

Fall 23

eStem Student-Athlete Handbook

"We rise every morning knowing there are no limits to greatness. Limits are for speed signs; Not leaders, not champions. We are Students. We are Athletes. We are Leaders. We are eStem."

200 RIVER MARKET AVE STE 225 LITTLE ROCK, AR 72201

HOME OF THE METS

Interscholastic athletes are a vital part of the school experience and eStem Public Charter School offers several opportunities to participate. Our athletic program is one that reflects the needs and purposes of our students and community. We believe that participation in athletics provides many experiences in the development of young people. Our athletic program strives to provide our student-athletes with an educational, worthwhile, and memorable experience while enjoying the fun, teamwork and friendships that come from participating in interscholastic sports.

- We will maintain a program based on values of family and team camaraderie
- We believe in honesty, care for others, confidence and strength of character
- We embrace a commitment to loyalty, unselfishness, trust and humility

eStem Public Charter School is a member of the Arkansas Athletic Association (AAA). The AAA controls the boys and girls athletics in the state of Arkansas. The AAA regulates and determines eligibility, supervises tournament play, and sets game limitations and practice dates. The AAA is the only association that governs interscholastic athletic programs for secondary schools in the state of Arkansas. For more information about the interscholastic sports program at eStem Public Charter School, please feel free to contact your child's head coach or the Athletic Director.

Athletic Director - Dustin Williams

Email - dustin.williams@estemschools.org

Phone - (501) 478.2774

Office - Charter Management Office

ESTEM ATHLETIC DEPARTMENT COACHING STAFF

HIGH SCHOOL

Varsity Swim

Head Coach: Marcia Wayland

Varsity Golf

Head Coach: William Douthard

Varsity Cross Country

Head Coach: Nicole Griffin

Varsity Boys Basketball

Head Coach: Monty Patel

Varsity Girls Basketball

Head Coach: Vasha Sanders

Varsity Cheer

Head Coach: Morgan Snelling-Jordan

Varsity Dance:

Head Coach: April Jones

Varsity Softball

Head Coach:

Varsity Baseball:

Head Coach: Aaron Gagen

Varsity Girls Soccer

Head Coach: Brian Williams

Varsity Boys Soccer

Head Coach: Brian Williams

JUNIOR HIGH SCHOOL

Boys Basketball:

Myron Heard Jr.

Girls Basketball:

DeVante Withers

7th Cheer:

Samantha White

8/9th Cheer:

Yoshaka Beasley

ATHLETIC DEPARTMENT

Athletic Governance

The governing organization under which we participate is the Arkansas Activities Association (AAA).

The AAA is divided into the following 7 classifications: 7A, 6A, 4A, 3A, 2A and 1A. The high school is a member of the 5A class and we are in the 5A Central Conference.

Classification is based on the total student population of each school and their relative location to one another.

Participating 5A Central Schools (depending on the sport)

eStem	Parkview	Little Rock Catholic
Beebe	Sylvan Hills	Mount St Mary
Jacksonville	Vilonia	Pulaski Academy
Maumelle	Little Rock Christian Academy	

Athletic Department

The Athletic Director works together with the School Director to ensure that the athletic program can function at a high level. Staff support is critical in running our program. Coordination for all supervisors and ticket takers is handled through our Athletic Director. School spirit, rallies, and other special activities are handled through the spirit teams in coordination with the main office. An administrator should be present at every home game to assure proper sportsmanship of all fans.

The Director, as the administrative head of the school, is the head of all activities in the school, including athletics, and makes all final decisions on personnel. Responsibility for the day-to-day operation of the athletic program is delegated by the Director to the Athletic Director.

The Athletic Director has primary responsibility for facilities, personnel, officials, game supervision (with administrators), scheduling, transportation, budget, equipment, eligibility, team photos, awards, scholarships, and communications (including news and media).

REQUIREMENTS FOR PARTICIPATION

Participation

A student-athlete must submit a physician-endorsed eStem Public Charter School Athletic Physical Form with the coach. An athlete's physical is valid for 15 months and must be resubmitted each year a student chooses to participate.

A student-athlete must submit a signed eStem Public Charter School Athletic Enrollment Form located on the website under the athletics tab.

All student-athletes must pay a \$50 Athletics Participation Fee by the first day of their team's practice. Students approved for the Free School Lunch Program are waived from the Participation Fee, while students approved for the Reduced School Lunch will be required to pay a reduced athletic fee of \$25.

Eligibility

A student-athlete must pass at least four core courses at the end of the regular marking period AND have a semester grade point average of 2.25 to be able to try out for their respective sport. Students must maintain a minimum grade point average of 2.0 and pass at least four core courses to maintain their eligibility during the season.

Junior High school students will have six consecutive semesters, or three consecutive years to compete in interscholastic athletics. High school students will have eight consecutive semesters of playing eligibility or four consecutive years to compete.

A student-athlete must not play under an assumed name on an outside team.

A student-athlete must not play or practice with an outside team in the same sport while a member of the school team after the first scheduled game in any season.

Exceptions shall be participation in parent-child tournaments.

eStem PUBLIC CHARTER SCHOOL ATHLETIC CODE OF CONDUCT

Student-athletes have a responsibility to provide a positive image in the classroom, on the playing fields, and in the community. They must be reminded that participation in athletics is a privilege and not a right. All athletes are expected to meet this athletic code and failure to comply during their season could result in suspension or removal from a team. All athletes and parents must sign our code of conduct before participation.

During School Hours: Student-athletes are students first and must, therefore, represent the culture and always strive to fulfill the mission of eStem Public Charter Schools. Good attendance, positive relationships with students, faculty and school supporters, and model student behavior are expected. A student-athlete must be in school and attend scheduled classes to participate in any practices or contests. If an athlete is suspended from school, they may not participate in practices or games during the length of the suspension. After two suspensions, the student-athlete will be removed from the team indefinitely.

During Competition: Fair play and good sportsmanship are expected at all times. No student-athlete will use profanity at any time or refute a coach's or an official's instructions. Student-athletes are expected to respect their teammates, coaching staff, officials, and spectators at all times. Failure to comply with the aforementioned may result in suspension or removal from the team.

In Our Community: The way an eStem student-athlete conducts themselves in the community is very important. They will respect the rights of others and represent their team, our school, and the city of Little Rock with dignity.

The use of Illegal Substances: Any use, possession, or involvement with illegal substances (drugs/alcohol) of an athlete is prohibited. These illegal substances include but are not limited to any illegal drug, alcohol, tobacco products, steroids, etc. Any violation of this rule will result in immediate removal and an indefinite suspension from their athletic team.

Online/Social Networking: Postings on blogs and social-networking web sites or negative comments about another team, player, teammate, faculty/staff, or eStem Public Charter Schools are a strict violation. Texting negative comments to an athlete of another team, player, or teammate are violations.

Failure to comply with this code will result in the following consequences:

First offense - A one-week suspension from all practices and games (minimum of 1 game) The athlete will be required to meet with her/his school counselor before rejoining the team. Upon completion of the suspension, the athlete may apply for reinstatement through a conference with the Athletic Director, Head Coach, and Parent.

Subsequent offense - A subsequent offense during the school year, will result in the removal of the athlete from their team for the remainder of their current season. The athlete will be ineligible for any post-season awards and recognition or participation at team events.

Discipline Policy - High School

Each team operates under a demerit system. Student-athletes will receive team consequences based on each coach's unique system. For more information, please see a head coach.

Termination of Participation by an Athlete

Cut from a team because of lack of ability: An athlete cut from a team may try-out for another sport immediately.

Dropped from a team by mutual consent: An athlete may terminate membership with a team by approval of the coach before dropping the sport. The athlete's eligibility to try out for another sport subject to approval by the athletic director and the coach of the new sport.

Quitting a sport: An athlete who quits any sport without the approval of the coach and Athletic Director will be suspended from participating in any athletic program until the next sport season.

Appeal Procedure

All student-athletes have the right to appeal their suspension from any sports program. The appeal process must be initiated by the student-athlete in the form of a written request to the Athletic Director within one week of the suspension. It will then go to the Athletic Review Board.

Athletic Review Board

The Athletic Review Board at each school site shall be composed of the Director or School Administrator, Athletic Director, and a neutral coach. The purpose of the Review Board is to hear appeals from suspended athletes who desire to return to the sports program.

Discipline Policy - Junior High School

As leaders in the school and community ambassadors for the school, eStem student-athletes are held to a much higher standard than the rest of the student body. For this reason, they are also bound to an additional set of consequences that are enforced by each player's head coach. You will find the eStem Junior High School Athletic Discipline Policy italicized below.

Step 1: REDIRECTION

Step 2: LUNCH DETENTION

ADP – Individual Conditioning

Step 3: EARLY MORNING DETENTION

ADP – Individual Conditioning + Team Conditioning

Step 4: SATURDAY SCHOOL

ADP - Individual Conditioning +No Participation in 1st Half of Competition

Step 5: TRINITY MEETING w/ Head Coach Present

ADP – Individual Conditioning + Suspension from 1 Game

Step 6: Out of School Suspension

**ADP – Individual Conditioning + Suspension from 2 Games or Indefinite Suspension from Team*

*If a student-athlete has progressively served the consequences for each step in the Junior High School Classroom Discipline Policy, they will be subject to the Athletic Discipline Policy sequentially. However, any suspension not related to classroom interruption will be assessed and then a consequence will be issued based on the severity of the action.

COMMUNICATION

The eStem Athletic Department is continually attempting to improve communication with our student-athletes, parents, and coaches. We strongly believe in being accessible to athletes and parents and being supportive of our coaching staff. It is reasonable to expect a coach to provide the following information to athletes and parents:

- Expectations of athletes, parents, and coaches
- Team rules and regulations
- Athletic code of conduct
- AAA rules on participation and eligibility
- Practice and game schedules
- Athletic award criteria

A student-athlete should always be encouraged to communicate with their coach about expectations, their role on the team, their performance, etc. Open, authentic professional student/coach relationships are encouraged and appreciated between players and coaches.

If a parent needs to communicate with a coach, they will be prepared to discuss any concerns candidly and professionally. The correct procedure for a parent to contact a coach is via email or by leaving a message for the coach in the main office:

eStem High School: (501) 478-2800

eStem Downtown Junior High School: (501) 748-9335

eStem East Village Junior High School: (501) 214-6710

Typical issues that are appropriate for parents to discuss with coaches are:

- A dramatic change in their child's behavior
- Specific health concerns of their child
- A disciplinary action that results in their child being denied participation in a practice or contest
- How they can assist in their child's overall skill development
- To contribute to help support the athletic program

It is **inappropriate** for parents to discuss these concerns with coaches:

- Their child's playing time
- Team strategy or play calling
- Their child's teammates

It is not appropriate for a parent to discuss concerns with a coach before, during, or immediately after an athletic contest. A coach should never be contacted by a parent at their home. Coaches are required to respond within 24 hours of initial contact.

CONFLICT RESOLUTION

Participating in athletics can be an emotional and time-consuming experience. From time to time, conflicts between student-athletes and coaches may arise. The following process is in place for student-athletes and their parents to follow to resolve conflicts and/or issues between coaches and athletes.

Step 1: Individual Student - Coach Contact

The student involved is to speak to the coach about the problem as soon as possible.

Step 2: Parent/Student - Coach Contact

The parent/student should set a time to meet individually with the coach.

Meetings will not be scheduled:

- 24 hours before or immediately following a contest,
- During an active practice session, or
- During a time when other coaches, parents, or athletes are present

Step 3: Parent/Student - Athletic Director Contact

If a satisfying resolution is not reached through direct contact with the coach, the parent/student-athlete should contact the Athletic Director. If the meeting with the parent/student-athlete and the Athletic Director does not result in a satisfactory conclusion, the Athletic Director will schedule a meeting involving all concerned parties in an attempt to reach a satisfactory resolution. Any comments, concerns, or issues brought to the attention of the Athletic Director will be addressed. While there can be no guarantee that all parties will agree with all resolutions or findings, a thorough, respectful airing of different perspectives and experiences can lead to more productive relationships and clearer understanding in the future.

Step 4: Parent/Student-Athlete- Administrator/Athletic Director/Coach Contact

If after Step 3, a satisfactory resolution has not been reached, the parent and student-athlete should contact the School Director, unless they are the current Athletic Director, in which case contact the superintendent to schedule a meeting with all concerned parties.

Step 5: Parent/Student-Athlete – Board of Trustees

If there is no resolution at Step 4, the parent/student-athlete must ask to be put on the board agenda to address the Board in an executive session in an effort to resolve the issues.

Retribution

There is a perception by some that when one voices an opinion or concern about a coach or the Athletic Program the student-athlete will be subject to retribution by either a coach or other staff members. The Athletic Director and coaches are committed to ensuring there shall be no retribution, in any form, against any student-athlete for raising an issue or concern. If at any time, a student athlete/parent suspects that some form of retribution surfaces as a result of voicing a concern, or opinion, they should contact the school's Athletic Director immediately.

GENERAL INFORMATION

Locker Rooms and Playing Area

All athletes must be made responsible for the condition of their locker room. The locker room must be kept neat and clean. Glass bottles are prohibited. Visitors must not be brought into the locker room without permission from the coach.

Uniforms and Equipment

All school-issued uniforms and equipment are the responsibility of the athlete during the season and are on a loan basis to be worn only when authorized by the coach. The athlete must take good care of equipment and follow washing instructions on uniforms. If lost or stolen, the athlete will be responsible for the replacement cost. Detailed costs will be provided by the student-athletes head coach.

Practice Rules

As a member of a team, an athlete should be required to attend all meetings, practices, and games. To participate in competition, athletes are expected to attend practice. When a player cannot make a practice or must be late, that player should notify the coach before the start of practice. Opening practice to spectators is solely at the discretion of the head coach. A coach may choose to have closed practices. Parents are expected to make arrangements for transportation from practice and to games unless notified otherwise by the head coach.

Transportation

eStem desires to provide transportation for all athletes both to and from all athletic events for those participating in the athletic event. However, on occasion, private family transportation will be needed. Our van and bus rules and regulations must be followed at all times or the privilege of transportation will be forfeited.

Early Dismissals

The athletic office will dismiss a team early if an afternoon scheduled event is played at a school where transportation is extensive, or if a team is involved in post-season competition. The only other instance for early dismissal will be when an earlier starting time is set due to a religious holiday. In the event that a team will need to be dismissed early, the information will be communicated to parents and office staff to make any necessary modifications.

Team Captain

Both in and out of season, team captains are expected to be appropriate role models for all team members. They are required to demonstrate positive leadership qualities, excellent sportsmanship and to use good judgment in their decision making. Captains should keep in mind the following leadership qualities and responsibilities:

- Provide leadership, motivation, and inspiration
- Demonstrate respect for self, coach, teammates, opponents, officials, and spectators by exhibiting good character and conducting themselves as positive role models at all times
- Accept the responsibility and privilege in representing eStem Public Charter School and the Little Rock community by setting an example of teamwork, sportsmanship, and discipline.
- Provide ongoing communication between teammates and coaches as necessary.
- Respect and defend the decisions of the coaching staff.
- Obey and defend the eStem Public Charter School Athletic Code of Conduct

A captain who, in or out of season, violates the policies of the Athletic Code of Conduct will risk their position as a team captain. A captain who, in season, violates the illegal substance use provision of the Athletic Code of Conduct will automatically lose the position of team captain.

COLLEGE BOUND STUDENT-ATHLETES

eStem student-athletes are groomed to be college ready, career ready and world ready. Using athletics as a vehicle to accomplish their professional and educational goals, the staff at eStem Public Charter School is committed to helping our student athletes achieve both their academic and athletic goals beyond our walls.

If student-athletes plan to compete on the collegiate level, they should make their guidance counselors aware of their intentions. They should discuss with their counselors the colleges that would be academically and socially appropriate. Their guidance counselors will make sure that they are meeting core requirements and will be reminded that academic performance is key. Towards the end of their junior year student-athletes can also find out if they are on track to meet academic eligibility on the NCAA Clearinghouse web site (www.ncaaclearinghouse.net).

Once student-athletes decide that they would like to play college athletics, it is suggested that the players should speak with their coaches as soon as possible. Together, they will decide which level of collegiate competition would be best for them. The student-athletes will be assisted by their coaches throughout their recruiting process. The NCAA Guide for the College Bound Athlete provided by the FCIAC, and www.ncaastudent.org are beneficial resources for student-athletes and parents.

Coaches will certainly be there to offer support for the future plans that an eStem student-athlete may have upon graduation. Parents and students should certainly feel comfortable seeking additional guidance about NCAA competition from coaches, counselors and the administration.