

Athletics Department Goals 2024-2025 Review

Goal Worksheet			
School/Department: 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 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>	<ul style="list-style-type: none"> -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 -Coaching techniques we have been looking at to ensure that we are training, and incorporating good practices -Is the training to prevent injuries happening, or is over training occurring? -Looking at equipment that we purchase, is it certified, is it able to be reconditioned -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>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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Athletics Department Goals 2025-2026

Goal Worksheet			
School/Department: Athletic 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 2025-26 Goal #1: To review the current Athletic Eligibility Policy for participation in interscholastic athletics at Freeport High School</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 -Towards the end of the 2024-25 school year, three surveys went out to high school staff, students, and parents for feedback on the current athletic policy for Freeport High School. The policy has not been updated prior several years, and it is a chance to look at what our policy is compared to other schools in the area.</p> <p>-Is our policy equitable for all students? -Is the policy outdated? -Does the policy meet the standards of our educational curriculum?</p> <p>These are the factors that will be used in our Eligibility Committee meetings</p>	<p>Create an eligibility committee</p> <p>Put together area eligibility policies to review,</p> <p>Scheduled eligibility committee meetings</p> <p>Review current policy, look at others to see what might be added, changed, incorporated. Feedback from surveys</p>	<p>Created in August 2025, consists of AD, two FHS coaches, two parents/community members, 2 student-athletes</p> <p>Meetings to this date October 25, Dec 3rd, 2025, Jan 2026, March 26, April 26</p> <p>May 26 to have an eligibility policy that potentially could have changes in place prior to 2026-27.</p>

<p>District Goal : All RSU 5 students regularly engage in meaningful student centered learning.</p> <p>Athletic Department Goal #2: To look at and review existing athletic facilities to continue providing safe playing fields that will support our athletic programs</p>	<p>-Freeport High School has a turf:track multipurpose field that is used for all of the fall sports, and spring sports. Outside programs that use it do go through community programs. We have a baseball field that has a field that is maintained along with our tennis courts, and softball fields. As with most things, wear and tear are starting to become noticeable at our baseball field, and tennis courts.</p> <p>-Baseball Fields-current issues, no seating, dugout roofs are in need of repair, fencing is starting to break down, center field net is not high enough to prevent baseballs going in the playground on Morse Street Side</p> <p>-Tennis court is starting to crack, causing water damage to the surface, needs to be looked at and needs an engineering firm to help determine what next steps are to ensure a safe, quality playing surface for our tennis programs.</p>	<p>-Consistant meetings both informal and formal with Grounds (Jason Chisholm) about our facilities at FHS</p> <p>-Started discussions about FMS, DCS fields as well</p> <p>-Start to look at areas of high needs, as listed, Baseball Field, Tennis Court</p>	<p>-Track lines and exchanges zone repainted in 2025, Turf repair, Fall of 2025</p> <p>Tennis Court, have met in August of 2025 to start the process of looking at what are the steps in having the courts re-done.</p> <p>Creating an assessment tool for facilities and what are the costs associated with repair and how it will fit within the budget in future years. Summer 2026/Fall 2027</p>
<p>District Goal : All RSU 5 students regularly engage in meaningful student centered learning.</p> <p>Athletic Department 2025-26 Goal #3: To find a way to retain coaches, especially at the middle level</p>	<p>-Over the past three seasons we have a 20% decrease in retention of coaches in the following areas, FHS-Boys Tennis, boys basketball coaches (FT, JV) FMS soccer coaches, 7th grade boys and girls basketball coaches, Alpine Ski, softball</p> <p>DCS soccer coaches, baseball coaches</p> <p>These jobs are essential in providing opportunities for our student-athletes in middle and high school to have the essential coaching in interscholastic programs. In certain cases we have parents that step up and volunteer which is very important, but this tends to prevent the season from starting on time</p>	<p>-To meet with both Assistant AD's to discuss what are the pitfalls, what are some of the issues that some of these coaches are facing which prevents a longer tenure.</p> <p>-Develop coaching meetings for new coaches on skills development, coaching student-athletes, dealing with the outside influences</p> <p>-Would like to have a target rate of 90% retention of coaches by the beginning of the Fall of 2026</p>	<p>-Winter of 2025</p> <p>-Spring/Summer 2026</p> <p>-Data collecting by the end of the Fall 2026, to see if 90% has been reached</p>