



**KHSAA TITLE IX ANNUAL REPORT SUBMISSION  
STATUS REPORT  
2020-2021**

KHSAA Form T65  
Revised 6/18/21

School:	Harlan
KHSAA Audit Team Member:	
Date:	June 22, 2021

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

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

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

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

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

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

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

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



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION  
2020-2021**

KHSAA Audit Form  
Rev. 01/13/21

**TITLE IX INTERNAL AUDIT SUMMARY**

**HARLAN**

Assigned Auditor: (none assigned)

		Column 1	Column 2	Column 3
		Girls	Boys	Total
Row 1	Total Participants (from T-1)	98	106	204
Row 2	Percentage of Participation	48.04%	51.96%	100%
Row 3	Total Expenditures (from T-3) for Non-Coed Teams (excluding Archery, Bass Fishing and Unified Track/Bowling)	\$64,029	\$82,827	\$146,856
Row 4	Percentage of Expenditures for Non-Coed Teams (excluding Archery, Bass Fishing and Unified Track/Bowling)	43.60%	56.40%	100%
Row 5	Percentage Difference between Percentage of Expenditures (Row 4) and Percentage of Participation (Row 2)	-4.44%	4.44%	
Row 6	Per Participant Expenditure	\$653.36	\$781.39	
Row 7	Per Participants Difference in Expenditures		\$128.03	
Row 8	Total Enrollment (from KHSAA enrollment figures)	88	86	174
Row 9	Percentage of Enrollment	50.57%	49.43%	100%
Row 10	Percentage Difference between Percentage of Enrollment (Row 9) and Percentage of Participation (Row 2)	-2.54%	2.54%	
Row 11	Number of Non-Coed Teams (excluding Archery, Bass Fishing, Dance and Unified Track/Bowling)	8	8	16
Row 12	Tolerance Limit based on participation ratio to enrollment	4.0%	If number of participants is less than 100, the tolerance is 5%, if 101-299 then 4%, if 300-499 then 3%, if 500-699 then 2.5%, if 700 or more then 2%.	
Row 13	Underrepresented Gender	<b>GIRLS</b>	Underrepresented Gender is the one having the lowest value in Row 10 after comparing to the school participation tolerance in row 12	

**TEST 1**

Row 14	Test 1, Subpart 1, Is Row 10 plus/minus 5% for underrepresented gender?	<b>yes</b>	Does this school appear likely to meet Test 1, Subpart 1 for Compliance?	
Row 15	Test 1, Subpart 2, Is Row 10 plus/minus the percentage in Row 12 for underrepresented gender?	<b>yes</b>	Does this school appear likely to meet Test 1, Subpart 2 for Compliance?	
Row 16	Test 1, Subpart 3 Participants per Non-Coed Team for underrepresented gender (excluding Archery, Bass Fishing and Unified Track/Bowling)	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	51.0%		
Row 18	Test 1, Subpart 3 Additional Participants Needed to Pass Test 1, Part 3	-4		
Row 19	Test 1, Subpart 3, Does it appear that the average participation per non Coed team rationalizes a less than 50% overall participation rate?	<b>yes</b>	Does this school appear likely to meet, Subpart 3 for Compliance?	
Row 20	TEST 1 RESULTS (OVERALL)	<b>-YES-</b>	Appears likely to meet Test 1 for Title IX Compliance?	

**TEST 2**

Row 21	Test 2 Percent Participant Increase from Added Teams (from T-2)	12.2%		
Row 22	TEST 2 RESULTS	<b>-NO-</b>	Appears likely to meet Test 2 for Title IX Compliance?	

**TEST 3**

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

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



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION  
ANNUAL VERIFICATION OF TITLE IX PROCEDURES  
SCHOOL YEAR 2020-2021**

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 Morton			Superintendent
Britt Lawson			Principal
Jaimie McNeil			Athletic Director
Tiffany Hamm			Girls Basketball Head Coach
Cory Estep			Baseball Head Coach
Cathy Thomas			High School Teacher
Trvor Fitzpatrick			High School Teacher

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

Aug 6, 2020
Dec 10, 2020
Mar 11, 2021

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	606-273-0594

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	606-573-8700, 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)

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**Principal Signature**

**Date**



## HISTORICAL TEAM MATRIX TEAM LIST USED FOR CALCULATIONS

### Harlan (2020-2021)

Sport	Level	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
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		
Basketball - Girls	varsity	X	X	X	X	X	X
	jv	X	X	X	X	X	X
	freshman	X	X	X			
Bowling - Boys	varsity						
	jv						
	freshman						
Bowling - Girls	varsity						
	jv						
	freshman						
Cheerleading	varsity	X	X	X	X	X	X
	jv						
	freshman						
Dance (coed) - Boys	varsity						
	jv						
	freshman						
Dance (coed) - Girls	varsity						
	jv						
	freshman						
Esports - Winter (coed) - Boys	varsity						
	jv						
	freshman						
Esports - Winter (coed) - Girls	varsity						
	jv						
	freshman						
Esports - Spring (coed) - Boys	varsity						
	jv						
	freshman						
Esports - Spring (coed) - Girls	varsity						
	jv						
	freshman						
Football	varsity	X	X	X	X	X	X
	jv			X			
	freshman						
Field Hockey - Girls	varsity						
	jv						
	freshman						
Fishing (coed) - Boys	varsity						
	jv						
	freshman						

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## HISTORICAL TEAM MATRIX TEAM LIST USED FOR CALCULATIONS

### Harlan (2020-2021)

Sport	Level	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Fishing (coed) - Girls	varsity						
	jv						
	freshman						
Fast Pitch Softball	varsity	X	X	X	X	X	X
	jv	X	X	X			
	freshman						
Golf - Boys	varsity	X	X			X	X
	jv						
	freshman						
Golf - Girls	varsity	X	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				
	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						

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## HISTORICAL TEAM MATRIX TEAM LIST USED FOR CALCULATIONS

### Harlan (2020-2021)

Sport	Level	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
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	
Wrestling	varsity						
	jv						
	freshman						
Cross Country - Boys	varsity	X	X	X	X	X	X
	jv						
	freshman						
Cross Country - Girls	varsity		X	X	X	X	X
	jv						
	freshman						



# ROSTER REVIEW PLAYER LIST USED FOR CALCULATIONS Harlan (2020-2021)

## Varsity Baseball

- Barnes, Trey
- Browning, Evan
- Bryson, John Mark
- X Cochran, Triston
- Cornett, Ethan
- Gist, Jae dyn
- Hall, Isaiah
- Johnson, Aiden
- Lawson(IV), Britt
- Lee, Kevin
- X Lewis, Jonathan
- Lewis, Noah
- Lindsey, Shane
- Maples, Cameren
- Mills, Jeremiah
- Montanaro, Donovan
- Moore, Jared
- Roark, Andrew
- Snelling, Gunnar
- Vanwinkle, David

## Varsity Basketball - Boys

- Akal, Darius
- Akal, Jordan
- Austin, William
- Barnes, Trey
- Bryson, John Mark
- Burgan, Tristan
- X Clem, Hunter
- Gist, Jae dyn
- Gist, Johann
- Maples, Cameren
- McLendon, Kaleb
- McLendon, Kyler
- Moore, Jared
- X Napier, Kelson
- Pennington, Matthew
- Pruitt, Derek
- X Ward, Jayden

## Varsity Football

- Akal, Darius
- Browning, Evan
- X Bynum, Juan
- Childers, Trenton
- Clem, Ethan
- Cochran, Triston
- X Dixon, Hunter
- Eldridge, Jared
- Farley, Braydan
- Hall, Isaiah
- Kirby, Noah
- Lawson(IV), Britt
- Lewis, Jonathan
- Lindsey, Shane
- Maples, Cameren
- Middleton, Cade

- X Middleton, Christian
- Middleton, Dylan
- Mills, Jeremiah
- Montanaro, Donovan
- Perkins, Landon
- Roark, Andrew
- Rodriguez, Malachi
- X Sanford, Robert "RW"
- Scarse, Connor R
- Sizemore, Eli
- Taylor, Chris
- Vick, Tayquan
- Ward, Jayden

## Varsity Golf - Boys

- Barger, Kenneth
- Bryson, John Mark
- Johnson, Aiden
- Lee, Kevin
- Miller, Story Morgan
- Murray, Carson

## Varsity Track - Boys

- Akal, Darius
- Austin, Will
- X Blanton, Kamryn
- X Bryson, Tess
- Burgan, Tristan
- Burgan, Tristan
- X Clem, Ethan
- Clem, Hunter
- Cornette, Tristan
- X Couch, Haylee
- X Dixon, Hunter
- X Eldridge, Jared
- Farley, Ethan
- Gist, Johann
- X Helton, Jordan
- X Johnson, Ethan
- X Jones, Peighton
- Lawson(IV), Britt
- X Marlowe, Marissa
- McLendon, Kaleb
- McLendon, Kyler
- Middleton, Cade
- X Miller, Story Morgan
- X Morton, Ella
- Napier, Kelson
- X Owens, Emma
- X Pace, Mia
- X Roark, Kaylee
- X Wynn, Abigail

## Varsity Cross Country - Boys

- X Austin, Jarrett
- X Bryson, John Mark
- Cornette, Tristan
- Farley, Ethan
- McLendon, Kyler

## Varsity Basketball - Girls

- X Clark, Kaylee
- Fields, Abbi
- Hoskins, Annie
- Hoskins, Faith
- Jones, Abbie
- Jones, Peighton
- X Kennedy, Carlie Jo
- Leslie, Kaylee
- Madden, Carly
- X Marlowe, Marissa
- Mulkey, Emma
- Noe, Kylie
- X Nunez, Campbell
- Owens, Emma
- Rowe, Scarlet
- Rowe, Scarlett
- Thompson, Alli
- Wynn, Angel
- Wynn, Aymanni

## Varsity Cheerleading

- Amburgey, Hannah
- Amburgey, Rachel
- Bryson, Tess
- Burkhart, Allyssa J
- Couch, Haylee
- Dickenson, Lily
- Eversole, Emma
- X Gilreath, Shelby
- Hall, Taylor
- Harden, Kiera A
- X Jackson, Makenna
- Lane, Jaden
- McNiel, Mallory
- Nguyen, Jolena
- Pace, Mia
- Prince, Alisha
- Rivers, Michaela
- Snelling, MacKenzie
- Witt, Abigail
- Wynn, Abigail

## Varsity Fast Pitch Softball

- Blanton, Kamryn
- Blanton, Kendyll
- Combs, Allyson Lynn
- X Combs, Alyson

- Eversole, Emma
- Farley, Ella
- Fields, Abbi
- Fuson, Hayley L
- Garland, Lacie A
- Harden, Kiera A
- Hoskins, Annie
- Hoskins, Faith
- Jackson, Addison
- Kennedy, Carlie Jo
- X Lane, Jaden
- Lisenbee, Ella
- McNiel, Mallory
- X Nunez, Ava
- Snelling, MacKenzie
- Thomas, Carley
- X Wynn, Angel

## Varsity Tennis - Girls

- Amro, Salena
- Brock, Miranda
- Cornette, Spencer
- Goss, Audrey
- Harriston, Doneisha
- Helton, Olivia
- Howard, Emilee
- Lawson, Anna
- X Massingale, Kirsten
- Shelton, Maggie

## Varsity Track - Girls

- Blanton, Kamryn
- Bolton, Chloe
- Bryson, Tess
- Jones, Peighton
- Marlowe, Marissa
- X Middleton, Harley
- Morton, Ella
- Owens, Emma
- Pace, Mia
- Roark, Kaylee
- Wynn, Abigail

## Varsity Volleyball

- Blanton, Kamryn
- Blanton, Kendyll
- Bryson, Tess
- X Ditty, Chloe
- Farley, Ella
- Hall, Taylor
- Helton, Olivia
- Hoskins, Annie
- Jump, Carley
- Lawson, Anna
- Maples, Bailee Grace
- Marlowe, Marissa



# ROSTER REVIEW PLAYER LIST USED FOR CALCULATIONS Harlan (2020-2021 continued)

Nunez, Ava  
Nunez, Campbell  
Owens, Emma  
Roark, Kaylee  
X Sajnani, Krisha  
Thomas, Carley

Jones, Abbie  
Kennedy, Carlie Jo  
Lisenbee, Ella  
Madden, Carly  
McLain, Addison  
Mulkey, Emma  
Nunez, Ava  
Pace, Hanna  
Rodriguez, Jaelynn  
Rowe, Scarlett  
Turner, Hannah  
Washington, Maliyah

### Varsity Cross Country - Girls

Couch, Haylee  
Morton, Ella  
X Owens, Emma  
Pace, Mia  
X Smith, Eliza

### Junior Varsity Volleyball

Blanton, Kamryn  
Blanton, Kendyll  
Bryson, Tess  
X Ditty, Chloe  
Farley, Ella  
Helton, Olivia  
Jump, Carley  
Lawson, Anna  
Nunez, Ava  
Nunez, Campbell  
Roark, Kaylee  
Washington, Maliyah

### Junior Varsity Baseball

Barnes, Trey  
Browning, Evan  
Bryson, John Mark  
X Cornett, Ethan  
Gist, Jae dyn  
Hall, Isaiah  
Johnson, Aiden  
Lawson(IV), Britt  
Lee, Kevin  
X Lewis, Jonathan  
Lewis, Noah  
Lindsey, Shane  
Maples, Cameren  
Mills, Jeremiah  
Montanaro, Donovan  
Moore, Jared  
Roark, Andrew  
Snelling, Gunnar  
Vanwinkle, David

### Junior Varsity Basketball - Boys

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

### Junior Varsity Basketball - Girls

Amro, Salena  
Clark, Kaylee  
Doan, Shelby  
Goodman, Reagan  
Hoskins, Annie  
Jackson, Addison





**SCHOOL YEAR 2020-2021**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART**

KHSAA Form T1  
Rev. 5/11

**Participation Opportunities: Test One - Proportionality**

		(Column 1)	(Column 2)	(Column 3)	(Column 4)
	Program	Enrollment	Percentage of Total Enrollment	Number of Interscholastic Participants (double and triple count)	Percentage of Total Participation
Row 1	GIRLS	88	50.6%	98	48.0%
Row 2	BOYS	86	49.4%	106	52.0%
Row 3	Totals	174	100%	204	100%

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations: 46

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

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

Principal's Signature: Digitally signed by Jaimie McNeil (jaimie.mcniel@harlanind.kyschools.us) Date: May 5, 2021 14:50:44 PM



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

KHSAA Form T2  
Rev. 01/13/21

Harlan (2020-2021)

**TEAMS ADDED SINCE THE START OF 2015-2016 SCHOOL YEAR**

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

	V	JV	F
Archery (coed) - Girls			
Basketball - Girls			
Bowling - Girls			
Cross Country - Girls	X		
Dance (coed) - Girls			
Esports - Spring (coed) - Girls			
Esports - Winter (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	X		
Track - Girls			
Volleyball			

Program		Number of Teams Currently Offered	Number of Participants	Number of Teams Added Since the Beginning of the 2015-2016 School Year	Current Number of Participants for the 2020-2021 School Year Who are Playing on Teams Added Since the 2015-2016 School Year	Percentage of Total Participation by Sex Added Since the Beginning of the 2015-2016 School Year
GIRLS	VARSITY	6	69	2	12	
GIRLS	JV	2	29	0	0	
GIRLS	FROSH	0	0	0	0	
GIRLS	TOTAL	8	98	2	12	12.2%
BOYS	VARSITY	6	80	1	6	
BOYS	JV	2	26	0	0	
BOYS	FROSH	0	0	0	0	
BOYS	TOTAL	8	106	1	6	5.7%

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**SCHOOL YEAR** 2020-2021  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART**

KHSAA **Form T3**  
Rev 5 / 11

**Participation Opportunities Test Three Full Accommodation**

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

	<b>GIRLS</b> <b>(Yes / No)</b>		<b>BOYS</b> <b>(Yes / No)</b>
1. Based on the responses from your most recent student survey, is there sufficient interest to form a viable varsity interscholastic team for a sport not currently offered? If yes, what sport?	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:
---------------------------------------------------

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**2020-2021**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART (FORM T-4)**

KHSAA :FormT4  
 Rev.10/19

**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:	6	69	70.4%
Row 2	j.v.:	2	29	29.6%
Row 3	frosh:	0	0	0.0%
Row 4	total:		98	<b>100%</b>
<b>Boys</b>				
Row 5	varsity:	6	80	75.5%
Row 6	j.v.:	2	26	24.5%
Row 7	frosh:	0	0	0.0%
Row 8	total:		106	<b>100%</b>

- 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.

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**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION  
2020-2021  
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	\$643	\$0	\$2,160	\$0	\$0	\$0	\$4,690	2	\$1,203	\$0
Basketball - Boys	\$2,393	\$0	\$20,589	\$0	\$100	\$0	\$11,250	2	\$164	\$0
Basketball - Girls	\$5,606	\$0	\$15,391	\$0	\$300	\$0	\$11,250	2	\$164	\$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	\$98	\$0	\$582	\$0	\$11	\$0	\$940	1	\$0	\$0
Cross Country - Girls	\$98	\$0	\$582	\$0	\$11	\$0	\$940	1	\$0	\$0
Dance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Esports	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Fast Pitch Softball	\$1,887	\$0	\$1,035	\$0	\$0	\$0	\$4,690	1	\$1,280	\$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	\$9,230	\$0	\$1,358	\$0	\$483	\$0	\$14,125	1	\$6,184	\$0
Golf - Boys	\$3,100	\$0	\$0	\$0	\$0	\$0	\$470	1	\$0	\$0
Golf - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Lacrosse - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Lacrosse - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Marksmanship	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Slow Pitch Softball	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION**  
**2020-2021**  
**T35 ACTUAL EXPENDITURES – PROGRAM COMPARISON CHART**  
**Harlan**

Sport	Equipment		Travel & Per Diem		Awards		Salaries		Facilities	
	School	Booster	School	Booster	School	Booster	Salaries	Teams	School	Booster
Soccer - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Soccer - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Swimming - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Swimming - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Tennis - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Tennis - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	1	\$8,163	\$0
Track - Boys	\$927	\$0	\$532	\$0	\$0	\$0	\$1,595	1	\$0	\$0
Track - Girls	\$927	\$0	\$532	\$0	\$0	\$0	\$1,595	1	\$0	\$0
Volleyball	\$3,703	\$0	\$3,652	\$0	\$348	\$0	\$1,850	3	\$25	\$0
Wrestling	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0

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

Expenditures for Boys	\$82,827	56.4%
Expenditures for Girls	\$64,029	43.6%
<b>Total Expenditures</b>	<b>\$146,856</b>	



SCHOOL YEAR 2020-2021  
**KHSAA TITLE IX ATHLETICS AUDIT**  
**Checklist - Overall Interscholastic Athletics Program**

**DIRECTIONS:**

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

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

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

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**SCHOOL YEAR 2020-2021  
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
Adding new sport opportunities	We are going to explore adding opportunities based on student interest for new sports at Harlan High School.	Start: Jul 1, 2021 Complete: Jun 30, 2022

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

KHSAA Form T63  
Rev. 01/13/21

Date	Apr 29, 2021
School Year:	2020-2021
School Name:	Harlan
Who Administered The Survey?	Jaimie McNiel
How Was The Survey Administered (paper/electronic)?	Electronic
Give details on how it was administered and to which school group, Example: English classes, or all home rooms, etc. or advisee/advisor?)	English Classes
Enrollment in Grades 9-11 (from KDE):	129
Number of 8 <sup>th</sup> Grade Students Surveyed:	75
Number of Male Students Completing Survey:	72
Number of Female Students Completing Survey:	84
Completed By:	Jaimie McNiel
Return Percentage (Completions divided by 9-11 enrollment plus 8 <sup>th</sup> graders surveyed)	76.5%

**Instructions:**

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

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

**KHSAA Sponsored Fall Sports/Sport Activities**

Cross Country	3
Dance	17
Field Hockey (Girls)	3
Football	6
Golf	2
Soccer	16
Volleyball (Girls)	10

**KHSAA Sponsored Winter Sports/Sport Activities**

Archery	10
Basketball	6
Bowling	5
Esports	1
Swimming	12
Wrestling	5



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

KHSAA Form T63  
Rev.01/13/21

**KHSAA Sponsored Spring Sports/Sport Activities**

Baseball	5
Bass Fishing	16
Esports	4
Lacrosse	10
Softball	2
Tennis	4
Track and Field	8

**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.
28	I don't have time
11	The practice schedules and game times are inconvenient
15	The sport I like isn't offered
4	It's too expensive
11	Working
22	I don't feel I have the ability
0	Other: _____

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

<b>Sport</b>	<b>Number</b>
Badminton	9
Equestrian	14
Fencing	18
Gymnastics	21
Ice Hockey	12
Rifle-Marksmanship	23
Rodeo	13
Trapshooting	7
Ultimate Frisbee	14
Volleyball (Boys)	9
Wrestling (Girls)	12
Other	0

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**Principal's Signature**

**Date**



# KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION ANNUAL INTERSCHOLASTIC ATHLETICS PARTICIPATION LIST

KHSAA Form GE03  
Rev. 04/12

A. School	Harlan								
B. School Year	2020-2021								
C. Total Varsity Athletes									93
D. Total Non-Varsity Athletes									3
E. Total below Grade 9 who played varsity									19
F. Total below Grade 9 who played non-varsity									6

KHSAA Player ID	Name of Student	Sex	Current Class	School Year of 1st Promotion from 8th Grade	Grade 9-12 Student Highest Participation Varsity	Grade 9-12 Student Highest Participation non-Varsity	Below Grade 9 Student Highest Participation Varsity	Below Grade 9 Student Highest Participation non-Varsity
395891	Akal , Darius	M	9	2020	X			
287389	Akal , Jordan	M	11	2018	X			
338866	Amburgey , Hannah	F	11	2018	C			
338865	Amburgey , Rachel	F	11	2018	C			
402664	Amro , Salena	F	7	-			X	
413833	Austin , Will	M	11	2017	X			
402119	Austin , William	M	11	2020	X			
373596	Barger , Kenneth	M	8	-			X	
295740	Barnes , Trey	M	12	2017	X			
398871	Blanton , Kamryn	F	8	-			X	
333321	Blanton , Kendyll	F	9	2020	X			
413836	Bolton , Chloe	F	9	2020	X			
413902	Brock , Miranda	F	8	-			X	
351454	Browning , Evan	M	11	2018	X			
294319	Bryson , John Mark	M	11	2018	X			
333323	Bryson , Tess	F	9	2020	X/C			
403373	Burgan , Tristan	M	10	2019	X			
413834	Burgan , Tristan	M	10	2019	X			
405217	Burkhart , Allyssa J	F	9	2020	C			
395892	Childers , Trenton	M	9	2020	X			
402658	Clark , Kaylee	F	9	2020		X		
294320	Clem , Ethan	M	12	2017	X			
403370	Clem , Hunter	M	9	2020	X			
370330	Cochran , Triston	M	11	2018	X			
411761	Combs , Allyson Lynn	F	10	2019	X			
295739	Cornett , Ethan	M	12	2017	X			
413904	Cornette , Spencer	M	7	-			X	
356524	Cornette , Tristan	M	12	2017	X			
366053	Couch , Haylee	F	10	2019	X/C			
338864	Dickenson , Lily	F	11	2018	C			
402662	Doan , Shelby	F	7	-				X
335766	Eldridge , Jared	M	11	2018	X			
338863	Eversole , Emma	F	11	2018	X/C			
395894	Farley , Braydan	M	9	2020	X			
398875	Farley , Ella	F	8	-			X	
413835	Farley , Ethan	M	9	2020	X			
378958	Fields , Abbi	F	8	-			X	
411760	Fuson , Hayley L	F	10	2020	X			
411762	Garland , Lacie A	F	10	2019	X			
338886	Gist , Jae dyn	M	11	2018	X			
346316	Gist , Johann	M	11	2018	X			
402661	Goodman , Reagan	F	7	-				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
413905	Goss , Audrey	F	8	-			X	
294323	Hall , Isaiah	M	12	2017	X			
333320	Hall , Taylor	F	9	2020	X/C			
405219	Harden , Kiera A	F	9	2020	X/C			
309723	Harriston , Doneisha	F	11	2018	X			
398872	Helton , Olivia	F	8	-			X	
398877	Hoskins , Annie	F	9	2020	X			
343119	Hoskins , Faith	F	9	2020	X			
413901	Howard , Emilee	F	11	2018	X			
378956	Jackson , Addison	F	8	-			X	
373341	Johnson , Aiden	M	9	2020	X			
378957	Jones , Abbie	F	8	-			X	
307850	Jones , Peighton	F	10	2019	X			
398879	Jump , Carley	F	7	-			X	
402657	Kennedy , Carlie Jo	F	9	2020	X			
395896	Kirby , Noah	M	9	2020	X			
388317	Lane , Jaden	F	10	2019	C			
361032	Lawson , Anna	F	8	-			X	
297687	Lawson IV, Britt	M	12	2017	X			
373340	Lee , Kevin	M	9	2020	X			
314317	Leslie , Kaylee	F	12	2017	X			
335767	Lewis , Jonathan	M	11	2018	X			
348685	Lewis , Noah	M	11	2018	X			
295743	Lindsey , Shane	M	12	2017	X			
378955	Lisenbee , Ella	F	8	-			X	
402654	Madden , Carly	F	9	2020	X			
333318	Maples , Bailee Grace	F	10	2019	X			
354206	Maples , Cameren	M	10	2019	X			
333319	Marlowe , Marissa	F	10	2019	X			
402660	McLain , Addison	F	8	-				X
294318	McLendon , Kaleb	M	11	2018	X			
377927	McLendon , Kyler	M	10	2019	X			
361024	McNiel , Mallory	F	9	2020	X/C			
395900	Middleton , Cade	M	11	2018	X			
370342	Middleton , Dylan	M	11	2018	X			
250552	Miller , Story Morgan	M	12	2017	X			
295742	Mills , Jeremiah	M	12	2017	X			
354207	Montanaro , Donovan	M	10	2019	X			
405557	Montanaro , Nate	M	8	-				X
384960	Moore , Jared	M	9	2020	X			
283986	Morton , Ella	F	12	2017	X			
405078	Mulkey , Emma	F	10	2019	X			
373339	Murray , Carson	M	12	2017	X			
403372	Napier , Kelson	M	10	2019	X			
405216	Nguyen , Jolena	F	9	2020	C			
406462	Noe , Kylie	F	8	-			X	
361030	Nunez , Ava	F	8	-			X	
314321	Nunez , Campbell	F	10	2019	X			
307851	Owens , Emma	F	10	2019	X			
407252	Pace , Hanna	F	10	2019		X		
356530	Pace , Mia	F	10	2019	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
377924	Pennington , Matthew	M	10	2019	X			
395901	Perkins , Landon	M	11	2018	X			
366067	Prince , Alisha	F	11	2018	C			
403371	Pruitt , Derek	M	10	2019	X			
405220	Rivers , Michaela	F	11	2018	C			
353439	Roark , Andrew	M	11	2018	X			
401647	Roark , Kaylee	F	8	-			X	
402663	Rodriguez , Jaelynn	F	7	-				X
395903	Rodriguez , Malachi	M	9	2020	X			
402659	Rowe , Scarlet	F	10	2019	X			
405318	Rowe , Scarlett	F	10	2019	X			
297685	Scearse , Connor R	M	12	2017	X			
413903	Shelton , Maggie	F	8	-			X	
395904	Sizemore , Eli	M	10	2019	X			
407622	Snelling , Gunnar	M	9	2020	X			
296188	Snelling , MacKenzie	F	12	2017	X/C			
395905	Taylor , Chris	M	9	2020	X			
398873	Thomas , Carley	F	8	-			X	
206851	Thompson , Alli	F	12	2017	X			
405079	Turner , Hannah	F	10	2019		X		
354145	Vanwinkle , David	M	12	2017	X			
370345	Vick , Tayquan	M	10	2019	X			
370346	Ward , Jayden	M	11	2018	X			
398870	Washington , Maliyah	F	7	-				X
271851	Witt , Abigail	F	12	2017	C			
366046	Wynn , Abigail	F	10	2019	X/C			
283957	Wynn , Angel	F	12	2017	X			
343118	Wynn , Aymanni	F	9	2020	X			