

College Station Independent School District Middle Schools Split Athletics

The following information is presented to Deputy Superintendent Mike Martindale upon his request related to a plan for athletics at the middle schools involving two different scenarios. This brief document is a result of the combined efforts of our head coaches and campus coordinators that would be directly effected by the decision made by the CSISD School Board. The athletic staff appreciates the opportunity to provide information that will support a collaborative effort throughout the district for athletic success.

SCENARIO - # 1

AMCMS - 100% feeder to Consol

MS #3 – 100 % feeder to CSHS

CSMS – 50% feeder to each high school

The plan with this scenario would **best suit the goals** we have for all extra-curricular programs in CSISD. At the current time we send coaches from basketball, volleyball and football to the middle schools during the school day to support each of these athletic programs and build a solid foundation.

- Football-sends two coaches during the first athletic period to the middle schools with support in planning the program, implementing a philosophy, and assisting with fundamentals. These coaches also go down and basically run the off-season program
- Basketball-girls and boys head coaches go to the middle schools to support with this same approach and basically run the off-season program
- Volleyball-supports the feeder schools with this same approach and run the off-season program

Option #1 - Continue to support all feeder patterns to each high school with this same approach. Each of these sports have a first assistant currently (basketball and volleyball) and this person would support the middle school that has the 50-50 split in basketball and volleyball. Please keep in mind our head coaches would alternate with these first assistants to make ensure their visibility and connection is made at each feeder school with each student athlete on campus. In football we would be able to send staff to support what is need in that program.

Positive – Reflecting the unity concept by the school district; head coaches from both high school feeder patterns would collaborate together and attend the split middle school at the same time. By doing so, we are making an effort to prevent competition for loyalty. If coaches do not attend together, in our opinion, it would create issues of mistrust. This is something that we can easily avoid with good collaboration. Please keep in mind this would be a great disadvantage if scenario #2 is implemented as coaches would not be at the same location (master schedule will be a considerable problem).

Concerns - The master schedule at the high schools would have to support this initiative for the first assistant as it relates to volleyball and basketball....this plan could be easily implemented in football, we would just send one less coach to the middle schools.

The head coaches need to be more than just present during workouts at the middle school level...they really need to implement their system to create the learning and development needed for a highly competitive program. We really feel there is an accountability piece that must be in place at the middle school...being visible with three sites will be a challenge related to accountability and trust. However, with three middle school splits, this will bring an unlimited number of concerns and complaints from parents and how we need to address these problems.

Option #2 - Staff the middle school as if it were a high school giving the campus coordinator total autonomy as to the planning, organization and management of the athletic programs at the school that has a 50-50 split. This campus coordinator would implement their own offensive, defensive and off season philosophy. Each head coach in those sports would run their own system rather than one of the feeder school systems.

Concern – We would lose the continuity and vertical collaboration needed in establishing a systematic approach with each sport and this would greatly affect our success.

Option #3 – We would not send any of our coaches to the middle schools. This option would be detrimental for reasons shared with the board in our previous communication. Staff as we have at the previous other middle schools with each head coach running their own programs without high school staff members being visible at practices, prohibit their involvement in planning, organization and management and building relationships to get and keep more kids involved.

Option #4 – Sue Betts coordinate the girls program to ensure planning, organization and management is in place. Buddy Reed coordinate the boys program to ensure planning, organization and management is in place....this is the version that Georgetown used with their split campus. They chose to implement one of the high schools offense and the others defense....rotated out each year.

Concern – Losing a connection and visibility with the head coaches at the high school campuses. Losing the relationship building and losing the help in transition with students as they enter high school athletically and academically. There may be a concern with favoritism and loss of skill/knowledge of specific systems of play.

We know the school board has a great emphasis on the socioeconomic status in CSISD and our coaching staff feel that same way about some equality. One really important factor in research indicates that **school conditions** contribute more to SES differences in learning than other factors....in CSISD this **behavior does not** exist because there is **excellent school conditions** in all campuses throughout the school district.

A COLLABORATIVE EFFORT MUST BE MADE BY DIRECTOR OF STUDENT ACTIVITIES, ASSISTANT ATHLETIC DIRECTOR, CAMPUS COORDINATORS AND ALL HEAD COACHES EFFECTED IN RELATIONS TO OFFENSIVE, DEFENSIVE, OFF SEASON, AND GENERAL APPROACH TO PLANNING, PREPARATION AND ORGANIZATIN WITH ANY SCHOOLS THAT ARE SPLIT!

SCENARIO #2-

AMCMS - 84% feeder to AMCHS and 16% feeder to CSHS

CSMS - 48% feeder to AMCHS and 52% feeder to CSHS

MS #3 - 82% feeder to CSHS and 18% feeder to AMCHS

The plan with this scenario in our opinion would hinder the culture, connection and continuity needed to build a truly successful program that can compete in athletics. At the current time our ability to send coaches to all three programs would have to be re-evaluated. The following plan would be related to this split:

Option #1 – Continue to support each middle school with our high school staff that the master schedule would allow. We would have to rotate our staff to each of these three middle school rather than two, in each sport to give the support needed. The rotation would be;

- Football – send one coach rather than two during the first athletic period, each head coach would need to be visible at each of these middle school campuses to build some rapport and connection
- Basketball – rotate the coaches to the three middle schools throughout the week
- Volleyball – rotate the coaches to the three middle schools throughout the week

Option #2 – Coaches at the middle schools would have complete autonomy in regard to planning, philosophy and management of their programs without any input from the high school staff.

Concern – this would create a lack of connection within the feeder patterns, lack of hands on from the high school staff and lack of collaboration within each program. Losing the relationship building and losing the help in transition with students as they enter high school athletically and academically. There may be a concern with favoritism and loss of skill/knowledge of specific systems of play.

Please be mindful if scenario #2 was implemented; the rationale used for creating this alignment was so that one middle school would not be at a disadvantage over the other two middle schools. However, this proposal would now put all of our middle schools and students at a great disadvantage related to player development, continuity, making a connection and establishing a culture.

In our opinion, students who will fit into the small population going to the opposing high school now could very well feel alienated. In addition, both athletic and fine arts programs will suffer. This decision could very well lead to having mediocre programs that students would not have a desire to participate.

Conclusion: we all know that building a successful high school program starts with a philosophy, a direction with a plan related to training and development, a connection within that program to establish an identity, collaboration among coaches at the middle and high schools and culture where students share a pride within their school.

Our staff members will be driven to support the needs of each of our students without exception. The challenge ahead will be how to implement the above plan with less confusion and more collaboration.

Our group of staff members will be glad to sit with board members to share their thoughts in a more thorough manner if needed. We ask the board to take a very deliberate approach in this most important decision.

The following are coaches that shared their thoughts/opinions about this document;

- Sue Betts-Assistant Athletic Director
- Thirman Dimery-Head Boys Basketball Coach-Consol
- Kayli Faigle-Head Girls Volleyball Coach-CSHS
- Wendy Hines-Head Girls Basketball Coach-Consol
- Steve Huff-Campus Coordinator at CSHS
- Jennifer Kazmierski-Head Volleyball-Consol
- David Raffield-Campus Coordinator at Consol
- Buddy Reed-Director of Student Activities
- J.D. Sullivan-Head Boys Basketball Coach-CSHS
- Megan Symank-Head Girls Basketball Coach-CSHS