

ATHLETICS PROGRAM

ADMINISTRATIVE REGULATION:

Hiring Procedures

The hiring of coaches shall follow the procedures as outlined in the handbook titled Athletic Coaching Employment Process. The procedures include the following basic steps:

1. The Athletic Director determines the availability of coaches and carries out the following:
 - a) The opening shall be posted in all schools.
 - b) All applicants for coaching positions must complete the approved application.
 - c) Background and experience of the applicants shall be checked.
 - d) Qualified applicants shall be interviewed by the Athletic Director and Principal.
2. The Principal shall make the recommendation to the Superintendent.
3. The Superintendent shall review and approve the recommendation and provide timely information in writing to the School Board on all coaching and extra-duty assignments.
4. The Athletic Director shall notify the interviewed candidates regarding the final selection.
5. The assignment is for one year only, but may be renewed with favorable evaluations.

In the selection of a coach, the best-qualified person should be selected. Qualified licensed staff members should be given first consideration for the interview process. It is preferable to select District personnel for coaching assignments. Whenever possible, when a head coach and an assistant are coaching in a sport, one of the two should be of the same sex as the team members.

In the selection of coaches, teachers shall be allowed to cross-coach in other schools within the District with the permission of both principals involved. Staff members involved in coaching shall be available for parent and student contact before and after school on a pre-arranged basis.

Direction, Supervision and Accountability

A letter should be written to all parents informing them that their son or daughter is involved in the sport. The letter should contain information about scheduling, time, length of practices, cutting plan if needed, transportation and behavior expectations.

Middle School Guidelines:

- a) No Sunday practices are permitted.

- b) Saturday competition will be permitted only for wrestling and for scheduled tournaments with the approval of the principal.
- c) With permission from the principal, one Saturday practice will be permitted prior to the beginning of a season.
- d) No practice will be permitted on Thanksgiving Day, Christmas Day and New Year's Day.
- e) During the winter and spring vacations, there shall be no less than seven (7) consecutive calendar days during which practices are prohibited at the seventh and eighth grades.

Senior High Guidelines:

- a) No practice will be permitted on Thanksgiving Day and Christmas Day.
- b) Practice regulations must be consistent with OSAA directions.
- c) During winter and spring vacations at the freshman, sophomore and junior varsity levels, there shall be no less than five (5) consecutive calendar days with no athletic activities conducted.

Guidelines shall be established regarding student meals on athletic trips. These guidelines will be developed at each school level and filed with the athletic director and/or principal before September 15th of each school year.

The District shall emphasize that the decision to participate in summer athletic programs rests solely with the parents and students. Participation in summer programs is not required to participate in the regular school programs.

The Athletic Director or designee is responsible to see that students' participation in the athletics program meets the minimum requirements in academics, attendance and behavior and shall continue to monitor these eligibility requirements.

Complaints about athletics shall be directed first to the coach and then to the Principal and/or Athletic Director. If unsatisfied, the complainant shall submit the complaint in writing to the school administrator, who must respond in writing after an investigation of the complaint.

There shall be a written evaluation of all coaches after the conclusion of each sports season conducted by the Athletic Director. The form used for this purpose shall be explained to all coaches prior to the review. This form shall be submitted to the principal and a copy shall be reviewed with the coach.

Skill Development Programs

The senior high varsity coach shall supervise the implementation of a skill development program in grades 4-12 for existing teams in his/her sport. The coaches in the elementary, middle and high school shall cooperatively set up regular meetings in each sport to facilitate the skill building techniques.