

TUHSD ATHLETIC COUNCIL

NOTES

Tuesday, May 19, 2015

Present: Christina Amoroso, Chris Carney (Tam), Pete Donoff, Denise Helstrom (Drake), Laurie Kimbrel, Brian Lynch, Valerie Madison (Redwood), Chris McCune, Gary Nelson (Drake), Jessica Peisch, Chad Stuart, LaSandra White, Sue Chelini

Guest: John Chelini

1. Coaches of the Year (ADs):

The ADs described their coaches of the year to the Athletic Council. They are:

- Tam: Shane Kennedy, Girls' Soccer;
- Redwood: Rudy Kardos, Water Polo;
- Drake: Robyn Berry, Cross Country

2. TUHSD Five-Year Plan for Athletics

Sue distributed a copy of the current Five-Year Plan for Athletics (attached) that will be reviewed and discussed by the Board. The goal is to have the District meet NIAAA program standards as much as possible within three years. This summer, Sue is working on the Parent-Student Guide to Athletics and the Coaches' Handbook to bring them NIAAA standards. **Any financial items highlighted in red have not yet been submitted to or approved by the Board of Trustees so there is no commitment.**

3. 8th Grade Eligibility Waiver Update:

Sue is proposing to add a line to BP 6145 Instruction: Extra Curricular and Co-Curricular Activities that will say, **Incoming 9th graders are granted automatic athletic eligibility for their first high school grading period.** This would give incoming 9th graders a fresh start in high school as well as eliminate considerable effort on the part of the athletic directors. There will be a discussion of this proposal at the next MCAL Board of Managers meeting. It will go to the Board on May 26 along with the Athletic Report. *(Note: Prior to the MCAL Board of Managers and the Board of Trustees meeting, it was discovered that automatic eligibility is not allowed by CIF rules. This item was pulled from the Board agenda on May 26. We may be able to go back to allow incoming freshman only an extra probationary period. We will discuss this in the Fall.)*

4. Athletic Trainers Update

The Board will be considering the proposed contract with UCSF at the May 26 meeting. The contract would eliminate athletic trainers as a District position. UCSF will place athletic trainers at each school site for 25 hours/week plus 110 hours over time (Saturday football & soccer, late basketball and potential playoffs). The contract will be for \$171,550/year for the District. It is proposed that the District will pay 50% for 2015-16, 75% for 2016-17 and 100% for 2017-18 and beyond. We will need a few members of the school community who will be able to share their stories with the Board that night. No one is opposed to the idea. The difficulty will be consideration of how this new contract will fit into the District budget at this time. *(Note: There were 8 eloquent speakers at the meeting and the Board passed the contract 3/1. Legal is reviewing the details on both sides.)*

5. 2014-15 Athletic Report to the Board, Tuesday, May 26

Sue distributed the 2014-15 Athletic Report which will also be presented to the Board on May 26. When the Spring season is completed, a final version will be posted on the Athletic Council page of the District athletic website. The report includes activities accomplished this year, athletic successes of the year, sport participation data and other highlights.

6. Register My Athlete (Christina)

The biggest waste of time for ADs is athletic clearance. There is always something missing in the many pages that are required as well as a huge pile of papers that must be stored. Christina thought there has to be an easier way. At the NIAAA exhibit in December, she talked to the *Register My Athlete* vendor. After looking into it thoroughly, she thought it would work well in the District and arranged for a remote tutorial demonstration for all

schools at Tam. RMA set up a website for Tam, Drake and Redwood. Family data is only entered once. Athlete data is only entered once and updates as the student moves on each year. Only new physicals and changes need to be updated annually. Registration can't continue on unless each item is filled in. Computer will generate what is missing for both parents and ADs to see. All pages are uploaded to the site and can't get lost. There is less paperwork coming into the office. Tam already has 100 people registered and about 10 who have cleared with physicals. RMA will give a master list of who is cleared for each sport. The program e mails back to parents when something is missing. RMA generates many different reports in seconds for both ADs and coaches.

7. **CIF Football Drill Limits**

CIF has instituted new rules about contact practice for football which will affect spring practice and summer camps. A link to the NCS [Summary of Allowed Football Activities Over an Entire Year](#) has been posted on the District athletic website.

8. **CIF Sudden Cardiac Arrest Certification**

As of August 1, 2015, coaches will have to provide proof of sudden cardiac arrest training every two years in addition to the First Aid and Concussion certifications. This certification may be taken by watching a video and printing out the certificate.

9. **Winter/Spring Season Updates**

Drake: Spring: Pete is working MCAL baseball playoff against Tam today. Drake earned two MCAL pennants in boys' volleyball and track. They made playoffs girls' lacrosse, Boys' volleyball is still playing in NCS & NorCals. Girls' Soccer is in NCS as well as boys' tennis, swimming & diving and boys' golf. The Mountain Biking team was state champions last Saturday again. Thanks to Denise and Gary for being co-presidents for another year even though they have no students currently at Drake. Nate Severin will be new AD. He is currently a PE teacher and basketball/diving coach at Tam. He is very excited to come to Drake. Drake is excited for next year with new athletic leadership and parent club leadership with the same old athletic administrator (Chad ... who was reporting). Drake wants to re-look at its athletic vision in connection with 5-year plan.

Tam: Spring: Nate is very good friend of Christina's and she will be sorry to see him leave Tam. Jessica and Christina will take him under their wing. Baseball is playing Drake today in 1st round of MCAL. In Diving, a few made NCS and one got 7th place. In boys' golf, Riley Kuffner on to NCS and won Bobby Jones Sportsmanship for MCAL. Boys' lacrosse struggled this year with no JV team. They lost to Redwood in first round of MCAL. Girls' lacrosse is recruiting new players and had their largest team to date. Hopefully, there might be enough to have a JV team for next year. Girls' soccer won both JV and V regular season pennant and varsity is still playing in NCS with the finals on Friday. Softball is in 1st round of MCAL at Justin Siena today. Baseball and softball will probably qualify for NCS. Swimming: one girl Miki Dahlke is going to CIF meet. Boys' tennis is a strong program that qualified for NCS. Boys' volleyball is still reaching for numbers. They didn't qualify for MCALs. NCS tennis doubles came in 2nd.

Redwood: Last night, Redwood held its athletic banquet with over 200 guests. It was a wonderful event. Boys' tennis won MCAL playoff pennant as well as doubles. They lost in team NCS 1st round. Redwood had 24 varsity teams and 23 qualified for MCAL playoffs this season. Rough Friday night when we lost boys' and girls' lacrosse and ___ all at the same time. Baseball just won MCAL league pennant for league. NCS Meet of Champions this weekend. Junior Jake Curhan just signed to play football for Cal. Alan Talley is new football coach.

10. Additional items that may come up:

- a. Competitive Cheer will be a spring sport beginning in 2017.

TAMALPAIS UNION HIGH SCHOOL DISTRICT FIVE-YEAR PLAN FOR ATHLETICS

INTRODUCTION:

The TUHSD athletic program originally was five key sports for boys only (football, basketball, baseball, swimming and track) with the PE teachers hired to be coaches and athletic directors. Over the years, it has evolved to a fully-developed extra-curricular program including more sports (soccer, volleyball, tennis, golf, softball, cross-country, water polo, diving, wrestling, lacrosse, cheer and field hockey), more levels of teams, equal competitiveness for girls, standards of professionalism for coaches and athletic directors, recognition of medical risks of sports and a source of school pride for non-athletes.

Just as TUHSD strives for excellence and leadership in the academic realm, we should be reaching for the same in athletics. In the last ten years, we have

- Reduced turnover in athletic directors and increased the assignment to a .8 position.
- Added girls' golf, boys' volleyball, boys' and girls' lacrosse and freshman levels of girls' volleyball and baseball.
- Modernized and expanded district athletic facilities.
- Provided a regularly-updated comprehensive *Parent-Students Guide to Athletics and Coaches' Handbook* outlining District, MCAL, NCS and CIF expectations and policies.
- Increased the use of technology in the athletic program by site and District athletic websites, on-line athletic registration, and use of applications such as ScheduleStar, Arbiter, Facebook and Twitter to facilitate communications between ADs, coaches, athletes, parents and the community.
- Embraced the need for athletic trainers whose sole focus is on the health and safety of student athletes.
- Sought input from the district-wide Athletic Council on athletic issues.
- Provided athletic leadership for the MCAL, NCS and CIF.
- Professional memberships in CSADA and NIAAA.
- NIAAA certification earned or in progress for athletic leadership staff.

Concerns for the athletic program, in no particular order, include:

- How should the program keep up with the quickly increasing enrollment at the sites? The ADs will be managing more athletes per team and more teams or levels of sports.
- When do high numbers on a non-cut team require additional coaches' control, coaching and team safety?
- What will be athletic opportunities for students who are cut from teams as school size goes up?
- What new sports might be reflected in the current student body and how might we satisfy that need?
- How can we recruit more staff coaches who have better connections with the student-athletes?
- What coaching mentoring and education opportunities are available to improve their coaching skills, especially for off-campus coaches?
- How can the escalating costs of the athletic program (more athletes, official's fees, uniform/equipment costs, maintenance of equipment/facilities, transportation, etc.) be realistically met through the District budget, parent club donations or fund-raising?
- With the increasing expectations of the Athletic Director, how can s/he work more efficiently?
- What professional development opportunities are available for the Athletic Directors?
- How can school spirit, pride and sportsmanship be fostered over time? This will not be an easy task considering the examples provided in collegiate and professional sports.
- On-going risk management.
- Inventory control and athletic storage.
- ADA compliance for the future.

The TUHSD athletic staff is recommending an on-going Five-Year Plan to ensure continuing growth of the athletic program to serve the needs of our school communities.

ATHLETIC PHILOSOPHY:

Athletics play an important part in the Tamalpais Union High School District. Young people learn a great deal from their participation in interscholastic athletics. Lessons in sportsmanship, teamwork, competition and how to win and lose gracefully are an integral part of each team in our athletic program. Athletics play an important part, too, in helping the individual student develop a healthy self-concept as well as a healthy body. Athletic competition adds to our school spirit and helps all students – spectators as well as participants – develop pride in their school.

According to BP 6145.2(a), the Governing Board recognizes that the district's athletic program constitutes an integral component of the educational program and helps to build a positive school climate. The athletic program helps also to nurture the physical, social, and emotional well-being and character development of participating students and promotes team development. Within the District's financial and personnel constraints, the athletic program shall be designed to meet students' interests and abilities and shall be varied in scope to ensure wide participation.

STANDARDS FOR THE TUHSD ATHLETIC PROGRAM:

- Athletic participation is a privilege granted to all students who voluntarily accept the rules and regulations of the Tamalpais Union High School District, Marin County Athletic League, North Coast Section and California Interscholastic Federation.
- Schools shall provide equitable opportunities, positive recognition and learning experiences for student athletes while maximizing the achievement of educational goals.
- Development of good citizens is achieved by promoting character development and good sportsmanship through interscholastic activities.
- The District shall provide opportunities for professional growth for coaches through required certification processes, mentoring by coaches/ADs, in-service opportunities and the evaluation process.

VISION FOR ATHLETICS:

The TUHSD Athletic Program should:

- Strive for Standards of Excellence in Interscholastic Athletics as outlined by the National Interscholastic Athletics Administrators Association (NIAAA) including:
 - Development of an education-based athletic philosophy and establishment of policies consistent with state, section, league and District philosophies
 - Measures of educational compatibility including professionalism of athletic directors and coaches (certification), accountability and best practices for safe athletic practice including coaching techniques, conditioning and appropriate sports medicine practices.
 - Mentoring in interscholastic sports including support and development of coaches' communication skills, ethics, leadership, building of trust relationships and the leadership skills of student athletes.
 - Program safety and risk management including "standards of care", emergency planning and coaches' legal duties with respect to non-discrimination, federal law and potential negligence issues.
 - Program access and equity for all athletes (team selection process is clear and does not mean equal playing time). Includes program access for disabled students and Title IX compliance.
 - Budget and Supplemental Fund-raising: A long-range strategic plan recognizing District contributions and booster, business or other donations.
 - Personnel and program assessment for ongoing improvement of the program.
 - Technology and applications for communication and efficiency.
 - Sports medicine program (athletic trainers and on-going education of coaches).
 - Innovative and creative leadership including student leadership opportunities, program funding innovations and community relations.
- Be inclusive
- Be realistically-funded for the scope of the program and the means of the District

PROPOSED ACTIVITIES:

Note: The items in red require a financial commitment by the District and must be approved by the Board of Trustees. At this time, there is no commitment to anything beyond those approved in 2014-15.

2013-14: (Completed)

- Add one period for teacher ADs, going to .8 position
- On-line athletic participation form registration

2014-15: (Completed)

- Reimburse parent clubs for football/lacrosse medical costs covered by trainers
- AD regular in-service on District department staff development days
- Update Board athletic policies (ongoing as needed).
- Continue on-line athletic registration.
- Focus on sportsmanship with coaches/teams/student body/parents/fans (ongoing)

2015-16:

- Athletic Trainers become a partially district-funded position, split 50/50 District/Boosters.
- Add Sudden Cardiac Arrest training to required coaches' education.
- MCAL soccer moves to winter season with TUHSD boys' and girls' coaching stipends equalized
- Add girls' field hockey (Fall) at Redwood.
- Continue on-line athletic registration.

- Update 2015-16 Parent-Student Guide to Athletics and Coaches' Handbook to reflect NIAAA standards.
- Encourage more staff-coaches
 - District values teacher/coaches.
 - Supervision point relief (negotiations?)
 - Interview question about supervising extra-curricular activities when hiring certificated staff.
- Re-evaluate placement of various teams on coaching schedule. **Increase coaching stipends. Add longevity steps for coaches.**
- Explore the possibility of unified basketball teams.
- Explore coaching certification clearance through Human Resources (McDowell).
- District Staff Development Day: Visit a NIAAA California quality program.
- Work on bringing District and site athletic departments up to NIAAA quality standards.
- Update Board athletic policies (ongoing).
- Focus on sportsmanship with coaches/teams/student body/parents/fans (ongoing).

2016-17:

- Athletic Trainers remain a partially district-funded position, split 75/100 District/Boosters.
- **COLA for athletic budgets?**
- Work on bringing athletic departments up to NIAAA quality standards.
- **Add stipends for Assistant coaches for varsity teams.**
- **Add stipends for JV Boys and Girls Water Polo Stipends**
- **Add Diving stipend (need qualified coach)**
- **Pro-rate Athletic Clerk hours based on number of athletes.**
- **Add Associate Athletic Director (1-2 periods) to share responsibilities or increase AD to 1.0.**
- Continue on-line athletic registration.
- Update Board athletic policies (ongoing)
- Focus on sportsmanship with coaches/teams/student body/parents/fans (ongoing).

2017-18:

- Athletic Trainers become a fully district-funded position.
- **Hire Strength & Conditioning coaches.**
- Pilot Sports Management class at TAM (Could this be started earlier?)
- **Add teams: freshman soccer? JV boys' volleyball? sand volleyball?**
- **Add badminton (spring) at Drake, boys, girls & mixed**
- Apply for NIAAA Quality Program Award as individual sites or district.
- Continue on-line athletic registration.
- Update Board athletic policies (ongoing)
- Focus on sportsmanship with coaches/teams/student body/parents/fans (ongoing).

2018-19

- **Add teams: freshman soccer? JV boys' volleyball, sand volleyball?**
- Continue on-line athletic registration.
- Update Board athletic policies (ongoing)
- Focus on sportsmanship with coaches/teams/student body/parents/fans (ongoing).

This is 5 years including 2014-15. A "5-year plan" keeps on rolling along.