

ATTACHMENT A

Quick Reference Guide for District Coaches: Implementation of Policy/AR 555 Private Coaching or Training of Students by District Athletic Coaches

This guide is intended to aid District Coaches in understanding and implementing Policy/AR 555, *Private Coaching or Training of Students by District Athletic Coaches*. Policy/AR 555 seeks to minimize the potential for conflict of interest created by District coaches privately coaching or training their own players while recognizing and balancing the benefits of permitting such practices for District students. Under the Policy, **“District Coach”** is defined as an individual (1) employed by and paid, in whole or in part, by the District in the capacity of athletic coach whether or not the sport is recognized by the PIAA or (2) designated as a volunteer coach by the Athletic Director whether or not the individual is otherwise employed by the District. Other key terms include:

- **“Private Coaching”** means the District Coach administering, directing, or coaching, for a fee, a camp or clinic, league, team, or tournament that is attended by students who are potentially eligible to play for the District school team for which the District Coach is employed to coach in the upcoming athletic season.
- **“Private Training”** means the District Coach providing individual and group instruction for a fee paid to the trainer in the techniques and skills relevant to a particular sport outside of the coaching done on behalf of the District.

The following table sets forth various scenarios that we hope provide clarity to you as you navigate your role as a District Coach. Please note that the terms “disclosure” or “disclosure form” reference a form (see reverse side) that must be completed and produced to the Athletic Director prior to engaging in any activity for which such a form is required to be submitted.

What if I...**	According to PIAA rules, is the sport(s) that I coach for LMSD...		Examples
	In Season	Out-of-Season	
I want to provide “private training” for one or more of my LMSD team members.	No	No	A LMSD high school soccer coach may not privately train or coach the soccer team’s goalie during LMSD’s soccer season, or during the offseason, if they are compensated (beyond the stipend they receive from LMSD for coaching) for doing so.
I want to serve as a “private coach” for a team/tournament/camp where one or more of my LMSD team members (or potential team members) participate.	No	Yes, with disclosure	A LMSD high school soccer coach may not privately coach the LMSD soccer team’s goalie, when soccer is in season, but is permitted to coach a soccer camp, clinic, league, or team that the soccer goalie attends during LMSD’s soccer offseason.
I want to provide “private training” or “private coaching” for a LMSD student-athlete who is not on a team that I coach for the District.	Yes	Yes	A LMSD high school tennis coach may privately train or coach the LMSD soccer team’s goalie, either while LMSD soccer is in season or during the offseason, since the tennis coach is training/coaching in a sport other than the one he/she coaches, but the coaching/training must take place on the coach’s own personal time, and District facilities may not be used unless approved through the access to school facilities policy.
I want to provide “private training” or “private coaching” for one or more of my LMSD team members in a sport that I do not coach for the District.	No	Yes	A LMSD high school soccer coach who has no tennis-related duties with LMSD is permitted to coach/train the LMSD soccer team goalie in connection with tennis camps, clinics, teams, or in tennis techniques or skills, but only during the soccer offseason.
I want to encourage my LMSD team members to attend a private camp, play on a particular club team, or seek training from an excellent private coach.	Maybe; advising student-athletes of opportunities and/or responding to requests of students and families about such opportunities is permitted, provided that you do not require, pressure, or otherwise condition playing time or other benefit on their participation in such opportunities.		A LMSD high school soccer coach may not pressure the LMSD soccer team’s goalie to seek private coaching/training from the LMSD tennis coach (or another individual), or promise the goalie more playing time if he/she seeks or obtains private coaching/training elsewhere.
I want to volunteer – meaning for no compensation or benefit whatsoever – to train or coach one or more of my LMSD team (or potential team) members.	Yes, with disclosure. The School Board appreciates and encourages positive adult-student interaction and recognizes the significant impact a coach can have on a young person’s life. For that reason, we also caution that even with the best intentions some coaches may unduly pressure students to participate in workouts or training sessions that interfere with other obligations or activities or lead students to believe that they will be guaranteed more playing time or other benefit associated with their participation. For that reason, such opportunities must be disclosed.		A LMSD high school soccer coach may volunteer to privately train or coach the soccer team’s goalie, provided the goalie is not unduly pressured to participate and, further provided, that disclosure is made.
I want to provide opportunities (either paid or volunteer) for my LMSD team members to work at a camp or clinic that I am running for youth teams in the LMSD community.	Yes, with disclosure. As above, the School Board believes our older students benefit when given opportunities to work with and mentor our younger students, who likewise benefit. The intent of the disclosure is to insure that student-athletes do not feel unduly pressured to participate in such opportunities and/or feel that such participation will guarantee them more playing time or other benefit associated with their participation on the team.		A LMSD high school soccer coach may provide opportunities for volunteerism or pay for the soccer team’s goalie, provided the goalie is not unduly pressured to participate and, further provided, that disclosure is made.

****If there is a situation or scenario involving private coaching or training that does not appear here, you are expected to consult with your Athletic Director or Principal prior to engaging in such activity to determine whether such activity is permitted and, if so, whether a disclosure form must be completed.**