

## RESOLVING CONFLICT

As in any competitive program with high expectations conflicts are inevitable. The athletic director and coaches are committed to facilitating the following process to provide parameters for successful resolution of issues.

- Conflicts should (first attempt) be resolved between student and coach. Parents are welcome to provide support for the student through conversations with the coach after the initial player coach discussion.
- Meetings should be held in a professional setting in the school building during school/professional time.
- Calls should be directed to school phone numbers. Calls will be answered by coaches in a timely fashion
- If emotions rise to an unreasonable level during the meeting, it will be concluded and rescheduled.
- It is inappropriate to approach a coach unscheduled, immediately prior to, or at the conclusion of a contest.
- If after a good faith attempt to discuss a situation or resolve an issue without reasonable satisfaction, the conflict will be referred to the athletic director.

## DIRECTORY

**Main Office ..... 651-423-7501**  
**Athletic Office ..... 651-423-7506**  
**Voice Mail ..... 651-683-6969**  
**FAX ..... 651-423-7511**

	V.M.
Athletic Secretary .....	Lindsay Dougherty.. 37506
Alpine Ski .....	Tom Schulz..... 86737
Baseball.....	Chris Swansson ..... 84393
Basketball (Boys) .....	Kevin Smith.....
Basketball (Girls).....	Chris Orr..... 85517
Cheerleading.....	Sally Holman .....
Cross Country (Boys) .....	Chris Harder..... 84539
Cross Country (Girls) .....	Sara Hatleli..... 84537
Dance Team .....	Olivia Conn .....
Figure Skating .....	Karri Nachtigal..... 83328
Football .....	Jeff Erdmann ..... 84516
Golf (Boys) .....	Anthony Mahady .... 84497
Golf (Girls) .....	Barry Wallin.....
Gymnastics.....	Jason Passeri.....
Hockey (Boys) .....	Ricky Saintey..... 82109
Hockey (Girls) .....	Kyle Finn/Jennifer Williams .....
Lacrosse (Boys) .....	Lance Kuehn..... 84505
Lacrosse (Girls).....	Kelsey Long.....
Nordic Ski .....	Brian Abery .....
Soccer (Boys).....	Todd Farrington .... 85310
Soccer (Girls).....	Nels Dokken .....
Softball.....	Tiffany Rose..... 86713
Swimming (Boys).....	Jake Kemna ..... 84460
Swimming (Girls) .....	Jake Kemna ..... 84460
Tennis (Girls) .....	Dana Hansen..... 82422
Tennis (Boys).....	Dana Hansen..... 82422
Track (Boys) .....	Jay Hatleli..... 84394
Track (Girls).....	Sara Hatleli..... 84537
Volleyball (Boys) .....	Mike Dean .....
Volleyball (Girls).....	Alicia Moore..... 84447
Wrestling.....	Brett Larson ..... 84440
	Tyler Cookas..... 84452

# ROSEMOUNT HIGH SCHOOL

## Athletics



Building Partnerships and Expectations  
for Student and Program Success

*Nationally Recognized For Excellence in Education*



# Rosemount High School Athletics

## *A Tradition of Success and Pride*

### Athletic Director's Message:

It is our goal at Rosemount High School to provide the best opportunities for student success. We expect accountability to our mission statement from our coaches, involvement and support from our parents and a commitment from our student athletes.

**Respect** is the foundation of the Rosemount High School athletic culture. We expect respectful interaction between all individuals (students, coaches, parents and officials) involved in our programs.

The coaches at RHS are committed to developing quality programs through sincere communications with athletes and parents. School board policy states that it is the responsibility of the coach to determine the conditions of participation (playing time, strategies, skills, etc.) while communicating the conditions of participation and providing comprehensive evaluation of the athlete so they may continue to improve and succeed.

As in any competitive program with high expectations, conflicts are inevitable. We expect students, parents and coaches to use our stated process to resolve conflict. We look forward to a quality experience for all students and parents which we serve.

Best Wishes for Success!

Will Finley

District 196 does not discriminate in employment or in any of its programs and activities, including vocational opportunities, on the basis of sex, race, religion, color, creed, national origin, marital status, familial status,\* disability, status with regard to public assistance, sexual orientation, membership or activity in a local human rights commission,\* age or genetic information.\* District 196 provides equal access to designated youth groups.

The Director of Human Resources, Tom Pederstuen (651-423-7859 – tom.pederstuen@district196.org) has been designated to respond to employment-related inquiries regarding the non-discrimination policies including Title IX. The Director of Elementary Education, Sally Soliday (651-423-7782 – sally.soliday@district196.org) and the Director of Secondary Education, Michael Bolsoni (651-423-7712 – michael.bolsoni@district196.org) have been designated to respond to student-related inquiries regarding the non-discrimination policies including Title IX. The Director of Special Education, Janet Fimmen (651-423-7629 – janet.fimmen@district196.org) has been designated to respond to inquiries concerning the rights of a student with a disability. The mailing address for all directors is 3455 153rd Street W, Rosemount, MN 55068.

\*Asterisked categories are limited to employment-related discrimination and harassment.

### MISSION

#### Purpose

The purpose of the cocurricular program is to support the mission, vision and values of Rosemount High School.

**Respect** is the foundation of each of our programs.

#### Vision Statement

Our quality athletic programs are led by strong caring professionals who demonstrate high expectations for success of all students. Our individual program leaders and assistants take personal responsibility for individual and program continuous improvement.

We will provide:

- Student/athlete academic support.
- Excellence in competition and sportsmanship.
- Advanced opportunities for athletic skill development and the enhancement of physical and mental performance abilities.
- Program development through positive leadership and communication with all of the specific program stakeholders.
- Formal and informal student/athlete leadership development opportunities.

### EXPECTATIONS OF ATHLETES

The RHS foundation of **Respect** is a critical focus for all athletes. Students involved in our programs are expected to be positive leaders within the RHS community. With the involvement in our programs also comes a commitment to the team, to quality academic focus, school attendance and behavior. In addition to the above, a commitment to the Minnesota State High School League Policies and Guidelines in reference to drug, alcohol, tobacco and harassment will be observed. It is the responsibility of the student to contact the coach any time they may be absent or late for a practice session or contest. All students must use district transportation to and from all contests unless a prior process has been completed with the coach.

Commonalities of the RHS programs are:

**Respect**  
**Positive Leadership**  
**Emotional Self Control**  
**Performance Focus - Academic and Athletic Commitment**  
**Discipline**

Each coach will provide the student with policies, guidelines and expectations for team membership and participation.