



**KHSAA TITLE IX RE-VISIT
FIELD VISIT REPORT**

KHSAA Form T76
Rev..11/16

School:	Harlan High School
Prepared By:	Barbara Kok
Date of Re-Visit:	January 4, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-2023

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality	Satisfactory
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities	Satisfactory
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: According to the data and information submitted, it appears Harlan High School has meet the standard for Test 1 and Test 3 for the provision of athletic opportunities. The Tittle IX file was well organized and complete. Harlan High currently offers eight sport levels for both male and female athletes.

BENEFITS REVIEW

BENEFIT	Satisfactory	Deficient
EQUIPMENT AND SUPPLIES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Uniform review / replacement plan	X	
Status of uniforms and equipment	X	
Equity of spending	X	

BENEFITS REVIEW- EQUIPMENT AND SUPPLIES: A written uniform replacement/review policy indicated a 4-year rotation plan (exception Golf replaced annually). Uniforms viewed appeared to be of high quality and comparable in quality and quantity for “like” sports. Coaches interviewed were aware of the policy and procedure for purchasing new uniforms. Evaluation of spending per athlete for a two year period indicated a slight advantage to male athletes (\$217 per male athlete to \$148 per female athlete). *To ensure equity to all athletes, it is recommended the Athletic Director and Administration continue to monitor expenditures for equipment and supplies.*

All other equipment appeared to be well maintained and suitable for specific sports.

BENEFIT	Satisfactory	Deficient
SCHEDULING OF GAMES AND PRACTICE TIMES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Like sports scheduling	X	
Scheduling of shared practice facilities	X	
Optimal playing times	X	

BENEFITS REVIEW- SCHEDULING OF GAMES AND PRACTICE TIMES: Game schedules viewed on-line and in the Title IX file appeared to be equitable in number of competitive events for “like” sports. The schedule for shared facilities (high school gymnasium, elementary school gymnasium, weight room) is accessible to coaches on google calendar and appears to provide equitable usage for both girls’ and boys’ teams. *It is recommended the facilities schedule be posted for easy access for athletes.* Priority for usage is given to the team that is in season.

BENEFIT	Satisfactory	Deficient
TRAVEL AND PER DIEM	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Mode of transportation		X
Provision for meals and housing		X
Equity of spending	X	

BENEFITS REVIEW- TRAVEL AND PER DIEM: Written guidelines in the Title IX file provide information pertaining to the cost of transportation (school bus) and reimbursement procedure. The guidelines do not address MODE of transportation, PER DIEM for meal provision or PER DIEM for housing. Interviews with the coaches indicate travel arrangements for overnight trips are the responsibility of the individual coaches. To ensure parity for all teams, it is recommended the GERC develop guidelines for teams to follow concerning overnight trips. **SEE OTHER ACTIONS TO BE TAKEN**

Spending for travel falls within acceptable parameters for both girls and boys.

COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Compensation	X	
Accessibility	X	
Competence	X	

BENEFITS REVIEW- COACHING: The Harlan District Salary schedule appears to be equitable in compensation and number of coaching positions for all teams. The majority of head coaches for both girls and boys are employed on campus making for easy access and availability. The current ratio of athlete to coach is 8:1 for female athletes and 6:1 for male athletes. Informal conferences are held post season with the Athletic Director, Principal and coaches to discuss the season. The Title IX file contains an excellent Coaches' Handbook outlining the administrations' expectations and coaches' responsibilities pertaining to athletics at Harlan High and is distributed to all coaching staff members.

BENEFIT	Satisfactory	Deficient
LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Competition and practice venues	X	
Dressing areas	X	
Equipment storage areas	X	

BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES: There was written evidence of locker room and storage assignments for all teams that appears to be equivalent. The quality of amenities appears to be comparable for like sports. The competitive venue on campus is the high school gymnasium for volleyball, girls and boys basketball. The Joe Gilley sports complex is located approximately 1 mile from campus. This complex is home to tennis (6 courts), softball, baseball, track and football. All are well maintained and eligible for District post season play. (exception-track is not regulation and in poor condition). Locker rooms for all teams are available on site. The golf team plays at the Harlan Country Club.

INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Weight room location and access	X	
Weight room usage schedule	X	
Appropriate equipment for female use	X	
Athletic Training services	X	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The past audit found the weight room to be deficient due to the location in a boys' locker room. The weight room has been relocated to a separate building that is easily accessible for all athletes. Viewed equipment in the weight room appears to be appropriate for female use. The schedule for use is posted on site and appears to provide equivalent access to all teams. Interviews with the administration stated physical exams are made available thru a partnership with PT Pros. They are free of charge to all students during selected dates in May or June. Harlan does not have the services of an athletic trainer. A local nurse practitioner provides coverage for home events.

BENEFIT	Satisfactory	Deficient
PUBLICITY	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Support group assignments	X	
Written regulation for recognition		X
Equity of spending	X	

BENEFITS REVIEW- PUBLICITY: Harlan has one cheerleading squad and a band that attends at all home football, girls' and boys' basketball games. Performance of the pep band is monitored by the administration to ensure parity.

Written guidelines viewed addressed guidelines for banners hanging in the gymnasium. Guidelines relevant to individual awards and pictures on display, 1000 point awards, state champions, post season events were not included in the guidelines. Interviews with coaches and athletes indicated some teams held post season recognition programs while other teams were at the discretion of the coach. It is recommended the GERC develop guidelines to ensure equivalency to all teams concerning awards displayed and post season events.

(SEE OTHER ACTIONS TO BE TAKEN)

A two year review of spending showed approximately \$8.00 per male athlete and \$5.50 per female athlete.

BENEFIT	Satisfactory	Deficient
SUPPORT SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Office access	X	
Booster Support	X	
Overall spending for athletic support	X	

BENEFITS REVIEW- SUPPORT SERVICES: The assignment of offices for coaches appears to be equitable and provide like amenities for all teams. Softball and Football teams have Booster clubs with external accounts. Interviews with school administration verified there are approval procedures in place that work to ensure parity and oversight of fundraising and expenditures. It is recommended that school officials continue to monitor expenditures for all Booster clubs and teams. Current spending for male athletes falls a little outside acceptable parameter in both per athlete (male \$726 and female \$538) and percentage (male 57% and female 43%)

CURRENT DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to current deficiencies	Date for Verification of Action to address deficiency

RECURRING DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to recurring deficiencies	Date for Verification of Action to address deficiency

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Travel and Per Diem: Mode of Transportation: Expand the current guideline to include the provision and specifics for use of school bus, van, and or commercial vehicle as a mode of transport to competitive events.	Please submit to the KHSAA on or before March 15, 2023 .
Travel and Per Diem: Provision of Meals: Expand the current guideline to include specific parameters relevant to provision of meals (i.e., daily allowance, per athlete allowance, etc.)	Please submit to the KHSAA on or before March 15, 2023 .
Travel and Per Diem: Provision of Housing: Expand the current guideline to include parameters relevant to the provision of housing (overnight stays) i.e., number of athletes to a room, type of accommodations, free breakfast, \$\$\$, etc.	Please submit to the KHSAA on or before March 15, 2023 .
Publicity Awards /Recognition: Expand the current Awards guidelines that includes individual awards and public displays that ensures parity for all athletes. Expand the current guidelines to include post season recognition programs that would ensure parity to all athletes.	Please submit to the KHSAA on or before March 15, 2023 .

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Jae"dyn Gist	Student Athlete-Bsk, Tr, BB
Mallary McNeil	Student Athlete-SB, VB
Anne Lindsey	Cross Country Coach
Tiffany Hamm Rowe	Girls' Basketball Coach
Jaimie McNeil	Athletic Director
Brit Lawson, III	Principal
Eric Perry	Football Coach
Andrew Williams	Teacher, Middle School A.D.
Cathy Thomas	Teacher
Kathy Johnston	KHSAA Auditor
Barbara Kok	KHSAA Auditor bkok@khsaa.org 859-361-2044

OTHER GENERAL OBSERVATIONS

The Athletic Director and school Administration were very welcoming and well prepared for the Title IX visit. Harlan High has a rich history of excellent athletic programs and current school officials are dedicated to continuing the tradition. The administration was receptive to all comments from the audit team.

Emergency plans for all venues were comprehensive and contained in the Title IX file.

Harlan has two AEDs on campus-one in the High School gymnasium and one in the football coaches' office.

The public forum was held in the school library. With no one in attendance, the audit team left at 3:15.