Tennis - Girls	varsity	X			X	X	
	jv						
	freshman						
Track - Boys	varsity	X	X	X	X	X	X
	jv						
	freshman						
Track - Girls	varsity	X	X	X	X	X	X
	jv						
	freshman						

Digitally signed by Jaimie McNeil (jaimie.mcniel@harlanind.kyschools.us)

April 29, 2022 10:40:33 AM

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## HISTORICAL TEAM MATRIX TEAM LIST USED FOR CALCULATIONS

### Harlan (2021-2022)

Sport	Level	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Bowling - Unified	varsity						
	jv						
	freshman						
Track - Unified	varsity						
	jv						
	freshman						
Volleyball	varsity	X	X	X	X	X	X
	jv	X	X	X	X	X	X
	freshman	X	X	X	X		
Wrestling	varsity						
	jv						
	freshman						
Cross Country - Boys	varsity	X	X	X	X	X	X
	jv						
	freshman						
Cross Country - Girls	varsity	X	X	X	X	X	X
	jv						
	freshman						



# ROSTER REVIEW

## PLAYER LIST USED FOR CALCULATIONS

### Harlan (2021-2022)

#### Varsity Baseball

Austin, Will  
Brewer, Jake  
Brown, Kirk  
Browning, Evan  
Bryson, John Mark  
Gist, Jae dyn  
Irvin, Dawson  
Johnson, Aiden  
Lee, Kevin  
Lewis, Noah  
Maples, Cameren  
Montanaro, Donovan  
Moore, Jared  
Nunez, Matthew  
Owens, Brody  
X Perkins, Landon  
Roark, Andrew  
Rouse, Chris  
X Rouse, Timothy  
Snelling, Gunnar  
Varner, Baylor  
Ward, Jayden

#### Varsity Basketball - Boys

Akal, Darius  
Akal, Jordan  
Austin, Will  
Bryson, John Mark  
Burgan, Tristan  
Gist, Jae dyn  
Gist, Johann  
Maples, Cameren  
McLendon, Kaleb  
McLendon, Kyler  
Montanaro, Nate  
Moore, Jared  
Napier, Kelson  
Pennington, Matthew  
Pruitt, Derek

#### Varsity Football

Akal, Darius  
Austin, Will  
Baker, Jacob  
Brock, Matthew  
Browning, Evan  
Childers, Trenton  
Clem, Hunter  
Cochran, Triston  
Eldridge, Jared  
X Farley, Braydan  
Forrester, Andre  
Gray, Cameron  
Irvin, Dawson  
Kirby, Noah  
Lewis, Jonathan  
Madden, Jeremiah

Maples, Cameren  
Middleton, Cade  
Middleton, Dylan  
Montanaro, Donovan  
Montanaro, Nate  
Nunez, Matthew  
Pace, Hanna  
Perkins, Landon  
Pruitt, Derek  
Roark, Andrew  
Rodriguez, Malachi  
Sanford, Robert  
Sizemore, Eli  
Taylor, Chris  
Thompson, Peyton  
Vick, Tayquan  
Ward, Jayden  
Witt, Connor

#### Varsity Golf - Boys

Barger, Kenneth  
X Bryson, John Mark  
Johnson, Aiden  
Lee, Kevin

#### Varsity Track - Boys

Akal, Darius  
Akal, Jordan  
Austin, Will  
X Baker, Jacob  
Bargo, Evan  
Bracket, Brody  
Bryson, John Mark  
Burgan, Tristan  
Childers, Trenton  
Clem, Hunter  
Cox, Dylan  
X Daniels, Connor  
X Farley, Ethan  
Forrester, Dejuan  
Gist, Jae dyn  
Gist, Johann  
Howard, Brayden  
Maples, Cameren  
McLendon, Kaleb  
McLendon, Kyler  
Middleton, Cade  
Napier, Kelson  
Pruitt, Derek  
X Ward, Jayden

#### Varsity Cross Country - Boys

Cox, Dylan  
Farley, Ethan  
X McLendon, Kyler

#### Varsity Basketball - Girls

X Clark, Kaylee  
Davis, Leah  
Fields, Abbi  
Fisher, Sarakate  
Goodman, Raegan  
Hoskins, Annie  
Hoskins, Faith  
Jackson, Addison  
X Jones, Abbie  
Jones, Peighton  
X Madden, Carly  
McLain, Addison  
X Mulkey, Emma  
Noe, Kylie  
Owens, Emma  
X Pace, Hanna  
Rowe, Scarlett  
Williams, Destiny  
Wynn, Aymanni

#### Varsity Fast Pitch Softball

Blanton, Kendyll  
Brock, Kytalynn  
X Combs, Allyson Lynn  
Davis, Leah  
Estes, Rhileigh  
Eversole, Emma  
Farley, Ella  
X Fields, Abbi  
X Fuson, Hayley L  
X Garland, Lacie A  
X Harden, Kiera A  
Hoskins, Annie  
X Hoskins, Faith  
Jackson, Addison  
X Kennedy, Carlie Jo  
Kirby, Ally  
Lisenbee, Ella  
McNiel, Mallory  
Miniard, Keelee  
Myers, Holly  
Nantz, Lily  
Nunez, Ava  
Thomas, Carley

#### Varsity Track - Girls

Blanton, Kamryn  
X Bolton, Chloe  
Bryson, Tess  
Forrester, Madison  
Goodman, Raegan  
Harriston, Doneisha  
Jones, Abbie  
Jones, Peighton  
Lawson, Anna  
Marlowe, Marissa  
X McLain, Addison  
Middleton, Claire  
Nguyen, Jenna  
Owens, Emma  
Pace, Mia  
Roark, Kaylee  
Schwenke, Chloe  
Schwenke, Sydney  
Schwenke, Willow  
Shelton, Maggie  
Turner, Dimond  
Wynn, Abigail  
Young, Asia

#### Varsity Volleyball

Blanton, Kamryn  
Blanton, Kendyll  
Bryson, Tess  
Farley, Ella  
Hall, Taylor  
Harriston, Doneisha  
Helton, Olivia  
Helton, Skylar  
Hoskins, Annie  
Jump, Carley  
Lawson, Anna  
Maples, Bailee  
Marlowe, Marissa  
McNiel, Mallory  
Middleton, Harley  
Nunez, Ava  
Nunez, Campbell  
Owens, Emma  
Roark, Kaylee  
Thomas, Carley

#### Varsity Cross Country - Girls

Couch, Haylee  
Dickenson, Lily  
Jones, Abbie  
Lisenbee, Ella  
Owens, Emma  
Pace, Mia  
Schwenke, Chloe  
Schwenke, Willow  
Wynn, Abigail



# ROSTER REVIEW

## PLAYER LIST USED FOR CALCULATIONS

### Harlan (2021-2022 continued)

#### Junior Varsity Baseball

Brewer, Jake  
Brown, Kirk  
Gist, Jae dyn  
Irvin, Dawson  
Johnson, Aiden  
Lee, Kevin  
Maples, Cameren  
Montanaro, Donovan  
Moore, Jared  
Nunez, Matthew  
Owens, Brody  
X Perkins, Landon  
Rouse, Chris  
Snelling, Gunnar  
Varner, Baylor  
Ward, Jayden

Lisenbee, Ella  
McNiel, Mallory  
Miniard, Keelee  
Myers, Holly  
Nantz, Lily  
Nunez, Ava  
Thomas, Carley

#### Junior Varsity Volleyball

Amro, Salena  
Blanton, Kamryn  
Bryson, Tess  
Ditty, Chloe  
Farley, Ella  
Harriston, Doneisha  
Helton, Olivia  
Helton, Skylar  
Jump, Carley  
Lawson, Anna  
Lisenbee, Ella  
McNiel, Mallory  
Middleton, Harley  
Nunez, Ava  
Roark, Kaylee  
Shaw, Emilee  
Shaw, Harlee  
Washington, Maliyah  
Young, Asia

#### Junior Varsity Basketball - Boys

Akal, Darius  
Burgan, Tristan  
Maples, Cameren  
Montanaro, Nate  
Moore, Jared  
Napier, Kelson  
Pennington, Matthew  
Pruitt, Derek

#### Junior Varsity Basketball - Girls

Clark, Kaylee  
X Doan, Shelby  
Fisher, Sarakate  
Goodman, Raegan  
Hensley, Gracie  
Hoskins, Annie  
Jackson, Addison  
X Jones, Abbie  
Jones, Trinity  
X Madden, Carly  
McLain, Addison  
X Nolan, Emma  
X Pace, Hanna  
X Perkins, Laynee  
Williams, Destiny

#### Junior Varsity Fast Pitch Softball

Blanton, Kendyll  
Brock, Kytalynn  
Davis, Leah  
Estes, Rhileigh  
Farley, Ella  
Fields, Abbi  
Hoskins, Annie  
Jackson, Addison  
Kirby, Ally

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April 29, 2022 10:40:33 AM





**SCHOOL YEAR 2021-2022**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART**

KHSAA Form T1  
Rev. 5/11

**Participation Opportunities: Test One - Proportionality**

		(Column 1)	(Column 2)	(Column 3)	(Column 4)
	Program	Enrollment	Percentage of Total Enrollment	Number of Interscholastic Participants (double and triple count)	Percentage of Total Participation
Row 1	GIRLS	88	50.6%	125	52.1%
Row 2	BOYS	86	49.4%	115	47.9%
Row 3	Totals	174	100%	240	100%

Instructions: \*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations: 28

- 1) Determine the total number of girls enrolled, (place in Row 1, Column 1). Determine the total number of boys enrolled, (place in Row 2, Column 1).
- 2) Add the total number of girls and boys enrolled to determine total enrollment, (place in Row 3, Column 1).
- 3) Calculate the percentage of total enrollment that is female. (Divide Row 1, Column 1 by Row 3, Column 1 and place in Row 1, Column 2.) Calculate the percentage of total enrollment that is male. (Divide Row 2, Column 1 by Row 3, Column 1 and place in Row 2, Column 2.) Note: Row 1, Column 2 plus Row 2, Column 2 should total 100%.
- 4) Ask coaches to confirm the names of those individuals who are on the team as of the first **date of regular season competition**, and cross out the names of those who were cut from the team or quit the team prior to the first regular season competitive event. Determine the total number of interscholastic athletics participants that are girls, (and place in Row 1, Column 3). In order to determine the total number of athletics participants, an individual should be counted each time he or she participates on a team. For example, if Jane Doe competes on the varsity volleyball team, the junior varsity volleyball team, the junior varsity basketball team, and the varsity softball team, she should be counted as four participants (**do not include club or intramural sports participants, cheerleaders, dance teams, or pom squads**). Calculate the same way for boys and girls. \* In addition, should 8<sup>th</sup> grade students and below play on a Freshman, Junior Varsity, or Varsity team, they should also be counted for each team and sport on which they participate. If applicable, please asterisk in the above notation as to how many 8<sup>th</sup> grade students & below are included in the totals.  
Using the same procedure, determine the total number of interscholastic athletic participants that are boys, (and place in Row 2, Column 3). Add Row 1, Column 3 plus Row 2, Column 3 to get total participants and place in Row 3, Column 3.
- 5) Calculate the percentage of female participation. (Row 1, Column 3 divided by Row 3, Column 3 and place in Row 1, Column 4.) Calculate the percentage of male participation. (Row 2, Column 3 divided by Row 3, Column 3 and place in Row 2, Column 4.) Note: Row 1, Column 4 plus Row 2, Column 4 should total 100%.

Note: While being within three percent is not a formal compliance standard, if the percent listed in Row 1, Column 4 is within 3% of Row 1, Column 2, then it provides a good target within which compliance is likely.

Principal's Signature: Digitally signed by Jaimie McNeil (jaimie.mcniel@harlanind.kyschools.us) Date: April 29, 2022 10:40:33 AM



# ACCOMODATION OF INTERESTS AND ABILITIES SUMMARY PROGRAM CHART PARTICIPATION OPPORTUNITIES: TEST TWO – PROGRAM EXPANSION

KHSAA Form T2  
Rev. 11/1/21

Harlan (2021-2022)

## TEAMS ADDED SINCE THE START OF 2016-2017 SCHOOL YEAR

	V	JV	F
Archery (coed) - Boys			
Baseball			
Basketball - Boys			
Bowling - Boys			
Cross Country - Boys			
Dance (coed) - Boys			
Esports - Spring (coed) - Boys			
Esports - Winter (coed) - Boys			
Fishing (coed) - Boys			
Football			
Golf - Boys	X		
Lacrosse - Boys			
Marksmanship (coed) - Boys			
Soccer - Boys			
Swimming - Boys			
Tennis - Boys			
Track - Boys			
Wrestling			

	V	JV	F
Archery (coed) - Girls			
Basketball - Girls			
Bowling - Girls			
Cross Country - Girls			
Dance (coed) - Girls			
Esports - Spring (coed) - Girls			
Esports - Winter (coed) - Girls			
Fast Pitch Softball		X	
Field Hockey - Girls			
Fishing (coed) - Girls			
Golf - Girls			
Lacrosse - Girls			
Marksmanship (coed) - Girls			
Slow Pitch Softball			
Soccer - Girls			
Swimming - Girls			
Tennis - Girls			
Track - Girls			
Volleyball			

Program		Number of Teams Currently Offered	Number of Participants	Number of Teams Added Since the Beginning of the 2016-2017 School Year	Current Number of Participants for the 2021-2022 School Year Who are Playing on Teams Added Since the 2016-2017 School Year	Percentage of Total Participation by Sex Added Since the Beginning of the 2016-2017 School Year
GIRLS	VARSDITY	5	81	0	0	
GIRLS	JV	3	44	1	16	
GIRLS	FROSH	0	0	0	0	
GIRLS	TOTAL	8	125	1	16	12.8%
BOYS	VARSDITY	6	92	1	3	
BOYS	JV	2	23	0	0	
BOYS	FROSH	0	0	0	0	
BOYS	TOTAL	8	115	1	3	2.6%

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**SCHOOL YEAR 2021-2022**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART**

KHSAA **Form T3**  
Rev 5 / 11

**Participation Opportunities Test Three Full Accommodation**

**FOR ANY QUESTION ANSWERED "YES" IDENTIFY THE RESPECTIVE SPORT(S) AND DESCRIBE YOUR IMPLEMENTATION PLAN IN LINE (5).**

	<b>GIRLS</b> <b>(Yes / No)</b>		<b>BOYS</b> <b>(Yes / No)</b>
1. Based on the responses from your most recent student survey, is there sufficient interest to form a viable varsity interscholastic team for a sport not currently offered? If yes, what sport?	Yes Soccer, Archery, Bass Fishing, ESports		Yes Soccer, Archery, Bass Fishing, ESports
2. Based on the responses from your most recent student survey, is there sufficient interest to form a viable junior varsity interscholastic team for a sport not currently offered and for which there is not sufficient interest to form a viable varsity interscholastic team? If yes, what sport?	No		No
3. Based on the responses from your most recent student survey, is there sufficient interest to form a viable freshman interscholastic team for a sport not currently offered and for which there is not sufficient interest to form either a viable varsity or junior varsity interscholastic team? If yes, what sport?	No		No
4. If you answered YES to question (1), (2), or (3), are there enough high schools in the geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?	No		No

Remember, test three – full accommodation means addressing the unmet interest of the underrepresented sex (most likely girls), not the overrepresented sex (most likely boys).

**5. Describe your plans to address interest below:**

A committee will be formed to assess the viability of forming a varsity team in the sports of soccer, archery, bass fishing, and E-sports as all of these had an interest of 50% or more. The committee will also assess the impact of forming a new varsity team, to determine if the impact would be detrimental to our existing sport offerings.

Principal Signature: Digitally signed by Jaimie McNiel (jaimie.mcniel@harlanind.kyschools.us) Date: April 29, 2022 10:40:33 AM



**2021-2022  
ACCOMMODATION OF INTERESTS AND ABILITIES  
SUMMARY PROGRAM CHART (FORM T-4)**

KHSAA :FormT4  
Rev.11/21

**Levels of Competition Test One**

		Column 1	Column 2	Column 3
Girls	Team Levels	Number of Teams Currently Offered	Number of Participants	Percentage of Participants at Each Level
Row 1	varsity:	5	81	64.8%
Row 2	j.v.:	3	44	35.2%
Row 3	frosh:	0	0	0.0%
Row 4	total:		125	<b>100%</b>
<b>Boys</b>				
Row 5	varsity:	6	92	80.0%
Row 6	j.v.:	2	23	20.0%
Row 7	frosh:	0	0	0.0%
Row 8	total:		115	<b>100%</b>

- Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level; varsity, junior varsity, and freshman. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 1.)
- For Column 2, list the number of participants at each level. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total the entries in Rows 5, 6, and 7 into Row 8. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 2.)
- For Column 3, calculate the percentage of female and male participants at each level.  
For girls' varsity, junior varsity, and frosh, respectively:
  - Divide Column 2, Row 1 by Column 2, Row 4, and place the percentage in Column 3, Row 1
  - Divide Column 2, Row 2 by Column 2, Row 4, and place the percentage in Column 3, Row 2.
  - Divide Column 2, Row 3 by Column 2, Row 4, and place the percentage in Column 3, Row 3.
 For boys' varsity, junior varsity, and frosh, respectively:
  - Divide Column 2, Row 5 by Column 2, Row 8, and place the percentage in Column 3, Row 5.
  - Divide Column 2, Row 6 by Column 2, Row 8, and place the percentage in Column 3, Row 6.
  - Divide Column 2, Row 7 by Column 2, Row 8, and place the percentage in Column 3, Row 7.

Principal's Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
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 (jaimie.mcniel@harlanind.kyschools.us)      April 29, 2022 10:40:33 AM



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION**  
**2021-2022**  
**T35 ACTUAL EXPENDITURES – PROGRAM COMPARISON CHART**  
**Harlan**

KHSAA Form T35  
 Rev. 11/1/21

Sport	Equipment		Travel & Per Diem		Awards		Salaries		Facilities	
	School	Booster	School	Booster	School	Booster	Salaries	Teams	School	Booster
Archery	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Baseball	\$9,737	\$0	\$3,065	\$0	\$510	\$0	\$4,690	2	\$0	\$0
Basketball - Boys	\$5,774	\$0	\$4,296	\$0	\$286	\$0	\$11,250	2	\$1,300	\$0
Basketball - Girls	\$13,704	\$0	\$5,729	\$0	\$268	\$0	\$11,250	2	\$1,300	\$0
Bowling - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Bowling - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Cross Country - Boys	\$100	\$0	\$0	\$0	\$46	\$0	\$940	1	\$0	\$0
Cross Country - Girls	\$100	\$0	\$453	\$0	\$46	\$0	\$940	1	\$0	\$0
Dance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Esports	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Fast Pitch Softball	\$1,799	\$0	\$0	\$0	\$67	\$0	\$4,690	1	\$0	\$0
Field Hockey - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Fishing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Football	\$14,473	\$0	\$1,797	\$0	\$156	\$0	\$14,125	1	\$0	\$0
Golf - Boys	\$559	\$0	\$0	\$0	\$102	\$0	\$470	1	\$0	\$0
Golf - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Lacrosse - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Lacrosse - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Marksmanship	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Slow Pitch Softball	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION  
2021-2022  
T35 ACTUAL EXPENDITURES – PROGRAM COMPARISON CHART  
Harlan**

Sport	Equipment		Travel & Per Diem		Awards		Salaries		Facilities	
	School	Booster	School	Booster	School	Booster	Salaries	Teams	School	Booster
Soccer - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Soccer - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Swimming - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Swimming - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Tennis - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Tennis - Girls	\$527	\$0	\$0	\$0	\$0	\$0	\$1,250	1	\$0	\$0
Track - Boys	\$689	\$0	\$1,069	\$0	\$87	\$0	\$1,595	1	\$0	\$0
Track - Girls	\$689	\$0	\$1,069	\$0	\$87	\$0	\$1,595	1	\$0	\$0
Volleyball	\$3,921	\$0	\$218	\$0	\$86	\$0	\$1,850	2	\$1,300	\$0
Wrestling	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0

Note: The Coed sports (Archery, Esports, Fishing and Marksmanship) are not included in Expenditure Totals for Boys and Girls.

Expenditures for Boys	\$77,116	59.3%
Expenditures for Girls	\$52,938	40.7%
<b>Total Expenditures</b>	<b>\$130,054</b>	



SCHOOL YEAR 2021-2022  
**KHSAA TITLE IX ATHLETICS AUDIT**  
**Checklist - Overall Interscholastic Athletics Program**

**DIRECTIONS:**

For the Areas of Compliance (Opportunities and Benefits) listed on the left hand side of the page, place a checkmark under the appropriate column identifying whether your school provided an advantage to the Girls' Program, or to the Boys' Program or to neither Program. A review of T-35 and T-36 spending patterns might be helpful in completing this form.

Areas of Compliance:	ADVANTAGE TO:		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
<b>OPPORTUNITIES</b>			
Accommodation of Interest and Abilities			X
<b>BENEFITS</b>			
Equipment and Supplies			X
Scheduling of Games and Practice Time			X
Travel and Per Diem Allowances			X
Coaching			X
Locker Rooms, Practice and Competitive Facilities			X
Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Housing and Dining			X
Tutoring			X
Athletic Scholarships			X

If an advantage/inequity is indicated, corrective action should be shown on the Corrective Action Plan, Form T-60.

Principal's Signature: Digitally signed by Jaimie McNiel  
(jaimie.mcniel@harlanind.kyschools.us) Date: April 29, 2022 10:40:33 AM



**SCHOOL YEAR 2021-2022  
TITLE IX IMPROVEMENT PLAN  
Harlan**

**DIRECTIONS:**

1. For Column 1, indicate the intended area (Opportunities or Benefits) which needs improvement in order to achieve gender equity. For Column 2, write the suggested change or activities that will improve the area in need of alteration. For Column 3, include the estimated completion date for the changes or activities.
2. It is possible to attain compliance with Title IX and no longer need improvement. However, the KHSAA strongly encourages schools to identify items for improvement (Column 1), activities to accomplish the improvement (Column 2) and a timetable for completion (Column 3) that will strengthen the athletic program

COLUMN 1	COLUMN 2	COLUMN 3
SPECIFIC ITEM FOR IMPROVEMENT	PLAN FOR SUGGESTED CHANGE	START DATE AND COMPLETION DATE OF IMPROVEMENT
Spending per boy/girl	To level out spending between our boys and girls programs. COVID had a direct impact on this due to boys teams choosing to take buses and girls choosing to travel with parents to away games.	Start: Jun 1, 2022 Complete: May 31, 2023

Principal's Signature: Digitally signed by Jaimie McNeil (jaimie.mcniel@harlanind.kyschools.us) Date: April 29, 2022 10:40:33 AM





**INTERSCHOLASTIC ATHLETICS SURVEY**  
**Summary of Student Responses**  
**60% Response Rate Required**

KHSAA Form T63  
Rev. 11/21

Date	Apr 29, 2022
School Year:	2021-2022
School Name:	Harlan
Who Administered The Survey?	Bolton, Freyer, Howard
How Was The Survey Administered (paper/electronic)?	Electronic
Give details on how it was administered and to which school group, Example: English classes, or all home rooms, etc. or advisee/advisor?)	All surveys were administered in the students history class.
Enrollment in Grades 9-11 (from KDE):	129
Number of 8 <sup>th</sup> Grade Students Surveyed:	39
Number of Male Students Completing Survey:	66
Number of Female Students Completing Survey:	71
Completed By:	Jaimie McNiel
Return Percentage (Completions divided by 9-11 enrollment plus 8 <sup>th</sup> graders surveyed)	81.5%

**Instructions:**

1. Summarize the Student Athletics Interest Surveys administered via Form T-61 by entering the total number of responses on the line next to each sport or sport activity. These totals must be derived from the questions in which the students expressed *interest in sport/sport activities that you do not currently offer*. Do not enter participation numbers.
2. Under the "Other" Category please provide a listing of the sports as well as the number of students who are interested in participating.
3. Whether the T61 Interest Surveys are administered via paper or electronically, these Forms or data files should be maintained by the school in the event they are subsequently requested.

**Enter Totals from T-61 Compilation for each Sport/Sport Activity**

**KHSAA Sponsored Fall Sports/Sport Activities**

Cross Country	12
Dance	3
Field Hockey (Girls)	1
Football	33
Golf	3
Soccer	1
Volleyball (Girls)	20

**KHSAA Sponsored Winter Sports/Sport Activities**

Archery	4
Basketball	28
Bowling	2
Esports	3
Swimming	2
Wrestling	1



**INTERSCHOLASTIC ATHLETICS SURVEY  
Summary of Student Responses  
60% Response Rate Required**

KHSAA Form T63  
Rev.11/21

**KHSAA Sponsored Spring Sports/Sport Activities**

Baseball	14
Bass Fishing	1
Esports	3
Softball	20
Tennis	4
Track and Field	23

**Reasons for not participating in interscholastic sports or sport-activities**

*From Compiled T-61 Forms*

20	I prefer other activities such as band, chorus, etc.
25	I don't have time
13	The practice schedules and game times are inconvenient
16	The sport I like isn't offered
6	It's too expensive
9	Working
14	I don't feel I have the ability
0	Other: _____

**Which Non-KHSAA championship sport or sport-activity would you like to play if a team was offered?**

Sport	Number
Badminton	10
Equestrian	5
Fencing	14
Gymnastics	21
Ice Hockey	17
Lacrosse	16
Rifle-Marksmanship	30
Rodeo	14
Trapshooting	8
Ultimate Frisbee	15
Volleyball (Boys)	9
Wrestling (Girls)	13
Other	0

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**Principal's Signature**

**Date**



# KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION ANNUAL INTERSCHOLASTIC ATHLETICS PARTICIPATION LIST

KHSAA Form GE03  
Rev. 04/12

A. School	<u>Harlan</u>	
B. School Year	<u>2021-2022</u>	
C. Total Varsity Athletes		<u>101</u>
D. Total Non-Varsity Athletes		<u>2</u>
E. Total below Grade 9 who played varsity		<u>12</u>
F. Total below Grade 9 who played non-varsity		<u>6</u>

KHSAA Player ID	Name of Student	Sex	Current Class	School Year of 1st Promotion from 8th Grade	Grade 9-12 Student Highest Participation Varsity	Grade 9-12 Student Highest Participation non-Varsity	Below Grade 9 Student Highest Participation Varsity	Below Grade 9 Student Highest Participation non-Varsity
395891	Akal , Darius	M	9	2020	X			
287389	Akal , Jordan	M	12	2018	X			
402664	Amro , Salena	F	8	-				X
413833	Austin , Will	M	11	2017	X			
425638	Baker , Jacob	M	9	2021	X			
373596	Barger , Kenneth	M	9	2021	X			
440664	Bargo , Evan	M	10	2020	X			
398871	Blanton , Kamryn	F	9	2021	X			
333321	Blanton , Kendyll	F	10	2020	X			
440665	Bracket , Brody	M	9	2021	X			
444982	Brewer , Jake	M	8	-			X	
440656	Brock , Kytalynn	F	9	2021	X			
425639	Brock , Matthew	M	9	2021	X			
442495	Brown , Kirk	M	9	2021	X			
351454	Browning , Evan	M	12	2018	X			
294319	Bryson , John Mark	M	12	2018	X			
333323	Bryson , Tess	F	10	2020	X			
403373	Burgan , Tristan	M	11	2019	X			
395892	Childers , Trenton	M	10	2020	X			
402658	Clark , Kaylee	F	10	2020		X		
403370	Clem , Hunter	M	9	2020	X			
370330	Cochran , Triston	M	12	2018	X			
366053	Couch , Haylee	F	11	2019	X			
405556	Cox , Dylan	M	8	-			X	
430482	Davis , Leah	F	9	2021	X			
338864	Dickenson , Lily	F	12	2018	X			
361021	Ditty , Chloe	F	10	2020		X		
335766	Eldridge , Jared	M	12	2018	X			
428813	Estes , Rhileigh	F	9	2021	X			
338863	Eversole , Emma	F	12	2018	X			
398875	Farley , Ella	F	9	2021	X			
413835	Farley , Ethan	M	10	2020	X			
378958	Fields , Abbi	F	9	2021	X			
430484	Fisher , Sarakate	F	7	-			X	
425641	Forrester , Andre	M	9	2021	X			
444935	Forrester , Dejuan	M	8	-			X	
440681	Forrester , Madison	F	11	2019	X			
338886	Gist , Jae dyn	M	11	2018	X			
346316	Gist , Johann	M	12	2018	X			
402661	Goodman , Raegan	F	8	-			X	
425648	Gray , Cameron	M	9	2021	X			
333320	Hall , Taylor	F	10	2020	X			



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION  
ANNUAL INTERSCHOLASTIC ATHLETICS  
PARTICIPATION LIST (continued)**

KHSAA Form GE03  
Rev. 04/12

KHSAA Player ID	Name of Student	Sex	Current Class	School Year of 1st Promotion from 8th Grade	Grade 9-12 Student Highest Participation Varsity	Grade 9-12 Student Highest Participation non-Varsity	Below Grade 9 Student Highest Participation Varsity	Below Grade 9 Student Highest Participation non-Varsity
309723	Harriston , Doneisha	F	12	2018	X			
398872	Helton , Olivia	F	9	2021	X			
422531	Helton , Skylar	F	12	2018	X			
430487	Hensley , Gracie	F	7	-				X
398877	Hoskins , Annie	F	9	2020	X			
343119	Hoskins , Faith	F	10	2020	X			
440668	Howard , Brayden	M	8	-			X	
425643	Irvin , Dawson	M	11	2019	X			
378956	Jackson , Addison	F	9	2021	X			
373341	Johnson , Aiden	M	10	2020	X			
378957	Jones , Abbie	F	9	2021	X			
307850	Jones , Peighton	F	11	2019	X			
436264	Jones , Trinity	F	8	-				X
398879	Jump , Carley	F	8	-			X	
414137	Kirby , Ally	F	9	2021	X			
395896	Kirby , Noah	M	10	2020	X			
361032	Lawson , Anna	F	9	2021	X			
373340	Lee , Kevin	M	10	2020	X			
335767	Lewis , Jonathan	M	12	2018	X			
348685	Lewis , Noah	M	12	2018	X			
378955	Lisenbee , Ella	F	9	2021	X			
428162	Madden , Jeremiah	M	9	2021	X			
333318	Maples , Bailee	F	11	2019	X			
354206	Maples , Cameren	M	11	2019	X			
333319	Marlowe , Marissa	F	11	2019	X			
402660	McLain , Addison	F	9	2021	X			
294318	McLendon , Kaleb	M	11	2018	X			
377927	McLendon , Kyler	M	10	2019	X			
361024	McNiel , Mallory	F	10	2020	X			
395900	Middleton , Cade	M	12	2018	X			
428811	Middleton , Claire	F	9	2021	X			
370342	Middleton , Dylan	M	11	2018	X			
422530	Middleton , Harley	F	11	2019	X			
443860	Miniard , Keelee	F	8	-			X	
354207	Montanaro , Donovan	M	10	2019	X			
405557	Montanaro , Nate	M	9	2021	X			
384960	Moore , Jared	M	9	2020	X			
440654	Myers , Holly	F	9	2021	X			
440655	Nantz , Lily	F	9	2021	X			
403372	Napier , Kelson	M	11	2019	X			
442493	Nguyen , Jenna	F	7	-			X	
406462	Noe , Kylie	F	9	2021	X			
361030	Nunez , Ava	F	9	2021	X			
314321	Nunez , Campbell	F	11	2019	X			
425644	Nunez , Matthew	M	9	2021	X			
444985	Owens , Brody	M	8	-			X	
307851	Owens , Emma	F	10	2019	X			
407252	Pace , Hanna	F	11	2019	X			
356530	Pace , Mia	F	11	2019	X			
377924	Pennington , Matthew	M	10	2019	X			
395901	Perkins , Landon	M	12	2018	X			

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**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION**  
**ANNUAL INTERSCHOLASTIC ATHLETICS**  
**PARTICIPATION LIST (continued)**

KHSAA Form GE03  
Rev. 04/12

KHSAA Player ID	Name of Student	Sex	Current Class	School Year of 1st Promotion from 8th Grade	Grade 9-12 Student Highest Participation Varsity	Grade 9-12 Student Highest Participation non-Varsity	Below Grade 9 Student Highest Participation Varsity	Below Grade 9 Student Highest Participation non-Varsity
403371	Pruitt , Derek	M	11	2019	X			
353439	Roark , Andrew	M	12	2018	X			
401647	Roark , Kaylee	F	9	2021	X			
395903	Rodriguez , Malachi	M	10	2020	X			
444984	Rouse , Chris	M	8	-			X	
405318	Rowe , Scarlett	F	11	2019	X			
425645	Sanford , Robert	M	11	2019	X			
430704	Schwenke , Chloe	F	10	2020	X			
440682	Schwenke , Sydney	F	12	2018	X			
429584	Schwenke , Willow	F	12	2018	X			
422529	Shaw , Emilee	F	7	-				X
422528	Shaw , Harlee	F	7	-				X
413903	Shelton , Maggie	F	9	2021	X			
395904	Sizemore , Eli	M	11	2019	X			
407622	Snelling , Gunnar	M	10	2020	X			
395905	Taylor , Chris	M	10	2020	X			
398873	Thomas , Carley	F	9	2021	X			
425646	Thompson , Peyton	M	9	2021	X			
428810	Turner , Dimond	F	11	2019	X			
444983	Varner , Baylor	M	8	-			X	
370345	Vick , Tayquan	M	10	2019	X			
370346	Ward , Jayden	M	11	2018	X			
398870	Washington , Maliyah	F	8	-				X
430483	Williams , Destiny	F	9	2021	X			
425647	Witt , Connor	M	9	2021	X			
366046	Wynn , Abigail	F	11	2019	X			
343118	Wynn , Aymanni	F	9	2020	X			
422533	Young , Asia	F	9	2021	X			