



**KHSAA TITLE IX ANNUAL REPORT SUBMISSION
STATUS REPORT
2014-2015**

*KHSAA Form T65
Revised 5/2015*

School:	Harlan
KHSAA Audit Team Member:	Barbara Kok
Date:	June 11, 2015

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 all parts of the three-part test for Title IX compliance, based on a snapshot of the data on the date submitted. Those conclusions are listed. For 2014-15, significant revisions have been made in this form, including many notes made to help you determine how calculations were derived and the exclusion of certain elements related to Archery and Bass Fishing 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 12, 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 is revised completely for 2014-15 as outside consultants have advised of multiple manners in which this test can be administered. In addition, there is 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.

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, or the audit team staff member listed at the top of the Title IX Internal Audit Summary and at the top of this form.

Special Note from Audit Staff (ignore if blank):



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2014-2015**

KHSAA Audit Form
Rev. 05/15

TITLE IX INTERNAL AUDIT SUMMARY

HARLAN

Assigned Auditor: Barbara Kok (bkok@khsaa.org)

		Column 1	Column 2	Column 3
		Girls	Boys	Total
Row 1	Total Participants (from T-1)	95	96	191
Row 2	Percentage of Participation	49.74%	50.26%	100%
Row 3	Total Expenditures (from T-3) for Non-Coed Teams (excluding Archery and Bass Fishing)	\$33,036	\$29,451	\$62,487
Row 4	Percentage of Expenditures for Non-Coed Teams (excluding Archery and Bass Fishing)	52.87%	47.13%	100%
Row 5	Percentage Difference between Percentage of Expenditures (Row 4) and Percentage of Participation (Row 2)	3.13%	-3.13%	
Row 6	Per Participant Expenditure	\$347.75	\$306.78	
Row 7	Per Participants Difference in Expenditures	\$40.97		
Row 8	Total Enrollment (from KHSAA enrollment figures)	111	103	214
Row 9	Percentage of Enrollment	51.87%	48.13%	100%
Row 10	Percentage Difference between Percentage of Enrollment (Row 9) and Percentage of Participation (Row 2)	-2.13%	2.13%	
Row 11	Number of Non-Coed Teams (excluding Archery and Bass Fishing)	9	8	17
Row 12	Underrepresented Gender	GIRLS	Underrepresented Gender is the one having the lowest value in Row 10	

TEST 1

Row 13	Test 1, Subpart 1, Is Row 10 plus/minus 5% for underrepresented gender?	yes	Does this school appear likely to meet Test 1, Subpart 1 for Compliance?	
Row 14	Test 1, Subpart 2, Based on participation ratio to enrollment, Is Row 10 plus/minus the percentage in Row 14 for underrepresented gender?	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 15	Test 1, Subpart 2	yes	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 and Bass Fishing)	10.6	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	52.4%		
Row 18	Test 1, Subpart 3 Additional Participants Needed to Pass Test 1, Part 3	-9		
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?	yes	Does this school appear likely to meet, Subpart 3 for Compliance?	
Row 20	TEST 1 RESULTS (OVERALL)	-YES-	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)	1.1%		
Row 22	TEST 2 RESULTS	-NO-	Appears likely to meet Test 2 for Title IX Compliance?	

TEST 3

Row 23	TEST 3 RESULTS	-YES-	Appears likely to meet Test 3 for Title IX Compliance?	
Row 24	Test 3 Notes from Audit Team member listed above	The school currently appears o be accommodating athletic interest.		

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 2014-2015**

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.)
James B. Donahue	Harlan, KY.	(606) 573-8750	Athletic Director/Male Coach/Male Sport
Charles D. Morton	Harlan, KY	(606) 573-8750	Superintendent
Joe Meadors	Harlan, KY	(606) 573-8750	Board Member
Tara Posey	Harlan, KY	(606) 573-8750	Female Coach/Female Sport
Drew Parks	Harlan, KY	(606) 573-8750	Male Athlete
Madison Brewer	Harlan, KY	(606) 573-8750	Female Athlete

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

May 4, 2015
May 15, 2015
May 27, 2015

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

Name	Title	Address	Phone
James B. Donahue	Athletic Director	Harlan, KY.	(606) 573-8750

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

Name	Title	Address	Phone
Charles D. Morton	Superintendent	Harlan, KY	(606) 573-8750

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 James B Donahue (j.b.donahue@harlanind.kyschools.us)

June 8, 2015 14:22:42 PM

Principal Signature

Date



HISTORICAL TEAM MATRIX TEAM LIST USED FOR CALCULATIONS

Harlan (2014-2015)

Sport	Level	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
Archery (coed) - Boys	varsity	X					
	jv						
	freshman						
Archery (coed) - Girls	varsity	X					
	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	X	X
Basketball - Girls	varsity	X	X	X	X	X	X
	jv	X	X	X	X	X	X
	freshman				X	X	X
Bowling - Boys	varsity						
	jv						
	freshman						
Bowling - Girls	varsity						
	jv						
	freshman						
Cheerleading	varsity	X	X	X	X	X	X
	jv						
	freshman						
Football	varsity	X	X	X	X	X	X
	jv	X			X	X	
	freshman						
Field Hockey - Girls	varsity						
	jv						
	freshman						
Fishing (coed) - Boys	varsity						
	jv						
	freshman						
Fishing (coed) - Girls	varsity						
	jv						
	freshman						
Fast Pitch Softball	varsity	X	X	X	X	X	X
	jv	X	X	X	X	X	X
	freshman						
Golf - Boys	varsity	X	X	X	X	X	X
	jv						
	freshman						
Golf - Girls	varsity				X	X	X
	jv						
	freshman						
Lacrosse - Boys	varsity						
	jv						
	freshman						
Lacrosse - Girls	varsity						
	jv						
	freshman						



HISTORICAL TEAM MATRIX TEAM LIST USED FOR CALCULATIONS

Harlan (2014-2015)

Sport	Level	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
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	X	X	X	X	X
	jv						
	freshman						
Tennis - Girls	varsity	X	X	X	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						
Volleyball	varsity	X	X	X	X	X	X
	jv	X	X	X	X	X	X
	freshman	X	X	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	
	jv						
	freshman						



ROSTER REVIEW

PLAYER LIST USED FOR CALCULATIONS

Harlan (2014-2015)

Varsity Baseball

Abraham, Ben
Burnette, Drew
Busroe, Noah
X Coffman, Zack
Dillman, Peyton
Hogue, Caleb
Jarvis, Nick
McCurry, Jacob
Miller, Brendan
Moore, Sam
Patrick, Tye
Pugh, Britt
Roman, Pedro
Saylor, Andrew
X Smallwood, Patrick
Turbyfill, Jordan
X Whitman, Jacob
X Williams, Holden
Wilson, Austin

Varsity Basketball - Boys

Busroe, Noah
Carmical, Tyler
Couch, Trenton
Curry, Robbie
Dupar, Jordan
Hogue, Caleb
Irvin, Kevin
Ledford, Killian
McKenzie, Trent
Morgan, Thomas
Morton, Ethan
Osborne, Brandon
Parks, Drew
Parks, Tanner
Patrick, Tye
Pugh, Britt
X Saylor, Prescott
X Wilson, Austin

Varsity Basketball - Girls

Bianchi, Emma
Brock, Jordan
Burkhart, Katlyn
Charles, Masie
X Day, Bethany
Haywood, Brandi
X Jenkins, Kaitlyn
King, Amber
King, Katie
King, Mckenzie
Massingill, Brooklyn
Simpson, Taylor
Smith, Brianna
Thomas, Shanae
X Wilson, Callie

Varsity Cheerleading

Bargo, Morgan
Blackburn, Emily
Browning, Lanie
Clem, Tricia
Helton, Megan
Karst, Anna
Lankford, Mackenzie
Mccurry, Lauren
Neace, Morgan
Saragas, Andi
Slusher, Elyssa

Varsity Football

Allison, Boone
Bailey, Matthew
Barger, Tyler
Billings, Michael
Brock, Kendal
Browning, Bryce
Burnette, Drew
Creech, Brandon
Day, Brandon
Day, Steven
Dillman, Peyton
Farley, Wesley
Fee, Austin
X Gambrel, Colton
Jarvis, Nick
McLendon, Elijah
Morgan, Anthony
Morgan, Thomas
Morris, Tanner
Parks, Tanner
Patrick, Tye
Powers, Nick
Pugh, Britt
Robinette, Grant
Roman, Pedro
Short, Matthew
Smith, Derick
Torstrick, Dakota
X Whitman, Jacob
X Williams, Holden
Wynn, Tristen

Varsity Fast Pitch Softball

Bianchi, AnnMarie
Bianchi, Emma
Brewer, Madison
Burkhart, Katlyn
Cassim, Lydia
Cochran, Jesse
Collins, Brooklyn
X Fee, Amber
Hampton, Tiffany
Horton, Sidney
Jenkins, Kaitlyn

Karst, Anna
King, Katie
Minyard, Madison
Moses, Alyssa
Noah, Kylie
Noe, Madison
Overbay, Ashley
X Owens, Madison
Saragas, Andi
Shoemaker, Lauren
X Thomas, Shanae
Young, Jayda

Varsity Golf - Boys

Cornett, Zach
Hogue, Caleb
Moore, Sam
Murray, Logan
Pryor, Trevor
Roddy, Matthew
Wilson, Shawn Michael

Varsity Golf - Girls

Browning, Lanie

Varsity Tennis - Boys

Allison, Boone
Bitty, Foster
Clark, Logan
Farley, Wesley
X Foster, Bitty
Foster, Bitty
Morgan, Hunter
Morton, Ethan
Murray, Logan
Pryor, Trevor

Varsity Tennis - Girls

Ahmad, Maureesa
Allison, Adeline
Burgan, Shianne
Pryor, Tracy
Sloan, Madison
Thompson, Allie
Zheng, LaLa

Varsity Track - Boys

Brock, John Brady
Busroe, Noah
Cantini, Ethan
Chen, Jacob
Day, Steven
Dillman, Peyton
Hensley, Zach
Jones, Ben
McKenzie, Jarrett
McKenzie, Trent
Miller, Mason
Morgan, Anthony
Morgan, Hunter
Morgan, Thomas
Morris, Tanner
Zheng, Jimmy

Varsity Track - Girls

Bianchi, Emma
Cotton, Makayla
Day, Bethany
Gross, Ashton
King, Mckenzie
Middleton, Madison
Pace, Laura
Posey, Rebecca
Slusher, Elyssa
Smith, Taylor

Varsity Volleyball

Browning, Lanie
X Burkhart, Tarolynn
X Chasteen, Jaid
Clem, Tricia
Cochran, Jesse
Day, Bethany
Fox, Katelyn
Gibbons, Haley
Hatfield, Holly
Honeycutt, Jasmine
X Horton, Sidney
X Horton, Taylor
X Kidnocker, Sarah
Lawson, Madison
X Lefevers, Kyla
Meachum, Rylee
Middleton, Madison
Miller, Danielle
Minyard, Ashley
X Morgan, Emily
X Moses, Alyssa
Posey, Rebecca
Smith, Taylor
Sturgill, Kaylee
Thomas, Shanae
Vaughn, Hannah
Wilson, Callie



ROSTER REVIEW PLAYER LIST USED FOR CALCULATIONS Harlan (2014-2015 continued)

X Woodsby, Paige

Varsity Cross Country - Boys

Jones, Ben
Miller, Mason

Varsity Cross Country - Girls

Pace, Laura

Junior Varsity Football

Brock, Kendal
Day, Steven
Williams, Holden

Junior Varsity Volleyball

Browning, Lanie
Cochran, Jesse
Day, Bethany
Fox, Katelyn
Honeycutt, Jasmine
Horton, Sidney
Lawson, Madison
Lefevers, Kyla
Meachum, Rylee
Middleton, Madison
Morgan, Emily
Moses, Alyssa
Smith, Taylor
Wilson, Callie

Freshman Volleyball

Browning, Lanie
Fox, Katelyn
Horton, Sidney
Lawson, Madison
Lefevers, Kyla
Meachum, Rylee
Middleton, Madison
Morgan, Emily
Moses, Alyssa
Smith, Taylor
Wilson, Callie



SCHOOL YEAR 2014-2015
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	111	51.9%	95	49.7%
Row 2	BOYS	103	48.1%	96	50.3%
Row 3	Totals	214	100%	191	100%

Instructions: *Number of 8th grade students & below used in Column 3 and Column 4 calculations: 23

- 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 8th 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 8th 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 James B Donahue (j.b.donahue@hardanind.kyschools.us) Date: June 8, 2015 14:22:42 PM



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

KHSAA Form T2
Rev. 04/15

Harlan (2014-2015)

TEAMS ADDED SINCE THE START OF 2009-2010 SCHOOL YEAR

	V	JV	F
Archery (coed) - Boys			
Baseball			
Basketball - Boys			
Bowling - Boys			
Cross Country - Boys			
Fishing (coed) - Boys			
Football			
Golf - Boys			
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			
Fast Pitch Softball			
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 2009-2010 School Year	Current Number of Participants for the 2014-2015 School Year Who are Playing on Teams Added Since the 2009-2010 School Year	Percentage of Total Participation by Sex Added Since the Beginning of the 2009-2010 School Year
GIRLS	VARSITY	7	70	1	1	
GIRLS	JV	1	14	0	0	
GIRLS	FROSH	1	11	1	0	
GIRLS	TOTAL	9	95	2	1	1.1%
BOYS	VARSITY	7	93	0	0	
BOYS	JV	1	3	0	0	
BOYS	FROSH	0	0	1	0	
BOYS	TOTAL	8	96	1	0	0.0%



SCHOOL YEAR 2014-2015
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).

	GIRLS (Yes / No)		BOYS (Yes / No)
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?	No		No
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:
<p>No action is required. There was not enough interest in a championship sport by our student body. There was interest in an Ultimate Frisbee team. We will explore other schools that have this activity and check further interest next fall after students return to school.</p>

Principal Signature: Digitally signed by James B Donahue (j.b.donahue@harlanind.kyschools.us) Date: June 8, 2015 14:22:42 PM



**2013-2014
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-4)**

KHSAA :FormT4
Rev.10/10

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:	7	70	73.7%
Row 2	j.v.:	1	14	14.7%
Row 3	frosh:	1	11	11.6%
Row 4	total:		95	100%
Boys				
Row 5	varsity:	7	93	96.9%
Row 6	j.v.:	1	3	3.1%
Row 7	frosh:	0	0	0.0%
Row 8	total:		96	100%

- 1) 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.)
- 2) 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.)
- 3) 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: _____ Digitally signed by James B Donahue (j.b.donahue@harlanind.kyschools.us) _____ Date: June 8, 2015 14:22:42 PM



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2014-2015
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
Archery	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0 / 0 / 0	\$0	\$0
Baseball	\$595	\$0	\$1,115	\$0	\$0	\$0	\$0	3 / 3 / 2	\$0	\$0
Basketball - Boys	\$5,306	\$0	\$2,595	\$0	\$905	\$0	\$0	3 / 3 / 3	\$0	\$0
Basketball - Girls	\$3,107	\$0	\$18,794	\$0	\$0	\$0	\$0	2 / 2 / 3	\$0	\$0
Bowling - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0 / 0 / 0	\$0	\$0
Bowling - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0 / 0 / 0	\$0	\$0
Cross Country - Boys	\$334	\$0	\$0	\$0	\$0	\$0	\$0	1 / 1 / 1	\$0	\$0
Cross Country - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0 / 0 / 0	\$0	\$0
Fast Pitch Softball	\$552	\$0	\$637	\$0	\$311	\$0	\$0	2 / 2 / 2	\$0	\$0
Field Hockey - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0 / 0 / 0	\$0	\$0
Fishing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0 / 0 / 0	\$0	\$0
Football	\$13,252	\$0	\$1,661	\$0	\$1,556	\$0	\$0	5 / 5 / 1	\$0	\$0
Golf - Boys	\$275	\$0	\$634	\$0	\$0	\$0	\$0	1 / 1 / 1	\$0	\$0
Golf - Girls	\$275	\$0	\$634	\$0	\$0	\$0	\$0	1 / 1 / 1	\$0	\$0
Lacrosse - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0 / 0 / 0	\$0	\$0
Lacrosse - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0 / 0 / 0	\$0	\$0
Marksmanship	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0 / 0 / 0	\$0	\$0
Slow Pitch Softball	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0 / 0 / 0	\$0	\$0
Soccer - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0 / 0 / 0	\$0	\$0
Soccer - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0 / 0 / 0	\$0	\$0



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2014-2015
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
Swimming - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0 / 0 / 0	\$0	\$0
Swimming - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0 / 0 / 0	\$0	\$0
Tennis - Boys	\$753	\$0	\$296	\$0	\$0	\$0	\$0	2 / 2 / 1	\$0	\$0
Tennis - Girls	\$753	\$0	\$296	\$0	\$0	\$0	\$0	2 / 2 / 1	\$0	\$0
Track - Boys	\$19	\$0	\$155	\$0	\$0	\$0	\$0	2 / 2 / 1	\$0	\$0
Track - Girls	\$19	\$0	\$155	\$0	\$0	\$0	\$0	2 / 2 / 1	\$0	\$0
Volleyball	\$3,277	\$0	\$4,226	\$0	\$0	\$0	\$0	1 / 1 / 3	\$0	\$0
Wrestling	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0 / 0 / 0	\$0	\$0

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

Expenditures for Boys	\$29,451	47.1%
Expenditures for Girls	\$33,036	52.9%
Total Expenditures	\$62,487	



SCHOOL YEAR 2014-2015
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
OPPORTUNITIES			
Accommodation of Interest and Abilities			X
BENEFITS			
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 James B Donahue (j.b.donahue@harlanind.kyschools.us) Date: June 8, 2015 14:22:42 PM



**SCHOOL YEAR 2014-2015
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
Formalize a uniform rotation plan as well as specific guidelines to get honored in athletics.	Form a committee to regulate the purchasing of uniforms and guidelines for getting a banner posted in athletics.	Start: Jun 17, 2015 Complete: Apr 15, 2016

Principal's Signature: Digitally signed by James B Donahue (j.b.donahue@harlanind.kyschools.us) Date: June 8, 2015 14:22:42 PM



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>2014-2015</u>	
C. Total Varsity Athletes		<u>115</u>
D. Total Non-Varsity Athletes		<u>1</u>
E. Total below Grade 9 who played varsity		<u>12</u>
F. Total below Grade 9 who played non-varsity		<u>2</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
99414	Abraham , Ben	M	12	2011	X			
235561	Ahmad , Maureesa	F	10	2013	X			
206852	Allison , Adeline	F	6	-			X	
129638	Allison , Boone	M	10	2013	X			
214469	Bailey , Matthew	M	11	2012	X			
214477	Barger , Tyler	M	10	2012	X			
189301	Bargo , Morgan	F	10	2013	C			
227937	Bianchi , AnnMarie	F	9	2014	X			
118602	Bianchi , Emma	F	10	2013	X			
176378	Billings , Michael	M	10	2013	X			
235557	Bitty , Foster	M	8	-			X	
162579	Blackburn , Emily	F	11	2012	C			
94698	Brewer , Madison	F	11	2012	X			
206826	Brock , John Brady	M	8	-			X	
117257	Brock , Jordan	F	10	2013	X			
214181	Brock , Kendal	M	9	2014	X			
182083	Browning , Bryce	M	10	2013	X			
189017	Browning , Lanie	F	10	2013	X/C			
206849	Burgan , Shianne	F	10	2013	X			
206843	Burkhart , Katlyn	F	9	2014	X			
214493	Burnette , Drew	M	9	2014	X			
200062	Busroe , Noah	M	10	2013	X			
206827	Cantini , Ethan	M	10	2013	X			
224515	Carmical , Tyler	M	9	2014	X			
227936	Cassim , Lydia	F	9	2014	X			
90789	Charles , Masie	F	12	2011	X			
108714	Chen , Jacob	M	12	2010	X			
206845	Clark , Logan	M	10	2013	X			
189302	Clem , Tricia	F	10	2013	X/C			
201682	Cochran , Jesse	F	10	2013	X			
230843	Collins , Brooklyn	F	9	2014	X			
128282	Cornett , Zach	M	9	2014	X			
206831	Cotton , Makayla	F	10	2013	X			
224514	Couch , Trenton	M	11	2012	X			
182078	Creech , Brandon	M	11	2012	X			
206918	Curry , Robbie	M	11	2012	X			
194114	Day , Bethany	F	10	2013	X			
214482	Day , Brandon	M	9	2014	X			
206828	Day , Steven	M	9	2014	X			
182085	Dillman , Peyton	M	10	2013	X			
206838	Dupar , Jordan	M	12	2011	X			
99400	Farley , Wesley	M	12	2011	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
150787	Fee , Austin	M	11	2012	X			
235556	Foster , Bitty	M	8	-			X	
214676	Fox , Katelyn	F	9	2014	X			
80250	Gibbons , Haley	F	12	2011	X			
206832	Gross , Ashton	F	9	2014	X			
201683	Hampton , Tiffany	F	10	2013	X			
157340	Hatfield , Holly	F	11	2012	X			
224657	Haywood , Brandi	F	9	2014	X			
142133	Helton , Megan	F	12	2011	C			
206829	Hensley , Zach	M	12	2011	X			
166138	Hogue , Caleb	M	11	2012	X			
206841	Honeycutt , Jasmine	F	10	2013	X			
100564	Horton , Sidney	F	10	2013	X			
224516	Irvin , Kevin	M	11	2012	X			
214182	Jarvis , Nick	M	11	2012	X			
117259	Jenkins , Kaitlyn	F	11	2012	X			
108713	Jones , Ben	M	12	2011	X			
129238	Karst , Anna	F	12	2011	X/C			
206844	King , Amber	F	9	2014	X			
128322	King , Katie	F	11	2012	X			
194115	King , Mckenzie	F	9	2014	X			
189304	Lankford , Mackenzie	F	10	2013	C			
214764	Lawson , Madison	F	7	-			X	
129646	Ledford , Killian	M	8	-			X	
214759	Lefevers , Kyla	F	7	-				X
224656	Massingill , Brooklyn	F	11	2012	X			
229331	McCurry , Jacob	M	9	2014	X			
231165	McKenzie , Jarrett	M	8	-			X	
206830	McKenzie , Trent	M	10	2013	X			
214183	McLendon , Elijah	M	11	2012	X			
162578	Mccurry , Lauren	F	11	2012	C			
214681	Meachum , Rylee	F	7	-			X	
214680	Middleton , Madison	F	7	-			X	
167582	Miller , Brendan	M	9	2014	X			
157338	Miller , Danielle	F	11	2012	X			
108717	Miller , Mason	M	10	2013	X			
206840	Minyard , Ashley	F	11	2012	X			
227935	Minyard , Madison	F	9	2014	X			
128281	Moore , Sam	M	11	2012	X			
214185	Morgan , Anthony	M	11	2012	X			
214754	Morgan , Emily	F	7	-				X
206846	Morgan , Hunter	M	11	2012	X			
182081	Morgan , Thomas	M	10	2013	X			
99405	Morris , Tanner	M	12	2011	X			
206834	Morton , Ethan	M	10	2013	X			
214678	Moses , Alyssa	F	9	2014	X			
128283	Murray , Logan	M	10	2013	X			
189305	Neace , Morgan	F	10	2013	C			
166894	Noah , Kylie	F	12	2011	X			
129235	Noe , Madison	F	12	2011	X			
206835	Osborne , Brandon	M	10	2013	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
138596	Overbay , Ashley	F	9	2014	X			
88359	Pace , Laura	F	12	2011	X			
166149	Parks , Drew	M	11	2012	X			
182082	Parks , Tanner	M	10	2013	X			
122039	Patrick , Tye	M	12	2011	X			
142131	Posey , Rebecca	F	12	2011	X			
214464	Powers , Nick	M	12	2011	X			
206850	Pryor , Tracy	F	7	-			X	
129650	Pryor , Trevor	M	9	2014	X			
214073	Pugh , Britt	M	10	2013	X			
214498	Robinette , Grant	M	10	2013	X			
214667	Roddy , Matthew	M	10	2013	X			
214475	Roman , Pedro	M	9	2014	X			
189306	Saragas , Andi	F	10	2013	X/C			
200066	Saylor , Andrew	M	10	2013	X			
201684	Shoemaker , Lauren	F	10	2013	X			
182084	Short , Matthew	M	10	2013	X			
224659	Simpson , Taylor	F	9	2014	X			
235559	Sloan , Madison	F	12	2011	X			
162577	Slusher , Elyssa	F	11	2012	X/C			
224658	Smith , Brianna	F	9	2014	X			
214484	Smith , Derick	M	9	2014	X			
206833	Smith , Taylor	F	10	2013	X			
157341	Sturgill , Kaylee	F	10	2013	X			
118601	Thomas , Shanae	F	11	2012	X			
206851	Thompson , Allie	F	6	-			X	
219336	Torstrick , Dakota	M	12	2011	X			
99402	Turbyfill , Jordan	M	12	2011	X			
100563	Vaughn , Hannah	F	11	2012	X			
214184	Williams , Holden	M	9	2014		X		
200064	Wilson , Austin	M	10	2013	X			
160721	Wilson , Callie	F	10	2013	X			
189016	Wilson , Shawn Michael	M	11	2012	X			
216254	Wynn , Tristen	M	11	2012	X			
227934	Young , Jayda	F	9	2014	X			
108722	Zheng , Jimmy	M	8	-			X	
108777	Zheng , LaLa	F	10	2013	X			