



**KHSAA TITLE IX ANNUAL REPORT SUBMISSION
STATUS REPORT
2018-2019**

KHSAA Form T65
Revised 06/19

School:	Harlan
KHSAA Audit Team Member:	Barbara Kok
Date:	June 10, 2019

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
2018-2019**

KHSAA Audit Form
Rev. 11/18

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)	83	130	213
Row 2	Percentage of Participation	38.97%	61.03%	100%
Row 3	Total Expenditures (from T-3) for Non-Coed Teams (excluding Archery, Bass Fishing and Unified Track/Bowling)	\$44,286	\$109,535	\$153,821
Row 4	Percentage of Expenditures for Non-Coed Teams (excluding Archery, Bass Fishing and Unified Track/Bowling)	28.79%	71.21%	100%
Row 5	Percentage Difference between Percentage of Expenditures (Row 4) and Percentage of Participation (Row 2)	-10.18%	10.18%	
Row 6	Per Participant Expenditure	\$533.57	\$842.58	
Row 7	Per Participants Difference in Expenditures		\$309.01	
Row 8	Total Enrollment (from KHSAA enrollment figures)	83	107	190
Row 9	Percentage of Enrollment	43.68%	56.32%	100%
Row 10	Percentage Difference between Percentage of Enrollment (Row 9) and Percentage of Participation (Row 2)	-4.72%	4.72%	
Row 11	Number of Non-Coed Teams (excluding Archery, Bass Fishing, Dance and Unified Track/Bowling)	8	8	16
Row 12	Tolerance Limit based on participation ratio to enrollment	4.0%	If number of participants is less than 100, the tolerance is 5%, if 101-299 then 4%, if 300-499 then 3%, if 500-699 then 2.5%, if 700 or more then 2%.	
Row 13	Underrepresented Gender	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?	no	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)	10.4	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	41.8%		
Row 18	Test 1, Subpart 3 Additional Participants Needed to Pass Test 1, Part 3	33		
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)	3.6%		
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	Information provided on the T-3 form and the T-63 form indicates the standard established for Test 3 for athletic opportunities is being met.		

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 2018-2019**

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 East Central Street	606-573-8750	Principal
Jaimie McNeil	420 East Central Street	606-573-8750	Athletic Director/Designated Rep
Tiffany Hamm	420 East Central Street	606-573-8750	Coach
Cory Estep	420 East Central Street	606-573-8750	Coach
Cathy Thomas	420 East Central Street	606-573-8750	Teacher
Payeton Charles			Student Athlete-Female
Kilian Ledford			Male

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

Sep 13, 2018
Jan 10, 2019
May 3, 2019

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

Name	Title	Address	Phone
Jaimie McNeil	Athletic Director	420 East Central Street	606-573-8750, Ext 4

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

Name	Title	Address	Phone
Charles D Morton	Superintendent	420 East Central Street	606-573-8750, Ext 6

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 8, 2019 10:12:58 AM

Principal Signature

Date



HISTORICAL TEAM MATRIX TEAM LIST USED FOR CALCULATIONS

Harlan (2018-2019)

Sport	Level	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Archery (coed) - Boys	varsity						
	jv						
	freshman						
Archery (coed) - Girls	varsity						
	jv						
	freshman						
Baseball	varsity	X	X	X	X	X	X
	jv	X	X	X	X	X	X
	freshman						
Basketball - Boys	varsity	X	X	X	X	X	X
	jv	X	X	X	X	X	X
	freshman	X	X	X			X
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						
Dance (coed) - Boys	varsity						
	jv						
	freshman						
Dance (coed) - Girls	varsity						
	jv						
	freshman						
Esports - Winter (coed) - Boys	varsity						
	jv						
	freshman						
Esports - Winter (coed) - Girls	varsity						
	jv						
	freshman						
Esports - Spring (coed) - Boys	varsity						
	jv						
	freshman						
Esports - Spring (coed) - Girls	varsity						
	jv						
	freshman						
Football	varsity	X	X	X	X	X	X
	jv	X				X	
	freshman						
Field Hockey - Girls	varsity						
	jv						
	freshman						
Fishing (coed) - Boys	varsity						
	jv						
	freshman						



HISTORICAL TEAM MATRIX TEAM LIST USED FOR CALCULATIONS

Harlan (2018-2019)

Sport	Level	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Fishing (coed) - Girls	varsity						
	jv						
	freshman						
Fast Pitch Softball	varsity	X	X	X	X	X	X
	jv	X	X	X	X	X	
	freshman						
Golf - Boys	varsity	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						
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		
	jv						
	freshman						
Tennis - Girls	varsity	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						



HISTORICAL TEAM MATRIX TEAM LIST USED FOR CALCULATIONS

Harlan (2018-2019)

Sport	Level	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
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						



ROSTER REVIEW PLAYER LIST USED FOR CALCULATIONS Harlan (2018-2019)

Varsity Baseball

Adkins, Caleb
Begley, Garrett
X Brackett, David
Browning, Evan
Bryson, John Mark
Bryson, Tate
Cornett, Ethan
Hall, Isaiah
Hall, Kanyon
Hawkins, Jared
Knuckles, Joshua
Ledford, Kilian
Lewis, Jonathan
Lindsey, Shane
McCarthy, Wil
Mills, Jeremiah
Roark, Andrew
Robinson, Michael
Simpson, Andrew
Stewart, Anton
Vanwinkle, David
Varner, Will
Whitehead, Jesse

Varsity Basketball - Boys

Adkins, Caleb
Akal, Jordan
Barnes, Cade
Barnes, Carter
Barnes, Trey
Bryson, John Mark
Bryson, Tate
Eldridge, Jon
Gist, Jae dyn
Gist, Johann
Hawkins, Jared
Ledford, Kilian
X Lewis, Jonathan
Lewis, Noah
McLendon, Kaleb
Morton, Charles
Pacholewski, Carl

Varsity Basketball - Girls

Charles, Payeton
Cole, Madison
Jones, Pieghton
Jones, Raegan
Karst, Ella
King, Natalee
Leslie, Kaylee
Morton, Ella
Owens, Emma
Pacholewski, Megan
Sizemore, Makayla
Smith, Savanna
Thompson, Allie

Wynn, Angela

Varsity Cheerleading

Adkins, Brady
Amburgey, Hannah
Amburgey, Rachel
Blanton, Kaycee
Couch, Whitney
Dickenson, Lily
Doss, MaKenna
Eversole, Emma
Foster, Cassidy
Gilreath, Shelby
Jackson, Makenna
Meachum, Rylee
Noah, Emersyn
Snelling, MacKenzie
Witt, Abigail
Witt, Allison

Varsity Football

Adkins, Caleb
Allison, Kyle
X Aslinger, Evan O
Begley, Garrett
Brock, John Brady
Bryson, Tate
Burkhart, Josh
Carr, Adam Luke
Clem, Ethan
Cozart, Tyler
Davis, Franklin
Dixon, Hunter
Eldridge, Jared
Eldridge, Jon
Gilreath, Austin
Hall, Isaiah
Honeycutt, James
Howard, Jacob
Howard, Jordon
Lasely, Timothy
Lawson(III), Britt
Ledford, Kilian
Leslie, Timothy
Lewis, Jonathan
Lindsey, Shane
McCarthy, Wil
McKenzie, Jarrett
Mills, Jeremiah
Napier, Braden
Sargent, Austin
Scearse, Connor R
Shanks, Braydon
Shepherd, Ethan
Surber, Jacob
Varner, Will
Walker, Josh
Whitehead, Jesse

Varsity Fast Pitch Softball

Bennett, Kellie
Bennett, Payton
Cornett, Kailey
Cornett, Kaytlin
Eversole, Emma
Jones, Emma
Jones, Raegan
Saylor, Haven
Sizemore, Makayla
Smith, Savanna
Wynn, Angela

Varsity Track - Boys

Brock, John Brady
Bryson, Tate
Clem, Ethan
Cornette, Tristan
Dixon, Hunter
Eldridge, Jared
Gilreath, Austin
Helton, Jordan
Howard, Will
Johnson, Ethan
Lawson(III), Britt
X Ledford, Kilian
Miller, Story Morgan
Morton, Charles
Shepherd, Ethan

Varsity Track - Girls

Bryson, Lucy
Esan, Elizabeth
Helton, Skylar
Marlowe, Marissa
Middleton, Harley
Morton, Ella
Owens, Emma
Pace, Mia
Pryor, Tracy
Stewart, Tonia

Varsity Volleyball

Combs, Mackenzie
Cornett, Kailey
Couch, Whitney
Cozart, Courtney
Fisher, Emma
Harriston, Ai-yana
Haynes, Madelyn
Jones, Hannah
King, Natalee

Middleton, Madison
Nunez, Lauren
Saylor, Haven

Varsity Cross Country - Boys

Austin, Jarrett
Bryson, John Mark
Bryson, Tate
Morton, Charles

Varsity Cross Country - Girls

Bryson, Lucy
Morton, Ella
Pace, Mia

Junior Varsity Baseball

Adkins, Caleb
Begley, Garrett
Browning, Evan
Bryson, John Mark
Bryson, Tate
Cassim, Will V
Cornett, Ethan
Hall, Isaiah
Hall, Kanyon
Hawkins, Jared
Ledford, Kilian
Lewis, Jonathan
Lindsey, Shane
Maples, Cameren
McCarthy, Wil
Mills, Jeremiah
Montanaro, Donovan
Roark, Andrew
Simpson, Andrew
Stewart, Anton
Vanwinkle, David
West, Tristan A
Whitehead, Jesse

Junior Varsity Basketball - Boys

Barnes, Trey
Bryson, John Mark
Gist, Jae dyn
Gist, Johann
X Lewis, Jonathan
Lewis, Noah
McLendon, Kaleb
Pacholewski, Carl



ROSTER REVIEW PLAYER LIST USED FOR CALCULATIONS Harlan (2018-2019 continued)

Junior Varsity Basketball - Girls

X Gibson, Alyssa
Hoskins, Faith
Jones, Pieghton
Jones, Raegan
Marlowe, Marissa
X McNiel, Mallory
Nunez, Campbell
Owens, Emma
Sizemore, Makayla
Wynn, Angela
Wynn, Aymanni

Junior Varsity Volleyball

Blanton, Kendyll
Bryson, Tess
Combs, Mackenzie
Cornett, Kailey
Couch, Whitney
Esan, Elizabeth
Fisher, Emma
Hall, Taylor
Harriston, Ai-yana
Harriston, Doneisha
Haynes, Madelyn
Jones, Hannah
King, Natalee
Maples, Bailee Grace
Marlowe, Marissa
Middleton, Harley
Nunez, Lauren

Freshman Basketball - Boys

Bryson, John Mark
Gist, Jae dyn
Gist, Johann
Lewis, Noah
McLendon, Kaleb
Pacholewski, Carl

Freshman Volleyball

Blanton, Kendyll
Bryson, Tess
Esan, Danielle
Esan, Elizabeth
Hall, Taylor
Harriston, Doneisha
Maples, Bailee Grace
Marlowe, Marissa
Middleton, Harley



SCHOOL YEAR 2018-2019
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	83	43.7%	83	39.0%
Row 2	BOYS	107	56.3%	130	61.0%
Row 3	Totals	190	100%	213	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations: 34

- 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 8, 2019 10:12:58 AM



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

KHSAA Form T2
Rev. 11/18

Harlan (2018-2019)

TEAMS ADDED SINCE THE START OF 2013-2014 SCHOOL YEAR

	V	JV	F
Archery (coed) - Boys			
Baseball			
Basketball - Boys			X
Bowling - Boys			
Cross Country - Boys			
Dance (coed) - 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	X		
Dance (coed) - 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 2013-2014 School Year	Current Number of Participants for the 2018-2019 School Year Who are Playing on Teams Added Since the 2013-2014 School Year	Percentage of Total Participation by Sex Added Since the Beginning of the 2013-2014 School Year
GIRLS	VARSITY	5	50	1	3	
GIRLS	JV	2	25	0	0	
GIRLS	FROSH	1	8	0	0	
GIRLS	TOTAL	8	83	1	3	3.6%
BOYS	VARSITY	5	92	0	0	
BOYS	JV	2	31	0	0	
BOYS	FROSH	1	7	1	6	
BOYS	TOTAL	8	130	1	6	4.6%

Digitally signed by Jaimie McNeil (jaimie.mcniel@harlanind.kyschools.us) May 8, 2019 10:12:58 AM



SCHOOL YEAR 2018-2019
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 8, 2019 10:12:58 AM



2018-2019
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-4)

KHSAA :Form T4
 Rev.06/19

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	50	60.2%
Row 2	j.v.:	2	25	30.1%
Row 3	frosh:	1	8	9.6%
Row 4	total:		83	100%
Boys				
Row 5	varsity:	5	92	70.8%
Row 6	j.v.:	2	31	23.8%
Row 7	frosh:	1	7	5.4%
Row 8	total:		130	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) May 8, 2019 10:12:58 AM



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2017-2018
T35 ACTUAL EXPENDITURES – PROGRAM COMPARISON CHART
Harlan**

KHSAA Form T35
Rev. 11/17

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	\$5,728	\$0	\$243	\$0	\$0	\$450	\$4,690	2	\$502	\$0
Basketball - Boys	\$10,571	\$0	\$12,920	\$0	\$60	\$0	\$11,250	2	\$0	\$0
Basketball - Girls	\$10,195	\$0	\$2,924	\$0	\$0	\$240	\$11,250	2	\$0	\$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	\$224	\$0	\$274	\$0	\$0	\$0	\$940	1	\$0	\$0
Cross Country - Girls	\$224	\$0	\$274	\$0	\$0	\$0	\$940	1	\$0	\$0
Dance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Fast Pitch Softball	\$1,197	\$0	\$400	\$0	\$0	\$200	\$4,690	1	\$1,663	\$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	\$26,542	\$3,218	\$368	\$2,265	\$0	\$822	\$14,125	2	\$12,243	\$0
Golf - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Golf - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Lacrosse - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Lacrosse - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Marksmanship	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Slow Pitch Softball	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Soccer - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2017-2018
T35 ACTUAL EXPENDITURES – PROGRAM COMPARISON CHART
Harlan

Sport	Equipment		Travel & Per Diem		Awards		Salaries		Facilities	
	School	Booster	School	Booster	School	Booster	Salaries	Teams	School	Booster
Soccer - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Swimming - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Swimming - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Tennis - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Tennis - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Track - Boys	\$102	\$0	\$403	\$0	\$0	\$0	\$1,595	1	\$0	\$0
Track - Girls	\$102	\$0	\$403	\$0	\$0	\$0	\$1,595	1	\$0	\$0
Volleyball	\$2,973	\$0	\$3,066	\$0	\$100	\$0	\$1,850	3	\$0	\$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	\$109,535	71.2%
Expenditures for Girls	\$44,286	28.8%
Total Expenditures	\$153,821	



SCHOOL YEAR 2018-2019
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 8, 2019 10:12:58 AM



**SCHOOL YEAR 2018-2019
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
T41 Form Advantage---Travel and Per Diem: Advantage Boys	No plan at this time. After reviewing our basketball programs, we noticed that our boys traveled more over the summer months which accounts for the difference in spending between the two programs. The lack of travel in our girl's program was a choice our new coach made as she wanted to devote more time to individual player development.	Start: Jul 1, 2019 Complete: Jun 30, 2020
Analysis Summary, Row 10---percent Difference between % of Enrollment and % of Participation: Greater than -3% for Girls	Engage middle school girls in our extracurricular sporting programs by: 1. Promoting all sports to our middle school girls so as to gain their interest. 2. Our high school coaches will meet face-to-face with our middle school girls and talk to and encourage them to participate in sports. 3. Post girl's related sports information on our school web-page and calendar.	Start: Jul 1, 2019 Complete: Jun 30, 2020

Principal's Signature: Digitally signed by Jaimie McNeil (jaimie.mcniel@harlanind.kyschools.us) Date: May 8, 2019 10:12:58 AM



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>2018-2019</u>	
C. Total Varsity Athletes		<u>108</u>
D. Total Non-Varsity Athletes		<u>1</u>
E. Total below Grade 9 who played varsity		<u>7</u>
F. Total below Grade 9 who played non-varsity		<u>12</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	12	2015	C			
237575	Adkins , Caleb	M	12	2015	X			
287389	Akal , Jordan	M	9	2018	X			
237578	Allison , Kyle	M	12	2015	X			
338866	Amburgey , Hannah	F	9	2018	C			
338865	Amburgey , Rachel	F	9	2018	C			
318892	Austin , Jarrett	M	10	2017	X			
255631	Barnes , Cade	M	12	2015	X			
255632	Barnes , Carter	M	12	2015	X			
295740	Barnes , Trey	M	10	2017	X			
271815	Begley , Garrett	M	12	2015	X			
289627	Bennett , Kellie	F	11	2016	X			
259887	Bennett , Payton	F	12	2015	X			
272078	Blanton , Kaycee	F	12	2015	C			
333321	Blanton , Kendyll	F	7	-				X
206826	Brock , John Brady	M	12	2015	X			
351454	Browning , Evan	M	9	2018	X			
294319	Bryson , John Mark	M	9	2018	X			
294315	Bryson , Lucy	F	11	2016	X			
237574	Bryson , Tate	M	12	2015	X			
333323	Bryson , Tess	F	7	-				X
335772	Burkhart , Josh	M	12	2015	X			
335768	Carr , Adam Luke	M	9	2018	X			
354209	Cassim , Will V	M	7	-				X
255586	Charles , Payeton	F	12	2015	X			
294320	Clem , Ethan	M	10	2017	X			
283951	Cole , Madison	F	11	2016	X			
297054	Combs , Mackenzie	F	11	2016	X			
295739	Cornett , Ethan	M	10	2017	X			
271834	Cornett , Kailey	F	11	2016	X			
255584	Cornett , Kaytlin	F	12	2015	X			
356524	Cornette , Tristan	M	10	2017	X			
296187	Couch , Whitney	F	12	2015	X/C			
241637	Cozart , Courtney	F	12	2015	X			
308951	Cozart , Tyler	M	10	2017	X			
237579	Davis , Franklin	M	12	2015	X			
338864	Dickenson , Lily	F	9	2018	C			
335770	Dixon , Hunter	M	9	2018	X			
272074	Doss , MaKenna	F	11	2016	C			
335766	Eldridge , Jared	M	9	2018	X			
277723	Eldridge , Jon	M	11	2016	X			
336511	Esan , Danielle	F	8	-				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
294317	Esan , Elizabeth	F	9	2018	X			
338863	Eversole , Emma	F	9	2018	X/C			
271837	Fisher , Emma	F	11	2016	X			
248766	Foster , Cassidy	F	12	2015	C			
245614	Gilreath , Austin	M	12	2015	X			
338858	Gilreath , Shelby	F	10	2017	C			
338886	Gist , Jae dyn	M	9	2018	X			
346316	Gist , Johann	M	9	2018	X			
294323	Hall , Isaiah	M	10	2017	X			
322322	Hall , Kanyon	M	12	2015	X			
333320	Hall , Taylor	M	8	-				X
289628	Harriston , Ai-yana	F	11	2016	X			
309723	Harriston , Doneisha	F	9	2018		X		
283127	Hawkins , Jared	M	12	2015	X			
297057	Haynes , Madelyn	F	11	2016	X			
356525	Helton , Jordan	M	10	2017	X			
356531	Helton , Skylar	F	9	2018	X			
271818	Honeycutt , James	M	11	2016	X			
343119	Hoskins , Faith	F	7	-				X
302984	Howard , Jacob	M	11	2016	X			
302983	Howard , Jordon	M	11	2016	X			
356526	Howard , Will	M	11	2016	X			
318894	Jackson , Makenna	F	9	2018	C			
356527	Johnson , Ethan	M	10	2017	X			
322279	Jones , Emma	F	10	2017	X			
271821	Jones , Hannah	F	11	2016	X			
307850	Jones , Pieghton	F	8	-			X	
309722	Jones , Raegan	F	8	-			X	
343109	Karst , Ella	F	7	-			X	
255585	King , Natalee	F	11	2016	X			
259674	Knuckles , Joshua	M	12	2015	X			
337220	Lasely , Timothy	M	9	2018	X			
297687	Lawson III, Britt	M	10	2017	X			
129646	Ledford , Kilian	M	12	2015	X			
314317	Leslie , Kaylee	F	10	2017	X			
338492	Leslie , Timothy	M	9	2018	X			
335767	Lewis , Jonathan	M	9	2018	X			
348685	Lewis , Noah	M	9	2018	X			
295743	Lindsey , Shane	M	10	2017	X			
333318	Maples , Bailee Grace	F	8	-				X
354206	Maples , Cameren	M	8	-				X
333319	Marlowe , Marissa	F	8	-			X	
271810	McCarthy , Wil	M	11	2016	X			
231165	McKenzie , Jarrett	M	12	2015	X			
294318	McLendon , Kaleb	M	9	2018	X			
271822	Meachum , Rylee	F	11	2016	C			
297035	Middleton , Harley	F	8	-			X	
297041	Middleton , Madison	F	11	2016	X			
250552	Miller , Story Morgan	M	10	2017	X			
295742	Mills , Jeremiah	M	10	2017	X			
354207	Montanaro , Donovan	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
283128	Morton , Charles	M	11	2016	X			
283986	Morton , Ella	F	10	2017	X			
294321	Napier , Braden	M	10	2017	X			
248765	Noah , Emersyn	F	12	2015	C			
314321	Nunez , Campbell	F	8	-				X
271826	Nunez , Lauren	F	11	2016	X			
307851	Owens , Emma	F	8	-			X	
356530	Pace , Mia	F	8	-			X	
338891	Pacholewski , Carl	M	9	2018	X			
343111	Pacholewski , Megan	F	12	2015	X			
356529	Pryor , Tracy	F	11	2016	X			
353439	Roark , Andrew	M	9	2018	X			
271790	Robinson , Michael	M	12	2015	X			
335773	Sargent , Austin	M	10	2017	X			
271820	Saylor , Haven	F	11	2016	X			
297685	Scearse , Connor R	M	10	2017	X			
297677	Shanks , Braydon	M	10	2017	X			
335482	Shepherd , Ethan	M	9	2018	X			
255634	Simpson , Andrew	M	12	2015	X			
314315	Sizemore , Makayla	F	10	2017	X			
259889	Smith , Savanna	F	12	2015	X			
296188	Snelling , MacKenzie	F	10	2017	C			
353440	Stewart , Anton	M	9	2018	X			
356528	Stewart , Tonia	F	11	2016	X			
277724	Surber , Jacob	M	11	2016	X			
206851	Thompson , Allie	F	10	2017	X			
354145	Vanwinkle , David	M	10	2017	X			
287686	Varner , Will	M	12	2015	X			
335771	Walker , Josh	M	9	2018	X			
354205	West , Tristan A	M	8	-				X
337219	Whitehead , Jesse	M	11	2016	X			
271851	Witt , Abigail	F	10	2017	C			
271847	Witt , Allison	F	11	2016	C			
283957	Wynn , Angela	F	10	2017	X			
343118	Wynn , Aymanni	F	7	-				X