



**KHSAA TITLE IX ANNUAL REPORT SUBMISSION
STATUS REPORT
2016-2017**

KHSAA Form T65
Revised 6/2017

School:	Harlan
KHSAA Audit Team Member:	Barbara Kok
Date:	June 18, 2017

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. 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
2016-2017**

KHSAA Audit Form
Rev. 03/17

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)	147	139	286
Row 2	Percentage of Participation	51.40%	48.60%	100%
Row 3	Total Expenditures (from T-3) for Non-Coed Teams (excluding Archery, Bass Fishing and Unified Track/Bowling)	\$67,403	\$69,161	\$136,564
Row 4	Percentage of Expenditures for Non-Coed Teams (excluding Archery, Bass Fishing and Unified Track/Bowling)	49.36%	50.64%	100%
Row 5	Percentage Difference between Percentage of Expenditures (Row 4) and Percentage of Participation (Row 2)	-2.04%	2.04%	
Row 6	Per Participant Expenditure	\$458.52	\$497.56	
Row 7	Per Participants Difference in Expenditures		\$39.04	
Row 8	Total Enrollment (from KHSAA enrollment figures)	119	102	221
Row 9	Percentage of Enrollment	53.85%	46.15%	100%
Row 10	Percentage Difference between Percentage of Enrollment (Row 9) and Percentage of Participation (Row 2)	-2.45%	2.45%	
Row 11	Number of Non-Coed Teams (excluding Archery, Bass Fishing and Unified Track/Bowling)	12	9	21
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, Bass Fishing and Unified Track/Bowling)	12.3	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	53.4%		
Row 18	Test 1, Subpart 3 Additional Participants Needed to Pass Test 1, Part 3	-19		
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)	7.5%		
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, 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 2016-2017**

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.)
Britt Lawson	420 E Central Street Harlan, KY	606-573-8750	Principal
Jaimie McNeil	420 E Central Street Harlan, KY	606-573-8750	Athletic Director
Charles Morton	420 E Central Street Harlan, KY	606-573-8750	Superintendent
Matt Nunez	420 E Central Street Harlan, KY	606-573-8750	Board Member
Cory Estep	420 E Central Street Harlan, KY	606-573-8750	Coach
Jordan Board	420 E Central Street Harlan, KY	606-573-8750	Female Athlete
Noah Busroe	420 East Central Street Harlan, KY	606-573-8750	Male Athlete

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

Aug 25, 2016
Jan 27, 2017
May 5, 2017

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 Street Harlan, KY	606-573-8750

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

Name	Title	Address	Phone
Charles Morton	Superintendent	420 E Central Street 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 Jaimie McNeil (jaimie.mcniel@harlanind.kyschools.us)

May 3, 2017 14:26:23 PM

Principal Signature

Date



HISTORICAL TEAM MATRIX TEAM LIST USED FOR CALCULATIONS

Harlan (2016-2017)

Sport	Level	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
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	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	X
	jv						
	freshman						
Lacrosse - Boys	varsity						
	jv						
	freshman						
Lacrosse - Girls	varsity						
	jv						
	freshman						



HISTORICAL TEAM MATRIX TEAM LIST USED FOR CALCULATIONS

Harlan (2016-2017)

Sport	Level	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
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						
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	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
	jv						
	freshman						



HISTORICAL TEAM MATRIX TEAM LIST USED FOR CALCULATIONS

Harlan (2016-2017)

Sport	Level	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
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ROSTER REVIEW

PLAYER LIST USED FOR CALCULATIONS

Harlan (2016-2017)

Varsity Baseball

Adams, Austin
Adkins, Caleb
X Brock, John Brady
Busroe, Noah
Carmical, Tyler
Dixon, Chris
Knuckles, Joshua
X Ledford, Kilian
X McCarthy, Will
X McCurry, Jacob
X McKenzie, Jarrett
X McKenzie, Trent
X Middleton, Kyle
X Morton, Charles
Morton, Ethan
Robinson, Michael
Roman, Antonio
Roman, Pedron
Saylor, Andrew
Varner, Will
Wilson, Austin
X Wilson, Jacob

Varsity Basketball - Boys

Adkins, Caleb
Barnes, Cade
Barnes, Carter
X Brock, Kendal
Bryson, Tate
Busroe, Noah
Eldridge, Jon
Hawkins, Jarid
Ledford, Kilian
McKenzie, Jarrett
McKenzie, Trent
X Morgan, Thomas
Morton, Ethan
Swanner, Joey
Taylor, Logan
Wilson, Jacob

Varsity Basketball - Girls

Bianchi, Emma
Brock, Jordan
X Burkhardt, Katlyn
Canady, Noah
Charles, Payeton
Cole, Madison
Haywood, Brandi
Hoskins, Kelly
King, Amber
King, Mackenzie
King, Natalee
Preston, Carissa
Simpson, Taylor
Smith, Savanna
Wilson, Whitney

Varsity Cheerleading

Adkins, Brady
Asher, Courtney
Bargo, Kaitlin
Bargo, Morgan
Blanton, Kaycee
Clem, Tricia
Cochran, Jesse
Collins, Shayna
Dixon, Olivia
Doss, MaKenna
Foster, Cassidy
Keith, Amber
Lankford, Mackenzie
Lewis, Kayleigh
Meachum, Rylee
Neace, Morgan
Noah, Emersyn
Sellers, Sarah-Ashley
Shoemaker, Lauren
Smith, Taylor
Turner, Gwyn
Witt, Allison
Young, Katie

Varsity Football

Adkins, Caleb
Allison, Boone
Allison, Kyle
Bailey, Tyler
Begley, Garrett
Boggs, Christian
Brock, John Brady
Brock, Kendal
Browning, Bryce
Bryson, Tate
Burnette, Drew
Davis, Franklin
Day, Brandon
Eldridge, Jon
Gilreath, Austin
Honeycutt, James
Howard, Ozzy
Howard, Will
Lay, Justin
Ledford, Kilian
Long, Christian
McCarthy, Will
McKenzie, Jarrett
Morgan, Thomas
Parks, Tanner
Robinson, Michael
Saylor, Andrew
Short, Matthew
Smith, Derick
Surber, Jacob
Swanner, Joey

Thompson, David
Wilson, Jacob

Varsity Fast Pitch Softball

Bennett, Kellie
Bennett, Payton
Bianchi, AnnMarie
Bianchi, Emma
Canady, Noah
Cassim, Lydia
Cochran, Jesse
Cornett, Kailey
Cornett, Kaytlin
X Hampton, Tiffany
Harriston, Ai-yana
Jones, Hannah
X King, Mackenzie
Moses, Alyssa
Overbay, Ashley
Saylor, Haven
Sizemore, Emily
Smith, Breonna
Smith, Savanna
Young, Jayda

Varsity Golf - Boys

X Barnes, Carter
Clark, Logan
Cornett, Zach
X Fitzpatrick, Eric
Murray, Carson
Murray, Logan
X Simpson, Andrew

Varsity Golf - Girls

Browning, Lanie

Varsity Tennis - Boys

Adkins, Brady
Allison, Boone
Allison, Kyle
Brock, Andrew
Burnette, Drew
Clark, Logan
Daniels, Zach
Foster, Bitty
Morgan, Andrew
Morgan, Hunter
Morgan, Thomas
Murray, Logan
Pryor, Trevor
Roman, Daniel
Simpson, Andrew

Taylor, Logan
Vance, Damian
Zheng, Jimmy

Varsity Tennis - Girls

Ahmad, Mareesa
Allison, Adeline
Burgan, Shianne
Esan, Elizabeth
Pryor, Tracy
Sajani, Tamana
Smith, Taylor
Thompson, Allie
Zheng, LaLa

Varsity Track - Boys

Adams, Austin
Adkins, Caleb
Barnes, Cade
Barnes, Carter
X Bianchi, Emma
Brock, John Brady
Bryson, John Mark
X Bryson, Lucy
Bryson, Tate
Busroe, Noah
X Charles, Payeton
Clem, Ethan
X Cornett, Kailey
Davis, Franklin
X Esan, Elizabeth
Feldman, Ethan
Gilreath, Austin
Hall, Isaiah
X Harriston, Ai-yana
X King, Mackenzie
X King, Natalee
Ledford, Kilian
McKenzie, Jarrett
McKenzie, Trent
McLendon, Kaleb
Miller, Grant
Miller, Mason
Miller, Story Morgan
Morton, Charles
X Morton, Ella
Napier, Braden
X Nunez, Lauren
X Preston, Carissa
Saylor, Andrew
Simpson, Andrew
X Stewart, Tonia
Surber, Jacob



ROSTER REVIEW

PLAYER LIST USED FOR CALCULATIONS

Harlan (2016-2017 continued)

Varsity Track - Girls

Bianchi, Emma
Bryson, Lucy
Charles, Payeton
Cornett, Kailey
Esan, Elizabeth
Harriston, Ai-yana
King, Mackenzie
King, Natalee
Morton, Ella
Nunez, Lauren
Preston, Carissa
Stewart, Tonia

Varsity Volleyball

Bianchi, AnnMarie
Bianchi, Emma
Browning, Lanie
Cochran, Jesse
Cornett, Kailey
Cozart, Courtney
X Dixon, Olivia
Fisher, Emma
Honeycutt, Jasmine
Horton, Sidney
Jones, Hannah
Lawson, Madison
Meachum, Rylee
X Meachum, Rylee
Middleton, Madison
Morgan, Emily
Moses, Alyssa
Nunez, Lauren
Saylor, Haven
Sizemore, Emily
Smith, Savanna
Smith, Taylor
West, Ashton
Wilson, Callie
Witt, Abigail
Witt, Allison

Varsity Cross Country - Boys

Miller, Mason

Varsity Cross Country - Girls

Bryson, Lucy

Junior Varsity Baseball

Adams, Austin
Adkins, Caleb
X Brock, John Brady
Busroe, Noah
Carmical, Tyler
Dixon, Chris
Knuckles, Joshua
X Ledford, Kilian
McCarthy, Will
McCurry, Jacob
X McKenzie, Jarrett
X Morton, Charles
Morton, Ethan
Robinson, Michael
Roman, Antonio
Roman, Pedron
Saylor, Andrew
Varner, Will
Wilson, Austin
X Wilson, Jacob

Junior Varsity Basketball - Boys

Adkins, Caleb
Akal, Jordan
Barnes, Cade
Barnes, Carter
X Boggs, Christian
Bryson, Tate
Eldridge, Jon
Fitzpatrick, Eric
Hawkins, Jarid
Ledford, Kilian
McKenzie, Jarrett
Morton, Charles
Surber, Jacob
Taylor, Logan
Wilson, Jacob

Junior Varsity Basketball - Girls

Charles, Payeton
Cole, Madison
Hoskins, Kelly
King, Amber
King, Mackenzie
King, Natalee
Morton, Ella
Napier, Cobrianna
Preston, Carissa
Smith, Savanna
Spurlock, Haley
Wilson, Whitney
Wynn, Angela

Junior Varsity Fast Pitch Softball

Bennett, Kellie
Bennett, Payton
Bianchi, AnnMarie
Canady, Noah
Cassim, Lydia
Cornett, Kailey
Cornett, Kaytlin
Harriston, Ai-yana
Jones, Hannah
Moses, Alyssa
Overbay, Ashley
Saylor, Haven
Sizemore, Emily
Smith, Breonna
Smith, Savanna
Young, Jayda

Junior Varsity Volleyball

Bianchi, AnnMarie
Cornett, Kailey
Cozart, Courtney
Fisher, Emma
Jones, Hannah
Lawson, Madison
Meachum, Rylee
X Meachum, Rylee
Middleton, Madison
Morgan, Emily
Moses, Alyssa
Nunez, Lauren
Saylor, Haven
Sizemore, Emily
Smith, Savanna
West, Ashton
Witt, Abigail
Witt, Allison

Freshman Basketball - Girls

Cole, Madison
Hoskins, Kelly
King, Natalee
Morton, Ella
Napier, Cobrianna
Preston, Carissa
Spurlock, Haley
Wilson, Whitney
Wynn, Angela

Freshman Volleyball

Cornett, Kailey
Fisher, Emma
Jones, Hannah
Lawson, Madison
Meachum, Rylee

X Meachum, Rylee
Middleton, Madison
Morgan, Emily
Nunez, Lauren
Saylor, Haven
Sizemore, Emily
West, Ashton
Witt, Abigail
Witt, Allison



SCHOOL YEAR 2016-2017
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	119	53.8%	147	51.4%
Row 2	BOYS	102	46.2%	139	48.6%
Row 3	Totals	221	100%	286	100%

Instructions: *Number of 8th 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 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 Jaimie McNeil (jaimie.mcniel@harlanind.kyschools.us) Date: May 3, 2017 14:26:23 PM



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

KHSAA Form T2
Rev. 3/17

Harlan (2016-2017)

TEAMS ADDED SINCE THE START OF 2011-2012 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			X
Bowling - Girls			
Cross Country - Girls	X		
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 2011-2012 School Year	Current Number of Participants for the 2016-2017 School Year Who are Playing on Teams Added Since the 2011-2012 School Year	Percentage of Total Participation by Sex Added Since the Beginning of the 2011-2012 School Year
GIRLS	VARSITY	7	79	2	2	
GIRLS	JV	3	46	0	0	
GIRLS	FROSH	2	22	1	9	
GIRLS	TOTAL	12	147	3	11	7.5%
BOYS	VARSITY	7	110	0	0	
BOYS	JV	2	29	0	0	
BOYS	FROSH	0	0	0	0	
BOYS	TOTAL	9	139	0	0	0.0%



SCHOOL YEAR 2016-2017
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 Jaimie McNeil
(jaimie.mcniel@harlanind.kyschools.us) Date: May 3, 2017 14:26:23 PM



**2016-2017
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-4)**

KHSAA :FormT4
Rev.3/17

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	79	53.7%
Row 2	j.v.:	3	46	31.3%
Row 3	frosh:	2	22	15.0%
Row 4	total:		147	100%
Boys				
Row 5	varsity:	7	110	79.1%
Row 6	j.v.:	2	29	20.9%
Row 7	frosh:	0	0	0.0%
Row 8	total:		139	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: _____ Date: _____
Digitally signed by Jaimie McNeil
 (jaimie.mcniel@harlanind.kyschools.us)



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2016-2017**

KHSAA Form T35
Rev. 3/17

**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
Baseball	\$1,578	\$437	\$853	\$0	\$0	\$456	\$4,690	2	\$1,818	\$0
Basketball - Boys	\$6,961	\$0	\$3,185	\$0	\$117	\$0	\$11,250	2	\$245	\$0
Basketball - Girls	\$8,246	\$0	\$19,543	\$0	\$250	\$0	\$11,250	3	\$155	\$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	\$0	\$0	\$0	\$0	\$0	\$0	\$940	1	\$0	\$0
Cross Country - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$940	1	\$0	\$0
Fast Pitch Softball	\$647	\$0	\$475	\$0	\$425	\$0	\$4,690	2	\$857	\$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	\$9,107	\$3,692	\$665	\$1,521	\$0	\$75	\$14,125	1	\$272	\$0
Golf - Boys	\$70	\$0	\$1,184	\$0	\$0	\$0	\$470	1	\$0	\$0
Golf - Girls	\$70	\$0	\$1,184	\$0	\$0	\$0	\$470	1	\$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
Soccer - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Soccer - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2016-2017
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
Swimming - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Tennis - Boys	\$1,201	\$0	\$483	\$0	\$0	\$0	\$1,250	1	\$411	\$0
Tennis - Girls	\$1,202	\$0	\$483	\$0	\$0	\$0	\$1,250	1	\$411	\$0
Track - Boys	\$0	\$0	\$238	\$0	\$0	\$0	\$1,595	1	\$272	\$0
Track - Girls	\$0	\$0	\$238	\$0	\$0	\$0	\$1,595	1	\$272	\$0
Volleyball	\$5,785	\$0	\$3,281	\$0	\$1,095	\$0	\$1,250	3	\$1,339	\$0
Wrestling	\$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	\$69,161	50.6%
Expenditures for Girls	\$67,403	49.4%
Total Expenditures	\$136,564	



SCHOOL YEAR 2016-2017
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 Jaimie McNiel
(jaimie.mcniel@harlanind.kyschools.us) Date: May 3, 2017 14:26:23 PM



**SCHOOL YEAR 2016-2017
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
â€¢ Awards/ Recognition	Develop a written policy or guideline for honoring significant athletic teams and/or athletes. The GEC began work on this during the 2016-17 school year, but was unable to finalize the policy.	Start: Aug 28, 2017 Complete: Apr 30, 2018

Principal's Signature: Digitally signed by Jaimie McNeil (jaimie.mcniel@harlanind.kyschools.us) Date: May 3, 2017 14:26:23 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>2016-2017</u>	
C. Total Varsity Athletes		131
D. Total Non-Varsity Athletes		2
E. Total below Grade 9 who played varsity		16
F. Total below Grade 9 who played non-varsity		3

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
293976	Adams , Austin	M	11	2014	X			
248755	Adkins , Brady	M	10	2015	X/C			
237575	Adkins , Caleb	M	10	2015	X			
235561	Ahmad , Mareesa	F	12	2013	X			
287389	Akal , Jordan	M	7	-				X
206852	Allison , Adeline	F	8	-			X	
129638	Allison , Boone	M	12	2013	X			
237578	Allison , Kyle	M	10	2015	X			
248763	Asher , Courtney	F	11	2014	C			
271819	Bailey , Tyler	M	9	2016	X			
248757	Bargo , Kaitlin	F	11	2014	C			
189301	Bargo , Morgan	F	12	2013	C			
255631	Barnes , Cade	M	10	2015	X			
255632	Barnes , Carter	M	10	2015	X			
271815	Begley , Garrett	M	10	2015	X			
289627	Bennett , Kellie	F	9	2016	X			
259887	Bennett , Payton	F	10	2015	X			
227937	Bianchi , AnnMarie	F	11	2014	X			
118602	Bianchi , Emma	F	12	2013	X			
272078	Blanton , Kaycee	F	10	2015	C			
277722	Boggs , Christian	M	9	2016	X			
294328	Brock , Andrew	M	10	2015	X			
206826	Brock , John Brady	M	10	2015	X			
117257	Brock , Jordan	F	12	2013	X			
214181	Brock , Kendal	M	11	2014	X			
182083	Browning , Bryce	M	12	2013	X			
189017	Browning , Lanie	F	12	2013	X			
294319	Bryson , John Mark	M	7	-			X	
294315	Bryson , Lucy	F	9	2016	X			
237574	Bryson , Tate	M	10	2015	X			
206849	Burgan , Shianne	F	12	2013	X			
214493	Burnette , Drew	M	11	2014	X			
200062	Busroe , Noah	M	12	2013	X			
257901	Canady , Noah	F	11	2014	X			
224515	Carmical , Tyler	M	11	2014	X			
227936	Cassim , Lydia	F	11	2014	X			
255586	Charles , Payeton	F	10	2015	X			
206845	Clark , Logan	M	12	2013	X			
294320	Clem , Ethan	M	8	-			X	
189302	Clem , Tricia	F	12	2013	C			
201682	Cochran , Jesse	F	12	2013	X/C			
283951	Cole , Madison	F	9	2016	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
248756	Collins , Shayna	F	11	2014	C			
271834	Cornett , Kailey	F	9	2016	X			
255584	Cornett , Kaytlin	F	10	2015	X			
128282	Cornett , Zach	M	11	2014	X			
241637	Cozart , Courtney	F	10	2015	X			
294326	Daniels , Zach	M	8	-			X	
237579	Davis , Franklin	M	10	2015	X			
214482	Day , Brandon	M	11	2014	X			
292680	Dixon , Chris	M	11	2014	X			
248758	Dixon , Olivia	F	12	2013	C			
272074	Doss , MaKenna	F	9	2016	C			
277723	Eldridge , Jon	M	9	2016	X			
294317	Esan , Elizabeth	F	7	-			X	
294325	Feldman , Ethan	M	9	2015	X			
271837	Fisher , Emma	F	9	2016	X			
128276	Fitzpatrick , Eric	M	10	2015		X		
235556	Foster , Bitty	M	10	2015	X			
248766	Foster , Cassidy	F	10	2015	C			
245614	Gilreath , Austin	M	10	2015	X			
294323	Hall , Isaiah	M	8	-			X	
289628	Harriston , Ai-yana	F	9	2016	X			
283127	Hawkins , Jarid	M	10	2015	X			
224657	Haywood , Brandi	F	11	2014	X			
271818	Honeycutt , James	M	9	2016	X			
206841	Honeycutt , Jasmine	F	12	2013	X			
100564	Horton , Sidney	F	12	2013	X			
283126	Hoskins , Kelly	F	8	-			X	
271797	Howard , Ozzy	M	9	2016	X			
271823	Howard , Will	M	9	2016	X			
271821	Jones , Hannah	F	9	2016	X			
272066	Keith , Amber	F	9	2016	C			
206844	King , Amber	F	11	2014	X			
194115	King , Mackenzie	F	11	2014	X			
255585	King , Natalee	F	9	2016	X			
259674	Knuckles , Joshua	M	10	2015	X			
189304	Lankford , Mackenzie	F	12	2013	C			
214764	Lawson , Madison	F	9	2016	X			
271805	Lay , Justin	M	12	2013	X			
129646	Ledford , Kilian	M	10	2015	X			
272072	Lewis , Kayleigh	F	9	2016	C			
277725	Long , Christian	M	10	2015	X			
271810	McCarthy , Will	M	9	2016	X			
229331	McCurry , Jacob	M	11	2014	X			
231165	McKenzie , Jarrett	M	10	2015	X			
206830	McKenzie , Trent	M	12	2013	X			
294318	McLendon , Kaleb	M	7	-			X	
271822	Meachum , Rylee	F	9	2016	X/C			
214680	Middleton , Madison	F	9	2016	X			
294322	Miller , Grant	M	8	-			X	
108717	Miller , Mason	M	12	2013	X			
250552	Miller , Story Morgan	M	8	-			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
294330	Morgan , Andrew	M	9	2016	X			
214754	Morgan , Emily	F	9	2016	X			
294331	Morgan , Hunter	M	12	2013	X			
182081	Morgan , Thomas	M	12	2013	X			
283128	Morton , Charles	M	9	2016	X			
283986	Morton , Ella	F	8	-			X	
206834	Morton , Ethan	M	12	2013	X			
214678	Moses , Alyssa	F	11	2014	X			
245946	Murray , Carson	M	8	-			X	
128283	Murray , Logan	M	12	2013	X			
294321	Napier , Braden	M	8	-			X	
283953	Napier , Cobrianna	F	8	-				X
272108	Neace , Morgan	F	12	2013	C			
248765	Noah , Emersyn	F	10	2015	C			
271826	Nunez , Lauren	F	9	2016	X			
138596	Overbay , Ashley	F	11	2014	X			
182082	Parks , Tanner	M	12	2013	X			
283954	Preston , Carissa	F	9	2016	X			
206850	Pryor , Tracy	F	9	2016	X			
129650	Pryor , Trevor	M	11	2014	X			
271790	Robinson , Michael	M	10	2015	X			
287688	Roman , Antonio	M	10	2015	X			
294329	Roman , Daniel	M	10	2015	X			
287687	Roman , Pedron	M	11	2014	X			
294332	Sajnani , Tamana	F	8	-			X	
200066	Saylor , Andrew	M	12	2013	X			
271820	Saylor , Haven	F	9	2016	X			
272068	Sellers , Sarah-Ashley	F	9	2016	C			
201684	Shoemaker , Lauren	F	12	2013	C			
182084	Short , Matthew	M	12	2013	X			
255634	Simpson , Andrew	M	10	2015	X			
224659	Simpson , Taylor	F	11	2014	X			
271824	Sizemore , Emily	F	9	2016	X			
289626	Smith , Breonna	F	9	2016	X			
214484	Smith , Derick	M	11	2014	X			
259889	Smith , Savanna	F	10	2015	X			
206833	Smith , Taylor	F	12	2013	X/C			
283955	Spurlock , Haley	F	9	2016		X		
294316	Stewart , Tonia	F	9	2016	X			
277724	Surber , Jacob	M	9	2016	X			
271794	Swanner , Joey	M	12	2013	X			
255787	Taylor , Logan	M	10	2015	X			
206851	Thompson , Allie	F	8	-			X	
271830	Thompson , David	M	9	2016	X			
272081	Turner , Gwyn	F	10	2015	C			
294327	Vance , Damian	M	10	2015	X			
287686	Varner , Will	M	10	2015	X			
271833	West , Ashton	F	9	2016	X			
200064	Wilson , Austin	M	12	2013	X			
160721	Wilson , Callie	F	12	2013	X			
277721	Wilson , Jacob	M	9	2016	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
283956	Wilson , Whitney	F	9	2016	X			
271851	Witt , Abigail	F	8	-			X	
271847	Witt , Allison	F	9	2016	X/C			
283957	Wynn , Angela	F	8	-				X
227934	Young , Jayda	F	11	2014	X			
272085	Young , Katie	F	11	2014	C			
108722	Zheng , Jimmy	M	10	2015	X			
108777	Zheng , LaLa	F	12	2013	X			