KHSAA Form T65
Revised 3/29/24

KHSAA TITLE IX ANNUAL REPORT SUBMISSION
STATUS REPORT
2025-2026

School:	Highlands High School
KHSAA Audit Team Member:	Gary Lawson
Date:	06/09/2026

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. 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.

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
2025-2026
TITLE IX INTERNAL AUDIT SUMMARY
HIGHLANDS HIGH SCHOOL

KHSAA Audit Form
Rev. 11/1/22

Assigned Auditor: Gary Lawson (glawson@khsaa.org)

		Column 1 Girls	Column 2 Boys	Column 3 Total
Row 1	Total Participants (from T-1)	440	512	952
Row 2	Percentage of Participation	46.22%	53.78%	100%
Row 3	Total Expenditures (from T-3) for Non-Coed Teams (excluding Archery, Bass Fishing and Unified Track/Bowling)	$313,592	$529,380	$842,973
Row 4	Percentage of Expenditures for Non-Coed Teams (excluding Archery, Bass Fishing and Uni fied Track/Bowling)	37.20%	62.80%	100%
Row 5	Percentage Difference between Percentage of Expenditures (Row 4) and Percentage of Participation (Row 2)	-9.02%	9.02%	
Row 6	Per Participant Expenditure	$712.71	$1,033.95	
Row 7	Per Participants Difference in Expenditures		$321.24	
Row 8	Total Enrollment (from KHSAA enrollment figures)	515	500	1015
Row 9	Percentage of Enrollment	50.74%	49.26%	100%
Row 10	Percentage Difference between Percentage of Enrollment (Row 9) and Percentage of Participation (Row 2)	-4.52%	4.52%	
Row 11	Number of Non-Coed Teams (excluding Archery, Bass Fishing, Dance and Unified Track/Bowling)	27	27	54
Row 12	Tolerance Limit based on participation ratio to enrollment	2.0%	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)	16.3	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	47.1%	
Row 18	Test 1, Subpart 3 Additional Participants Needed to Pass Test 1, Part 3	56	
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)	6.6%	
Row 22	TEST 2 RESULTS	-NO-	Appears likely to meet Test 2 for Title IX Compliance?

TEST 3

Row 23	TEST 3 RESULTS	-NO-	Appears likely to meet Test 3 for Title IX Compliance?
Row 24	Test 3 Notes from Audit Team member listed above	**Compliance in relation to test #3 could not be evaluated because the T-60 form shows a 122.6% completation rate on the student athletic interest survey.**	

KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2025-2026
TITLE IX INTERNAL AUDIT SUMMARY
HIGHLANDS HIGH SCHOOL

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 2025-2026

KHSAA Form GE19
Rev. 5/11

The Highlands High School, Fort Thomas, Kentucky

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.)
Wes Caldwell	n/a	n/a	Athletic Director
Lance Bucher	n/a	n/a	Athletic Assistant
Bill Robinson	n/a	n/a	Parent Representative
Bailee Class	n/a	n/a	Student Athlete Representative
Bo Schlarman	n/a	n/a	Student Athlete Representative
David Russell	n/a	n/a	Board of Education RepresentativeKa
Jamie Richey	n/a	n/a	Head Coach
Kevin Listerman	n/a	n/a	Head Coach
Aaron Lense	n/a	n/a	Middle School Athletic Director
John Darnell	n/a	n/a	High School Principal
Jamee Flaherty	n/a	n/a	Assistant Superintendent/Title IX Coordinator

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

Sep 30, 2025
Jan 28, 2026
Apr 29, 2026

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

Name	Title	Address	Phone
Wes Caldwell	Athletic Director	n/a	n/a

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

Name	Title	Address	Phone
Jamee Flaherty	Assistant Superintendent	n/a	n/a

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 Wes Caldwell (wes.caldwell@fortthomas.kyschools.us) May 6, 2026 08:59:06 AM

HISTORICAL TEAM MATRIX
TEAM LIST USED FOR CALCULATIONS
(School Year 2020-2021 is Excluded from Calculations)
Highlands High School (2025-2026)

Sport	Level	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Archery - Boys	varsity	X	X	X	X	X	X	X
	jv							
	freshman							
Archery - Girls	varsity	X	X	X	X	X	X	X
	jv							
	freshman							
Baseball - Boys	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman	X	X	X	X	X	X	X
Basketball - Boys	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman	X	X	X	X	X	X	X
Basketball - Girls	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman	X	X	X	X	X	X	X
Bass Fishing - Boys	varsity							
	jv							
	freshman							
Bass Fishing - Girls	varsity							
	jv							
	freshman							
Bowling - Boys	varsity	X	X	X	X	X	X	X
	jv							
	freshman							
Bowling - Girls	varsity	X	X	X	X	X	X	X
	jv							
	freshman							
Bowling (coed) - Boys	varsity	X	X	X	X	X		
	jv							
	freshman							
Bowling (coed) - Girls	varsity	X	X	X	X	X		
	jv							
	freshman							
Competitive Cheerleading (coed) - Boys	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman	X	X	X				
Competitive Cheerleading (coed) - Girls	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman	X	X	X				
Cross Country - Boys	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X		
	freshman	X	X	X	X	X		
Cross Country - Girls	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X		
	freshman	X	X	X	X	X		
Dance (coed) - Boys	varsity						X	X
	jv						X	X
	freshman							
Dance (coed) - Girls	varsity						X	X

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HISTORICAL TEAM MATRIX
TEAM LIST USED FOR CALCULATIONS
(School Year 2020-2021 is Excluded from Calculations)
Highlands High School (2025-2026)

Dance (coed) - Girls	jv						X	X
	freshman							
Esports (coed) - Boys	varsity						X	X
	jv							
	freshman							
Esports (coed) - Girls	varsity						X	X
	jv							
	freshman							
Field Hockey - Girls	varsity							
	jv							
	freshman							
Flag Football - Girls	varsity							
	jv							
	freshman							
Football - Boys	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman	X	X	X	X	X	X	X
Golf - Boys	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman							
Golf - Girls	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman							
Lacrosse - Boys - Boys	varsity							
	jv							
	freshman							
Lacrosse - Girls - Girls	varsity							
	jv							
	freshman							
Pickleball - Boys	varsity							
	jv							
	freshman							
Pickleball - Girls	varsity							
	jv							
	freshman							
Riflery - Boys	varsity							
	jv							
	freshman							
Riflery - Girls	varsity							
	jv							
	freshman							
Soccer - Boys	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman	X	X	X	X	X	X	X
Soccer - Girls	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman	X	X	X	X	X	X	X
Softball - Girls	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman	X	X	X	X	X	X	X

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HISTORICAL TEAM MATRIX
TEAM LIST USED FOR CALCULATIONS

(School Year 2020-2021 is Excluded from Calculations)

Highlands High School (2025-2026)

Softball - Slow Pitch - Girls	varsity							
	jv							
	freshman							
Swimming - Boys	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X		
	freshman							
Swimming - Girls	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X		
	freshman							
Tennis - Boys	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman							
Tennis - Girls	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman							
Tennis - Team - Boys	varsity							
	jv							
	freshman							
Tennis - Team - Girls	varsity							
	jv							
	freshman							
Track & Field - Adapted - Boys	varsity							
	jv							
	freshman							
Track & Field - Adapted - Girls	varsity							
	jv							
	freshman							
Track & Field - Adapted (coed) - Boys	varsity							
	jv							
	freshman							
Track & Field - Adapted (coed) - Girls	varsity							
	jv							
	freshman							
Track & Field - Indoor - Boys	varsity					X	X	X
	jv							
	freshman							
Track & Field - Indoor - Girls	varsity					X	X	X
	jv							
	freshman							
Track & Field - Outdoor - Boys	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X		
	freshman	X	X	X	X	X		
Track & Field - Outdoor - Girls	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X		
	freshman	X	X	X	X	X		
Trap Shooting - Boys	varsity							
	jv							
	freshman							
Trap Shooting - Girls	varsity							
	jv							

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HISTORICAL TEAM MATRIX
TEAM LIST USED FOR CALCULATIONS

(School Year 2020-2021 is Excluded from Calculations)

Highlands High School (2025-2026)

Trap Shooting - Girls	**freshman**							
Volleyball - Boys	**varsity**							
	jv							
	freshman							
Volleyball - Girls	**varsity**	**X**	**X**	**X**	**X**	**X**	**X**	**X**
	jv	**X**	**X**	**X**	**X**	**X**	**X**	**X**
	freshman	**X**	**X**	**X**	**X**	**X**	**X**	**X**
Wrestling - Boys	**varsity**		**X**	**X**	**X**	**X**	**X**	**X**
	jv		**X**	**X**	**X**	**X**		
	freshman							
Wrestling - Girls	**varsity**					**X**	**X**	**X**
	jv							
	freshman							

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SCHOOL YEAR 2025-2026
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART

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	515	50.7%	440	46.2%
Row 2	BOYS	500	49.3%	512	53.8%
Row 3	Totals	1015	100%	952	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations: 90

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.

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

Teams added in the last 5 school years

	V	JV	F
Archery - Boys			
Baseball - Boys			
Basketball - Boys			
Bass Fishing - Boys			
Bowling - Boys			
Bowling (coed) - Boys			
Cross Country - Boys			
Dance (coed) - Boys			
Esports (coed) - Boys			
Football - Boys			
Golf - Boys			
Lacrosse - Boys - Boys			
Pickleball - Boys			
Riflery - Boys			
Soccer - Boys			
Swimming - Boys			
Tennis - Boys			
Tennis - Team - Boys			
Track & Field - Adapted - Boys			
Track & Field - Adapted (coed) - Boys			
Track & Field - Indoor - Boys	X		
Track & Field - Outdoor - Boys			
Trap Shooting - Boys			
Volleyball - Boys			
Wrestling - Boys	X		

	V	JV	F
Archery - Girls			
Basketball - Girls			
Bass Fishing - Girls			
Bowling - Girls			
Bowling (coed) - Girls			
Cross Country - Girls			
Dance (coed) - Girls			
Esports (coed) - Girls			
Field Hockey - Girls			
Flag Football - Girls			
Golf - Girls			
Lacrosse - Girls - Girls			
Pickleball - Girls			
Riflery - Girls			
Soccer - Girls			
Softball - Girls			
Softball - Slow Pitch - Girls			
Swimming - Girls			
Tennis - Girls			
Tennis - Team - Girls			
Track & Field - Adapted - Girls			
Track & Field - Adapted (coed) - Girls			
Track & Field - Indoor - Girls	X		
Track & Field - Outdoor - Girls			
Trap Shooting - Girls			
Volleyball - Girls			
Wrestling - Girls	X		

Program		Number of Teams Currently Offered	Number of Participants	Number of Teams Added in the last 5 school years	Current Number of Participants for the last 5 school years	Percentage of Total Participation by Sex Added in the last 5 school years
GIRLS	VARSITY	16	285	2	29	
GIRLS	JV	7	96	0	0	
GIRLS	FRESHMAN	4	59	0	0	
GIRLS	TOTAL	27	440	2	29	6.6%
BOYS	VARSITY	16	307	2	34	
BOYS	JV	7	113	0	0	

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

KHSAA Form T2
Rev. 11/15/23

BOYS	FRESHMAN	4	92	0	0	
BOYS	TOTALS	27	512	2	34	6.6%

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SCHOOL YEAR 2025-2026
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART

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?	Yes Lacrosse/Flag Football		Yes Lacrosse
3. Based on the responses from your most recent student survey, is there sufficient interest to form a viable freshmen 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:

based on the most recent student survey, there is sufficient interest to consider a junior varsity opportunity. A total of 22 students indicated interest in lacrosse. Because the survey did not differentiate between boys and girls participation, we are indicating interest as "yes" for one or both programs. Additionally, we saw significant interest in girls flag football and plan to follow the same implementation steps to evaluate and potentially launch that program as well.

Our implementation plan is as follows: at the beginning of the 2026/2027 school year, we will host an informational "discover" meeting for both boys and girls to further assess interest levels, clarify participation numbers, and determine the feasibility of moving forward with a team. If there is significant interest, we plan to begin with a junior varsity team; however, based on the information we gather—particularly if we identify a strong number of experienced athletes—we would consider transitioning to a varsity team.

based on the most recent student survey, there is sufficient interest to consider a junior varsity opportunity. A total of 22 students indicated interest in lacrosse. Because the survey did not differentiate between boys and girls participation, we are indicating interest as "yes" for one or both programs.

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SCHOOL YEAR 2025-2026

ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART

5. Describe your plans to address interest below:
Our implementation plan is as follows: at the beginning of the 2027 school year, we will host an informational “discover” meeting for both boys and girls to further assess interest levels, clarify participation numbers, and determine the feasibility of moving forward with a team. If there is significant interest, we plan to begin with a junior varsity team; however, based on the information we gather—particularly if we identify a strong number of experienced athletes—we would consider transitioning to a varsity team.

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SCHOOL YEAR 2025-2026
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-4)

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:**	16	285	64.8%
Row 2	**j.v.:**	7	96	21.8%
Row 3	**frosh:**	4	59	13.4%
Row 4	**total:**		440	**100%**
Boys				
Row 5	**varsity:**	16	307	60.0%
Row 6	**j.v.:**	7	113	22.1%
Row 7	**frosh:**	4	92	17.9%
Row 8	**total:**		512	**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.

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KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION

2025-2026 (for the 2024-2025 school year)

T35 ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART

Highlands High School

Sport	Equipment		Travel & Per Diem		Awards		Salaries		Facilities	
	School	Booster	School	Booster	School	Booster	Salaries	Teams	School	Booster
Archery - Boys	$2,105	$2,965	$1,467	$1,174	$215	$1,247	$2,147	1	$0	$0
Archery - Girls	$2,105	$2,965	$1,467	$1,174	$215	$1,247	$2,147	1	$0	$0
Baseball	$4,422	$2,219	$0	$13,868	$14,673	$1,534	$15,516	3	$7,290	$0
Basketball - Boys	$3,149	$4,061	$322	$8,059	$425	$13,219	$27,331	3	$2,308	$0
Basketball - Girls	$2,519	$4,187	$272	$9,195	$265	$10,329	$27,956	3	$2,308	$0
Bass Fishing - Boys	$0	$0	$0	$0	$0	$0	$0		$0	$0
Bass Fishing - Girls	$0	$0	$0	$0	$0	$0	$0		$0	$0
Bowling - Boys	$271	$545	$613	$240	$391	$572	$2,708	1	$0	$0
Bowling - Coed	$0	$0	$0	$0	$0	$0	$0		$0	$0
Bowling - Girls	$271	$545	$638	$3,201	$391	$572	$2,708	1	$0	$0
Cross Country - Boys	$103	$122	$1,290	$394	$318	$4,206	$3,731	1	$56	$0
Cross Country - Girls	$103	$122	$1,320	$394	$318	$5,325	$3,731	1	$57	$0
Dance	$2,823	$8,358	$3,660	$37,151	$2,675	$21,980	$23,072	2	$3,825	$0
Esports	$0	$0	$0	$0	$0	$0	$0	2	$0	$0
Field Hockey	$0	$0	$0	$0	$0	$0	$0		$0	$0
Flag Football	$0	$0	$0	$0	$0	$0	$0		$0	$0
Football	$36,329	$13,682	$20,775	$25,467	$53,698	$47,020	$75,663	3	$1,574	$0
Golf - Boys	$1,346	$1,848	$605	$3,526	$265	$8,346	$4,553	2	$0	$0
Golf - Girls	$1,346	$0	$575	$815	$265	$925	$4,553	2	$0	$0
Lacrosse - Boys	$0	$0	$0	$0	$0	$0	$0		$0	$0
Lacrosse - Girls	$0	$0	$0	$0	$0	$0	$0		$0	$0
Riflery - Boys	$0	$0	$0	$0	$0	$0	$0		$0	$0

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KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION

2025-2026 (for the 2024-2025 school year)

T35 ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART

Highlands High School

Sport	Equipment		Travel & Per Diem		Awards		Salaries		Facilities	
	School	Booster	School	Booster	School	Booster	Salaries	Teams	School	Booster
Riflery - Girls	$0	$0	$0	$0	$0	$0	$0		$0	$0
Soccer - Boys	$306	$2,193	$0	$530	$1,476	$11,442	$15,794	3	$1,574	$0
Soccer - Girls	$306	$2,035	$0	$7,846	$473	$25,169	$15,794	3	$1,574	$0
Softball	$1,601	$5,229	$125	$8,232	$8,274	$6,070	$15,517	3	$10,927	$0
Softball - Slow Pitch	$0	$0	$0	$0	$0	$0	$0		$0	$0
Swimming - Boys	$76	$280	$3,727	$1,277	$1,116	$3,515	$5,530	1	$1,188	$0
Swimming - Girls	$76	$280	$3,787	$1,277	$1,116	$3,515	$5,530	1	$1,188	$0
Tennis - Boys	$614	$0	$0	$0	$410	$0	$3,799	2	$57	$0
Tennis - Girls	$590	$39	$40	$0	$2,080	$3,094	$3,264	2	$57	$0
Tennis - Team - Boys	$0	$0	$0	$0	$0	$0	$0		$0	$0
Tennis - Team - Girls	$0	$0	$0	$0	$0	$0	$0		$0	$0
Track & Field - Indoor - Boys	$0	$0	$1,126	$0	$265	$12	$0	1	$0	$0
Track & Field - Indoor - Girls	$0	$0	$958	$0	$265	$139	$0	1	$0	$0
Track & Field - Outdoor - Boys	$968	$240	$2,536	$0	$5,568	$270	$10,826	1	$0	$0
Track & Field - Outdoor - Girls	$888	$128	$4,325	$0	$3,290	$645	$10,826	1	$0	$0
Trap Shooting - Boys	$0	$0	$0	$0	$0	$0	$0		$0	$0
Trap Shooting - Girls	$0	$0	$0	$0	$0	$0	$0		$0	$0
Volleyball - Boys	$0	$0	$0	$0	$0	$0	$0		$0	$0
Volleyball - Girls	$2,328	$2,117	$175	$9,283	$9,032	$10,208	$12,407	3	$2,251	$0

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KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION

2025-2026 (for the 2024-2025 school year)

T35 ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART

Highlands High School

Sport	Equipment		Travel & Per Diem		Awards		Salaries		Facilities	
	School	Booster	School	Booster	School	Booster	Salaries	Teams	School	Booster
Wrestling - Boys	$1,336	$122	$2,844	$0	$386	$1,681	$4,020	1	$2,308	$0
Wrestling - Girls	$1,336	$122	$2,844	$0	$386	$1,681	$4,020	1	$2,308	$0

Note: For the 2025-2026 School Year the Coed Sports, Unified Sports and Competitive Cheer are not included in the Expenditure Totals for Boys and Girls.

Expenditures for Boys	$529,380	62.800%
Expenditures for Girls	$313,592	37.200%
Total Expenditures	$842,973	

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KHSAA Form T41
Rev. 05/11

SCHOOL YEAR 2025-2026
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.

	ADVANTAGE TO:		
Areas of Compliance:	**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

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SCHOOL YEAR 2025-2026
TITLE IX IMPROVEMENT PLAN
Highlands High School

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
Equipment and Supplies: Advantage Girls	The difference in equipment and supplies spending between the girls and boys soccer programs is due to a one-time purchase made by the girls program. The girls soccer team fundraised and purchased team shoes for the entire program, which significantly increased their expenses for this cycle. This was a one-time cost, and the issue has been resolved moving forward.	Start: May 22, 2026 Complete: May 28, 2027

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COLUMN 1	COLUMN 2	COLUMN 3
SPECIFIC ITEM FOR IMPROVEMENT	PLAN FOR SUGGESTED CHANGE	START DATE AND COMPLETION DATE OF IMPROVEMENT
Travel and Per Diem Allowances: Advantage Boys	Baseball vs. Softball Baseball expenses were higher due to the final year of a throwing program contract that was in place prior to the current coaching staff. This program cost $4,100. The program was discontinued after the 2024–2025 school year, so this expense has already been resolved moving forward. Boys vs. Girls Golf (Travel & Per Diem) The boys golf team qualified for the state tournament, which was over two hours away. As a result, the team stayed overnight, leading to increased travel and per diem costs. The girls team did not qualify for the state tournament, so those additional expenses were not incurred. Boys vs. Girls Golf (Awards & Apparel) The boys golf team has nearly three times as many ars as the girls team, which results in higher costs for uniforms, awards, and team apparel. However, participation in the girls program has improved and continues to grow. We will continue to monitor spending on the boys side, and with the continued growth of the girls program, we expect these numbers to become more balanced over time.	Start: May 22, 2026 Complete: May 28, 2027

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

Khsaa Form T63
Rev. 09/23

Date	May 06, 2026
School Year:	2025-2026
School Name:	Highlands High School
Who Administered The Survey?	Wes Caldwell
How Was The Survey Administered (paper/electronic)?	Online during a uninterrupted class period
Give details on how it was administered and to which school group, Example: English classes, or all home rooms, etc. or advisee/advisor?)	Survey link was sent out and grades 9-11 filled it out
Enrollment in Grades 9-11 (from KDE):	733
Number of 8th Grade Students Surveyed:	0
Number of Male Students Completing Survey:	584
Number of Female Students Completing Survey:	315
Completed By:	Wes Caldwell
Return Percentage (Completions divided by 9-11 enrollment plus 8th graders surveyed)	122.6%

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. Donotenter participation numbers.Even if a sport is currently offered, you must enter the interest for that sport as it could lead to the development of additional levels of teams (Freshman and JV).
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.
4. You must achieve a 60% response rate of your 9-11 graders surveyed.

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

KHSAA Sponsored Fall Sports/Sport Activities

Competitive Cheerleading (Coed)	0
Cross Country (Boys)	1
Cross Country (Girls)	2
Esports (Coed)	5
Field Hockey (Girls)	11
Football (Boys)	7
Golf (Boys)	2
Golf (Girls)	2

KHSAA Sponsored Winter Sports/Sport Activities

Basketball (Boys)	2
Basketball (Girls)	3
Bowling (Boys)	3
Bowling (Girls)	3
Bowling (Coed)	0
Dance (Coed)	1
Swimming (Boys)	1
Swimming (Girls)	0

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

Khsaa Form T63
Rev. 09/23

KHSAA Sponsored Fall Sports/Sport Activities

Pickleball (Boys)	60
Pickleball (Girls)	63
Riflery (Boys)	18
Riflery (Girls)	18
Soccer (Boys)	2
Soccer (Girls)	2
Trap Shooting (Boys)	8
Trap Shooting (Girls)	9
Volleyball (Girls)	2

KHSAA Sponsored Winter Sports/Sport Activities

Track & Field - Indoor (Boys)	2
Track & Field - Indoor (Girls)	2
Wrestling (Boys)	1
Wrestling (Girls)	0
Competitive Cheerleading (Coed)	

KHSAA Sponsored Spring Sports/Sport Activities

Archery (Boys)	2
Archery (Girls)	0
Baseball (Boys)	1
Bass Fishing (Boys)	7
Bass Fishing (Girls)	3
Esports (Coed)	2
Flag Football (Girls)	46
Lacrosse - Boys (Boys)	11
Lacrosse - Girls (Girls)	11
Softball (Girls)	0
Softball - Slow Pitch (Girls)	0
Tennis (Boys)	1
Tennis (Girls)	1
Tennis - Team (Boys)	0
Tennis - Team (Girls)	0
Track & Field - Adapted (Boys)	0
Track & Field - Adapted (Girls)	0
Track & Field - Adapted (Coed)	0
Track & Field - Outdoor (Boys)	2
Track & Field - Outdoor (Girls)	1
Volleyball (Boys)	6

Reasons for not participating in interscholastic sports or sport-activities

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

Khsaa Form T63
Rev. 09/23

From Compiled T-61 Forms

92	I prefer other activities such as band, chorus, etc
104	I don't have the time
32	The practice schedules and game times are inconvenient
28	The sport I like isn't offered
23	It's too expensive
64	Working
49	I don't feel I have the ability
113	Other:

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

Sport	Number
Badminton	45
Equestrian	25
Fencing	41
Flag Football	45
Gymnastics	38
Hockey	55
Riflery	36
Rodeo	26
Trap Shooting	17
Ultimate Frisbee	26
Pickleball	123
STUNT	18

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