

Athletics Department Goals 2023-2024

Goal Worksheet			
School: Athletics Department			
School Goal	Strategies and Action Steps Responsibility	Timeline	Evidence of Effectiveness
<p>District Strategic Goal: All RSU 5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity.</p> <p>Athletic Department 2023-24 Goal #1: To review, assess and examine our athletic/co-curricular programs through a lens equity for all of our programs and participants here at FHS through access of facilities and equipment used and purchased by RSU #5</p>	<p>FHS Strategic Plan: Theory of Action: IF The Athletic Department of RSU #5 provides co-curricular opportunities/interscholastic sports for student-athletes in grades 6-12 to participate in ... THEN these programs should provide equitable access to what is essential to compete and participate</p> <p>Selection of action steps for 2023-24:</p> <ol style="list-style-type: none"> 1) Review participation, are we meeting the needs of those students participating in co/curricular programs and interscholastic sports. <ul style="list-style-type: none"> -Examining and assessing programs through the lens of equitable -Does each sport have the same essential needs met -To ensure that we are meeting Title IX standards -To review our programs, are we meeting the needs, do we offer enough -Does our expenditure for essential equipment needs equitable for all sports, and genders 	<p>Survey of the students of the status of our current co-curricular and interscholastic sports are</p>	<p>Measurements of each of the 2023-2024 FHS Strategic Plan Action Steps</p> <p>Evidence to assess progress:</p> <p>Survey Results May 2024 <i>No Survey - conducted</i></p>

	<p>2) Reviewing the use of the facilities by our athletics team in an equitable fashion</p> <ul style="list-style-type: none"> -Does every Fall and Spring Team have equitable use of the Turf Facility? -Is the practice time equitable, are teams feeling that they have enough time without being bumped off 	<p>Reviewing our practice schedule over the last three years, meeting with coaches of the Fall and Spring.</p>	<p>Review budget, for 2023-24, detail budget for 2024-25-looked to balance In areas to ensure the same amount was spent on each gender</p> <p>Ongoing throughout the 2023-24 School year This fall set the practice schedule to ensure more time on the turf for JV and Varsity practices, still a work in progress with our First team soccer program</p>
<p>District Goal : All RSU 5 students regularly engage in meaningful student centered learning.</p> <p>Athletic Department 2023-24 Goal #2: Looking at the athletic department through the lens of equitable, will also help to create a uniform rotation that has been outdated and will align that all teams receive the same proper attention and are aware of where they are in the uniform rotation so planning can be made out a year prior to ordering uniforms for DCS, FMS, and FHS</p>	<p>Uniforms are an essential need for all of our athletic teams at DCS, FMS, and FHS. In the past having a rotation will allow for accurate financial planning, and preparing for potential uniform changes made by the National Federation of High School Athletics.</p> <ol style="list-style-type: none"> 1) To build a uniforms rotation for DCS, FMS, FHS, that will illustrate year bought, company, brand, and team's next rotation 2) Are we equitable in purchasing uniforms <ul style="list-style-type: none"> -are uniform purchased with same quality, and same company/brand 3) To balance the purchasing by ordering both home and away in the same given year <ul style="list-style-type: none"> - A more effective and efficient way of using local Monies to purchase the uniforms by ordering home and away in the same rotation -When ordering both home and away, this will allow for one rotation as opposed to sporadic when teams will get the home or away uniform. 	<p>Create a rotation chart of all sports for DCS, FMS, and FHS, with vendor, brand/company, year purchased</p> <p>Assess all uniform ordering with FMS, and DCS Assistant AD's along with myself each season.</p>	<p>September 2023-rebuilt the rotation, met with new Uniform vendor Sept 24, purchased new FT/JV soccer uniforms, Sept 24, met with BSN A uniforms dealer about switching over</p> <p>Ongoing, each season, each sport Working with the Vendor to ensure quality uniforms</p>

<p>District Goal : All RSU 5 students regularly engage in meaningful student centered learning.</p> <p>Athletic Department 2023-24 Goal #3: To develop a Student-Athlete Leadership Council to help develop leadership on the field and off the field for our athletics program at FHS.</p>	<p>Developing a Student-athlete leadership to help develop leadership skills for our student-athletes who are designated as captains.</p> <ol style="list-style-type: none"> 1) Being a captain for a sports team is usually reserved for a senior, which is appropriate but a lot of those put in a position of leadership are new to it. 2) Creating a Captain’s Leadership Council is to develop those skills, working with captains on and off the fields, addressing concerns that are sport related and school related 3) To take skills learned in the classroom and apply them onto the sports field <p>The Leadership Captain’s Council will be another avenue to continue to develop our students as they continue their journey after they leave Freeport High School</p>	<p>HS AD takes LTC through the National Interscholastic Athletic Administrator Association</p> <p>Western Maine Conference Leadership Summit</p> <p>Leadership Class Through the National Federation of High School Athletics</p> <p>Curriculum Developed through classes, and discussion amongst coaches</p> <p>Implementation of Student-Athlete Leadership Council</p>	<p>Fall 2023-to three class through the NIAAA LTC Course <i>LTC 510 Legal Issues IV</i> <i>LTC 638 Creating an Awareness of Diverse Groups w/Athletic Programs</i> <i>LTC 726 Student Leadership Development</i></p> <p>November 2023-took 6 student-athletes to this training, where they worked amongst the student-athletes in our Conference, will be going again in Nov 24, and using as a part of captaincy</p> <p>Spring 2024 <i>Touch based with other schools</i></p>
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Athletics Department Goals 2024-2025

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School Goal	Strategies and Action Steps Responsibility	Timeline	Evidence of Effectiveness
<p>District Strategic Goal: All RSU 5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity.</p> <p>Athletic Department 2024-24 Goal #1: To continue looking at how coaches coach, and how coaches communicate to student-athletes. Are we communicating with purpose, appropriateness, talking in the same language</p>	<p>FHS Strategic Plan: Theory of Action: IF The Athletic Department of RSU #5 provides co-curricular opportunities/interscholastic sports for student-athletes in grades 6-12 to participate in ... THEN these programs should provide equitable access to what is essential to compete and participate</p> <p>Selection of action steps for 2024-25: -During Pre-Season Coaches meeting, discuss RSU 5 Policies, such as reporting of issues/concerns brought to a coach and what are their legal obligations, and how they should proceed. What are their steps? What is their direction? There needs to be a clear understanding from myself.</p> <p>-Supervision of areas, locker rooms, team activities, pre-practice, team bus. Are we closely monitoring them, if not, what can we do to have a coach present? Need to have an assistant delegated to being there until the head coach can arrive. Have practices that will allow coaches to arrive</p>	<p>Each Pre-season coaches meeting August, November, March And throughout the season through contact.</p>	<p>Flow Chart that shows the steps, and what they will need to do if there is a situation where the safety of the student-athlete is compromised by an adult or another member of the team. Created by Spring 2025</p> <p>Coaches clinic, NFHS training</p>

<p>District Goal : All RSU 5 students regularly engage in meaningful student centered learning.</p> <p>Athletic Department Goal Goal #2: To look at our injuries of student-athletes. Are these injuries preventable?</p>	<p>-Since August of 2023 we have a Full Time Athletic Trainer who has brought some resources to help track our injuries, called Healthy Roster, Sway. Over the last year we have conversed on the injuries what are some of the trends of injuries, where do we see it common in which sport</p> <p>-Coaching techniques we have been looking at to ensure that we are training, and incorporating good practices</p> <p>-Is the training to prevent injuries happening, or is over training occurring?</p> <p>-Looking at equipment that we purchase, is it certified, is it able to be reconditioned</p> <p>-look at the off-season as it is paramount to have some type of training, but there are MPA rules that need to be followed.</p>	<p>Starting in Fall of 2023-through now looking at the injuries, the impact, the sports, collecting data to identify common traits</p> <p>Looking at the pieces of equipment that we order. Do we recondition everything?</p>	<p>Each year to put together data of injuries from each sport and each season Ongoing</p> <p>Fall of 2023, and including this year we have football helmets and shoulder pads reconditioned along with other pieces of equipment, ie lacrosse helmets, field hockey goalie equipment</p>
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<p>District Goal : All RSU 5 students regularly engage in meaningful student centered learning.</p> <p>Athletic Department 2024-25 Goal #3: To recreate our coaching evaluation tool to capture the important criteria to observe and evaluate our athletic coaches in the district</p>	<p>-In reviewing the Evaluation it was very ordinary, some redundancy in evaluator indicators. The evaluation did not capture the full spectrum of evaluating a coach with indicators that align.</p> <p>-Looking to capture the evaluation that focus on coaching, communication, professional responsibilities, and relationship with parents, team, school</p> <p>-Developing a new coaching evaluation tool will capture a wider lenses of information and be able to have more meaningful conversation when it comes to the evaluation process</p>	<p>-During the school year of 2023-24, conducted the evaluations using previous tool, felt it didn't capture what I was looking to evaluate</p> <p>-Started to view other district's coaching evaluation to create from pieces</p> <p>-Talk to coaches about the evaluation process and most satisfied, but felt what would constitute a 3 or a 4 based on the criteria</p>	<p>-Fall of 2024 to create a new evaluation rubric. Meet with Cynthia Alexander over the next few weeks</p> <p>-Create a clearer, concise evaluation tool that address the important indicators to daily evaluate our athletic coaches</p>
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