



**KHSAA TITLE IX ANNUAL REPORT SUBMISSION
STATUS REPORT
2015-2016**

KHSAA Form T65
Revised 4/2016

School:	Harlan
KHSAA Audit Team Member:	Barbara Kok
Date:	May 16, 2016

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 2015-16, 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 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 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.

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
2015-2016**

KHSAA Audit Form
Rev. 03/16

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)	84	112	196
Row 2	Percentage of Participation	42.86%	57.14%	100%
Row 3	Total Expenditures (from T-3) for Non-Coed Teams (excluding Archery and Bass Fishing)	\$64,937	\$68,941	\$133,878
Row 4	Percentage of Expenditures for Non-Coed Teams (excluding Archery and Bass Fishing)	48.50%	51.50%	100%
Row 5	Percentage Difference between Percentage of Expenditures (Row 4) and Percentage of Participation (Row 2)	5.65%	-5.65%	
Row 6	Per Participant Expenditure	\$773.06	\$615.55	
Row 7	Per Participants Difference in Expenditures	\$157.52		
Row 8	Total Enrollment (from KHSAA enrollment figures)	99	119	218
Row 9	Percentage of Enrollment	45.41%	54.59%	100%
Row 10	Percentage Difference between Percentage of Enrollment (Row 9) and Percentage of Participation (Row 2)	-2.56%	2.56%	
Row 11	Number of Non-Coed Teams (excluding Archery and Bass Fishing)	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	GIRLS	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?	yes	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?	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)	10.5	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	45.8%		
Row 18	Test 1, Subpart 3 Additional Participants Needed to Pass Test 1, Part 3	16		
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?	no	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)	0.0%		
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	According to the data submitted from the recent survey, it appears the school is meeting the standard for Test 3 for Title IX compliance.		

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 2015-2016

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.)
Charles D. Morton	420 E. Central St. Harlan, KY 40831	606-573-8700	Superintendent
Joe Meadors	420 E. Central St. Harlan, KY 40831	606-573-8700	School Board Chairman
James B. Donahue	420 E. Central St. Harlan, KY 40831	606-573-8700	Athletic Director/Coach (Male)
Britt Lawson	420 E. Central St. Harlan, KY 40831	606-573-8700	Principal
Tara Posey	420 E. Central St. Harlan, KY 40831	606-573-8700	Coach (Female)
Madison Brewer	420 E. Central St. Harlan, KY 40831	606-573-8700	Athlete (Female)
Drew Parks	420 E. Central St. Harlan, KY 40831	606-573-8700	Athlete (Male)

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

Feb 17, 2016
Apr 13, 2016
Apr 28, 2016

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

Name	Title	Address	Phone
James B. Donahue	Athletic Director	420 E. Central St. Harlan, KY 40831	606-573-8700

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

Name	Title	Address	Phone
Charles D. Morton	Superintendent	420 E. Central St. Harlan, KY 40831	606-573-8700

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)

April 30, 2016 22:20:52 PM

Principal Signature

Date



HISTORICAL TEAM MATRIX TEAM LIST USED FOR CALCULATIONS

Harlan (2015-2016)

Sport	Level	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
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						
Basketball - Girls	varsity	X	X	X	X	X	X
	jv	X	X	X	X	X	X
	freshman			X	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		
	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	X
	jv						
	freshman						
Lacrosse - Boys	varsity						
	jv						
	freshman						
Lacrosse - Girls	varsity						
	jv						
	freshman						



HISTORICAL TEAM MATRIX TEAM LIST USED FOR CALCULATIONS

Harlan (2015-2016)

Sport	Level	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
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 (2015-2016)

Varsity Baseball

- X Asher, Courtney
- X Bailey, Matthew
- X Burnette, Drew
- Busroe, Noah
- Carmical, Tyler
- X Dillman, Peyton
- X Fee, Austin
- Hogue, Caleb
- Jarvis, Nick
- Knuckles, Joshua
- Ledford, Killian
- McCurry, Jacob
- Miller, Brendan
- Moore, Sam
- Morton, Ethan
- X Pugh, Britt
- Roman, Antonio
- Roman, Pedro
- Saylor, Andrew
- Williams, Holden
- Wilson, Austin

Varsity Basketball - Boys

- Adkins, Caleb
- Barnes, Cade
- Barnes, Carter
- Barton, Troy
- Brock, Kendal
- Bryson, Tate
- Busroe, Noah
- X Carmical, Tyler
- Curry, Robbie
- Hogue, Caleb
- Hoskins, Cameron
- X Irvin, Kevin
- Ledford, Killian
- McKenzie, Jarrett
- McKenzie, Trent
- X Morgan, Thomas
- Morton, Ethan
- X Osborne, Brandon
- Parks, Drew
- X Parks, Tanner
- X Pugh, Britt
- Simpson, Andrew
- Stapleton, Paul
- Taylor, Logan

Varsity Basketball - Girls

- Bianchi, Emma
- Brock, Jordan
- Burkhart, Katlyn
- Canady, Noah
- Charles, Payeton
- Cornett, Kaytlin
- Cozart, Courtney
- Haywood, Brandi

- King, Amber
- King, Katie
- King, Mckenzie
- King, Natalee
- Massingill, Brooklyn
- Simpson, Taylor
- X Smith, Brianna
- X Thomas, Shanae

Varsity Cheerleading

- Adkins, Brady
- Asher, Courtney
- Bargo, Kaitlin
- Bargo, Morgan
- X Blackburn, Emily
- Brewer, Madison
- X Browning, Lanie
- Clem, Tricia
- Cochran, Jesse
- Collins, Shayna
- Dixon, Olivia
- Foster, Cassidy
- Haynes, Bronwyn
- X Lankford, Mackenzie
- LoCurto, Whitney
- McCurry, Lauren
- Moses, Alyssa
- Noah, Emersyn
- Shoemaker, Lauren
- Slusher, Elyssa

Varsity Football

- Adkins, Caleb
- X Allison, Boone
- Allison, Kyle
- Bailey, Matthew
- X Barger, Tyler
- Barton, Troy
- X Billings, Michael
- Brock, John Brady
- Brock, Kendal
- Browning, Bryce
- Bryson, Tate
- Burnette, Drew
- Busroe, Noah
- Creech, Brandon
- Davis, Franklin
- Day, Brandon
- Day, Steven
- Dillman, Peyton
- Fee, Austin
- Gilreath, Austin
- Gilreath, Chris
- X Hagle, Michael
- Jarvis, Nick
- Lay, Dalton
- Ledford, Killian
- McKenzie, Jarrett

- McLendon, Elijah
- X Morgan, Anthony
- Morgan, Thomas
- Parks, Drew
- Parks, Tanner
- Pugh, Britt
- Robinette, Grant
- Roman, Pedro
- Saylor, Andrew
- Short, Matthew
- Smith, Derick
- Stapleton, Paul
- X Whitman, Jacob
- Williams, Holden
- Wilson, Austin
- X Wynn, Tristen

Varsity Fast Pitch Softball

- Bennett, Kaycee
- Bennett, Payton
- X Bianchi, AnnMarie
- Brewer, Madison
- Burkhart, Katlyn
- Canady, Noah
- Cassim, Lydia
- Cochran, Jesse
- Collins, Brooklyn
- Cornett, Kaytlin
- X Hampton, Tiffany
- Horton, Sidney
- Jenkins, Kaitlyn
- X King, Katie
- X Minyard, Madison
- Moses, Alyssa
- Overbay, Ashley
- X Smith, Mary
- Smith, Savanna
- Young, Jayda

Varsity Golf - Boys

- Cornett, Zach
- Cornette, Tristan
- Fitzpatrick, Eric
- X Hogue, Caleb
- Moore, Sam
- Murray, Carson
- Murray, Logan
- X Pryor, Trevor
- X Roddy, Matthew

Varsity Golf - Girls

- X Browning, Lanie

Varsity Tennis - Boys

- Allison, Boone
- Allison, Kyle
- Burnette, Drew
- Clark, Logan
- Foster, Bitty
- Morton, Ethan
- Murray, Carson
- Murray, Logan
- Pryor, Trevor
- Zheng, Jimmy

Varsity Tennis - Girls

- Ahmad, Maureesa
- Allison, Adeline
- Bianchi, AnnMarie
- Burgan, Shianne
- Day, Bethany
- Massingill, Brooklyn
- Pryor, Tracy
- Thompson, Allie
- Zheng, LaLa

Varsity Track - Boys

- Adkins, Brady
- Adkins, Caleb
- Barnes, Cade
- Barnes, Carter
- Brock, John Brady
- Bryson, Tate
- Busroe, Noah
- Cantini, Ethan
- Day, Steven
- Dillman, Peyton
- Gilreath, Austin
- Hensley, Todd
- Ledford, Killian
- McKenzie, Trent
- Miller, Mason
- Miller, Story Morgan
- X Morgan, Anthony
- X Morgan, Hunter
- Morgan, Thomas

Varsity Track - Girls

- Bianchi, Emma
- X Cotton, Makayla
- Day, Bethany
- Day, Kaitlyn
- X Gross, Ashton
- King, Amber
- King, Mckenzie
- King, Natalee
- X Middleton, Madison
- X Slusher, Elyssa



ROSTER REVIEW PLAYER LIST USED FOR CALCULATIONS Harlan (2015-2016 continued)

X Smith, Taylor

Varsity Volleyball

- Bianchi, Emma
- Browning, Lanie
- Clem, Tricia
- Cochran, Jesse
- Cozart, Courtney
- X Day, Bethany
- X Fox, Katelyn
- Honeycutt, Jasmine
- Horton, Sidney
- Lawson, Madison
- Meachum, Rylee
- Middleton, Madison
- Miller, Danielle
- X Minyard, Ashley
- Moses, Alyssa
- Roark, Rebekah
- Smith, Taylor
- Thomas, Shanae
- Vaughn, Hannah
- Wilson, Callie

Varsity Cross Country - Boys

- X McLendon, Elijah
- Miller, Mason
- X Miller, Story Morgan

Junior Varsity Basketball - Boys

- Adkins, Caleb
- Barnes, Cade
- Barnes, Carter
- Barton, Troy
- Brock, Kendal
- Bryson, Tate
- Hoskins, Cameron
- McKenzie, Jarrett
- Simpson, Andrew
- Taylor, Logan

Junior Varsity Basketball - Girls

- Burkhart, Katlyn
- Canady, Noah
- Charles, Payeton
- Cornett, Kaytlin
- Cozart, Courtney
- Haywood, Brandi
- King, Amber
- King, Natalee
- Simpson, Taylor

Junior Varsity Volleyball

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

Freshman Volleyball

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



SCHOOL YEAR 2015-2016
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	99	45.4%	84	42.9%
Row 2	BOYS	119	54.6%	112	57.1%
Row 3	Totals	218	100%	196	100%

Instructions: *Number of 8th grade students & below used in Column 3 and Column 4 calculations: 25

- 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: April 30, 2016 22:20:52 PM



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

KHSAA Form T2
Rev. 02/16

Harlan (2015-2016)

TEAMS ADDED SINCE THE START OF 2010-2011 SCHOOL YEAR

	V	JV	F
Archery (coed) - Boys			
Baseball			
Basketball - Boys			X
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			X
Bowling - Girls			
Cross Country - Girls			
Fast Pitch Softball			
Field Hockey - Girls			
Fishing (coed) - Girls			
Golf - Girls	X		
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 2010-2011 School Year	Current Number of Participants for the 2015-2016 School Year Who are Playing on Teams Added Since the 2010-2011 School Year	Percentage of Total Participation by Sex Added Since the Beginning of the 2010-2011 School Year
GIRLS	VARSITY	5	61	1	0	
GIRLS	JV	2	17	0	0	
GIRLS	FROSH	1	6	1	0	
GIRLS	TOTAL	8	84	2	0	0.0%
BOYS	VARSITY	7	102	0	0	
BOYS	JV	1	10	0	0	
BOYS	FROSH	0	0	1	0	
BOYS	TOTAL	8	112	1	0	0.0%



SCHOOL YEAR 2015-2016
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:

Principal Signature: Digitally signed by James B Donahue (j.b.donahue@harlanind.kyschools.us) Date: April 30, 2016 22:20:52 PM



**2015-2016
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-4)**

KHSAA :FormT4
Rev.3/16

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	61	72.6%
Row 2	j.v.:	2	17	20.2%
Row 3	frosh:	1	6	7.1%
Row 4	total:		84	100%
Boys				
Row 5	varsity:	7	102	91.1%
Row 6	j.v.:	1	10	8.9%
Row 7	frosh:	0	0	0.0%
Row 8	total:		112	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: April 30, 2016 22:20:52 PM



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2015-2016**

KHSAA Form T35
Rev. 10/15

**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	\$205	\$0	\$1,366	\$0	\$0	\$0	\$4,690	2 / 2 / 2	\$1,038	\$0
Basketball - Boys	\$5,097	\$0	\$1,465	\$0	\$150	\$0	\$11,250	2 / 2 / 3	\$0	\$0
Basketball - Girls	\$4,496	\$0	\$22,020	\$0	\$75	\$0	\$11,250	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	\$20	\$0	\$0	\$0	\$0	\$0	\$500	1 / 1 / 1	\$0	\$0
Cross Country - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0 / 0 / 0	\$0	\$0
Fast Pitch Softball	\$306	\$0	\$656	\$0	\$15	\$0	\$4,690	2 / 2 / 2	\$7,936	\$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	\$16,799	\$0	\$324	\$0	\$0	\$0	\$14,125	5 / 5 / 1	\$4,245	\$0
Golf - Boys	\$1,186	\$0	\$696	\$0	\$0	\$0	\$470	1 / 1 / 1	\$0	\$0
Golf - Girls	\$105	\$0	\$0	\$0	\$0	\$0	\$470	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
2015-2016
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	\$1,129	\$0	\$112	\$0	\$0	\$0	\$1,250	2 / 2 / 1	\$320	\$0
Tennis - Girls	\$1,129	\$0	\$112	\$0	\$0	\$0	\$1,250	2 / 2 / 1	\$320	\$0
Track - Boys	\$707	\$0	\$202	\$0	\$0	\$0	\$1,595	2 / 2 / 1	\$0	\$0
Track - Girls	\$707	\$0	\$202	\$0	\$0	\$0	\$1,595	2 / 2 / 1	\$0	\$0
Volleyball	\$5,351	\$0	\$902	\$0	\$100	\$0	\$1,250	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	\$68,941	51.5%
Expenditures for Girls	\$64,937	48.5%
Total Expenditures	\$133,878	



SCHOOL YEAR 2015-2016
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: April 30, 2016 22:20:52 PM



**SCHOOL YEAR 2015-2016
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
1) Awards/Recognition	Develop a written policy or guideline for honoring significant athletic teams and/or athletes. This was discussed by the GEC during 2015-16 school year but were unable to finalize plans.	Start: Aug 31, 2016 Complete: Apr 30, 2017

Principal's Signature: Digitally signed by James B Donahue (j.b.donahue@harlanind.kyschools.us) Date: April 30, 2016 22:20:52 PM



INTERSCHOLASTIC ATHLETICS SURVEY
Summary of Student Responses
80% Response Rate Required

KHSAA Form T63
Rev.2/16

Date	Apr 30, 2016
School Year:	2015-2016
School Name:	Harlan
Who Administered The Survey?	Teachers
How Was The Survey Administered (paper/electronic)?	paper
Give details on how it was administered and to which school group, Example: English classes, or all home rooms, etc. or advisee/advisor?)	Surveys were completed by students grades 8-11 during their 1st period class.
Enrollment in Grades 9-11 (from KDE):	177
Number of 8 th Grade Students Surveyed:	46
Number of Male Students Completing Survey:	87
Number of Female Students Completing Survey:	98
Completed By:	James B Donahue
Return Percentage (Completions divided by 9-11 enrollment plus 8 th graders surveyed)	83.0%

Instructions:

- Summarize the Student Athletics Interest Surveys Form T-61 by entering the total number of responses on the line next to each sport.
- Under the "Other" Category please provide a listing of the sports as well as the number of students who are interested in participating.
- Please sign and date this Summary Form (T-63) and mail this Summary Form only to the KHSAA by the due date of the annual report. Do not mail the student surveys (Form T-61). However, these Forms should be maintained in your files 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	4
Field Hockey (Girls)	2
Football	9
Golf	2
Soccer	25
Volleyball (Girls)	8

KHSAA Sponsored Winter Sports/Sport Activities

Archery	18
Basketball	14
Bowling	5
Swimming	16
Wrestling	8

KHSAA Sponsored Spring Sports/Sport Activities

Baseball	10
Bass Fishing	29
Softball	8
Tennis	16
Track and Field	10

Reasons for not participating in interscholastic sports or sport-activities

From Compiled T-61 Forms

23	I prefer other activities such as band, chorus, etc.
26	I don't have time
6	The practice schedules and game times are inconvenient
20	The sport I like isn't offered
1	It's too expensive
2	Working
13	I don't feel I have the ability
16	Other: not very many games (1); sports injury (3); Family issues (1); don't like sports (5); I cheer (3); next y4ar (1); too old (1)



INTERSCHOLASTIC ATHLETICS SURVEY
Summary of Student Responses
80% Response Rate Required

KHSAA Form T63
Rev.2/16

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

Sport	Number
Badminton	5
Dance Team	42
Equestrian	6
Fencing	8
Gymnastics	32
Ice Hockey	10
Lacrosse	14
Rifle-Marksmanship	31
Rodeo	9
Ultimate Frisbee	32
Volleyball (Boys)	12
Wrestling (Girls)	6
Other	24

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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>2015-2016</u>	
C. Total Varsity Athletes		<u>112</u>
D. Total Non-Varsity Athletes		<u>0</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
248755	Adkins , Brady	M	9	2015	X/C			
237575	Adkins , Caleb	M	9	2015	X			
235561	Ahmad , Maureesa	F	11	2013	X			
206852	Allison , Adeline	F	7	-			X	
129638	Allison , Boone	M	11	2013	X			
237578	Allison , Kyle	M	9	2015	X			
248763	Asher , Courtney	F	10	2014	C			
214469	Bailey , Matthew	M	12	2012	X			
248757	Bargo , Kaitlin	F	10	2014	C			
189301	Bargo , Morgan	F	11	2013	C			
255631	Barnes , Cade	M	9	2015	X			
255632	Barnes , Carter	M	9	2015	X			
237576	Barton , Troy	M	9	2015	X			
157336	Bennett , Kaycee	F	10	2014	X			
259887	Bennett , Payton	F	9	2015	X			
227937	Bianchi , AnnMarie	F	10	2014	X			
118602	Bianchi , Emma	F	11	2013	X			
94698	Brewer , Madison	F	12	2012	X/C			
206826	Brock , John Brady	M	9	2015	X			
117257	Brock , Jordan	F	11	2013	X			
214181	Brock , Kendal	M	10	2014	X			
182083	Browning , Bryce	M	11	2013	X			
189017	Browning , Lanie	F	11	2013	X			
237574	Bryson , Tate	M	9	2015	X			
206849	Burgan , Shianne	F	11	2013	X			
206843	Burkhart , Katlyn	F	10	2014	X			
214493	Burnette , Drew	M	10	2014	X			
200062	Busroe , Noah	M	11	2013	X			
257901	Canady , Noah	F	10	2014	X			
206827	Cantini , Ethan	M	11	2013	X			
224515	Carmical , Tyler	M	10	2014	X			
227936	Cassim , Lydia	F	10	2014	X			
255586	Charles , Payeton	F	9	2015	X			
206845	Clark , Logan	M	11	2013	X			
189302	Clem , Tricia	F	11	2013	X/C			
201682	Cochran , Jesse	F	11	2013	X/C			
230843	Collins , Brooklyn	F	10	2014	X			
248756	Collins , Shayna	F	9	2015	C			
255584	Cornett , Kaytlin	F	9	2015	X			
128282	Cornett , Zach	M	10	2014	X			
245949	Cornette , Tristan	M	7	-			X	
241637	Cozart , Courtney	F	9	2015	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
182078	Creech , Brandon	M	12	2012	X			
206918	Curry , Robbie	M	12	2012	X			
237579	Davis , Franklin	M	9	2015	X			
194114	Day , Bethany	F	11	2013	X			
214482	Day , Brandon	M	10	2014	X			
263668	Day , Kaitlyn	F	7	-			X	
206828	Day , Steven	M	10	2014	X			
182085	Dillman , Peyton	M	11	2013	X			
248758	Dixon , Olivia	F	11	2013	C			
150787	Fee , Austin	M	12	2012	X			
128276	Fitzpatrick , Eric	M	9	2015	X			
235556	Foster , Bitty	M	9	2015	X			
248766	Foster , Cassidy	F	9	2015	C			
245614	Gilreath , Austin	M	9	2015	X			
245613	Gilreath , Chris	M	10	2014	X			
248759	Haynes , Bronwyn	F	10	2014	C			
224657	Haywood , Brandi	F	10	2014	X			
263667	Hensley , Todd	M	9	2015	X			
166138	Hogue , Caleb	M	12	2012	X			
206841	Honeycutt , Jasmine	F	11	2013	X			
100564	Horton , Sidney	F	11	2013	X			
257966	Hoskins , Cameron	M	10	2014	X			
214182	Jarvis , Nick	M	12	2012	X			
117259	Jenkins , Kaitlyn	F	12	2012	X			
206844	King , Amber	F	10	2014	X			
128322	King , Katie	F	12	2012	X			
194115	King , Mckenzie	F	10	2014	X			
255585	King , Natalee	F	8	-			X	
259674	Knuckles , Joshua	M	9	2015	X			
214764	Lawson , Madison	F	8	-			X	
237580	Lay , Dalton	M	12	2012	X			
129646	Ledford , Killian	M	9	2015	X			
214759	Lefevers , Kyla	F	8	-				X
248760	LoCurto , Whitney	F	10	2014	C			
224656	Massingill , Brooklyn	F	12	2012	X			
229331	McCurry , Jacob	M	10	2014	X			
162578	McCurry , Lauren	F	12	2012	C			
231165	McKenzie , Jarrett	M	9	2015	X			
206830	McKenzie , Trent	M	11	2013	X			
245615	McLendon , Elijah	M	12	2012	X			
214681	Meachum , Rylee	F	8	-			X	
214680	Middleton , Madison	F	8	-			X	
167582	Miller , Brendan	M	10	2014	X			
157338	Miller , Danielle	F	12	2012	X			
108717	Miller , Mason	M	11	2013	X			
250552	Miller , Story Morgan	M	7	-			X	
128281	Moore , Sam	M	12	2012	X			
214754	Morgan , Emily	F	8	-				X
182081	Morgan , Thomas	M	11	2013	X			
206834	Morton , Ethan	M	11	2013	X			
214678	Moses , Alyssa	F	10	2014	X/C			

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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
245946	Murray , Carson	M	7	-			X	
128283	Murray , Logan	M	11	2013	X			
248765	Noah , Emersyn	F	9	2015	C			
138596	Overbay , Ashley	F	10	2014	X			
166149	Parks , Drew	M	12	2012	X			
182082	Parks , Tanner	M	11	2013	X			
206850	Pryor , Tracy	F	8	-			X	
129650	Pryor , Trevor	M	10	2014	X			
214073	Pugh , Britt	M	11	2013	X			
241640	Roark , Rebekah	F	8	-			X	
214498	Robinette , Grant	M	11	2013	X			
259673	Roman , Antonio	M	9	2015	X			
214475	Roman , Pedro	M	10	2014	X			
200066	Saylor , Andrew	M	11	2013	X			
201684	Shoemaker , Lauren	F	11	2013	C			
182084	Short , Matthew	M	11	2013	X			
255634	Simpson , Andrew	M	9	2015	X			
224659	Simpson , Taylor	F	10	2014	X			
162577	Slusher , Elyssa	F	12	2012	C			
214484	Smith , Derick	M	10	2014	X			
259889	Smith , Savanna	F	9	2015	X			
206833	Smith , Taylor	F	11	2013	X			
237571	Stapleton , Paul	M	10	2014	X			
255787	Taylor , Logan	M	9	2015	X			
118601	Thomas , Shanae	F	12	2012	X			
206851	Thompson , Allie	F	7	-			X	
100563	Vaughn , Hannah	F	12	2012	X			
214184	Williams , Holden	M	10	2014	X			
200064	Wilson , Austin	M	11	2013	X			
160721	Wilson , Callie	F	11	2013	X			
227934	Young , Jayda	F	10	2014	X			
108722	Zheng , Jimmy	M	9	2015	X			
108777	Zheng , LaLa	F	11	2013	X			