



Interscholastic Athletic Audit

Completed by Robert E. Stulmaker, CAA

March 24, 2022

Brunswick-Brittonkill CSD Interscholastic Athletic Audit

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- . CASDA Faculty Staff Member (9 yrs)
- . Assistant Director NYSPHSAA (9 yrs)
- . Saratoga Springs City School District (30 yrs)
 - . Physical Education Teacher/Coach
 - . Director of Physical Education/Athletics and Health
- . Nationally Certified Athletic Administrator
- . Past President of NYS Athletic Administrators Assoc.

Methodology

- . Facilitated a Discussion with:
 - . Current Athletic Director
 - . Booster Club President
 - . Secretary
 - . Student-Athletes
 - . Coaches
 - . BOE Members
- . Primary Goal
 - . Get the constituents to talk
 - . Guided the discussion through crafted essential questions

Essential Questions

- . Goal
 - . Open up meaningful and active dialogue as it uniquely relates to the Athletic Program through the scope of each constituent's view

Questions (Sample)

1. What is your definition of a successful educationally based athletic program (S/C)
2. Do you feel that your District's Programs are successful (C)
3. Are the coaches fair, competent, caring and represent ethical behavior? Do your coaches connect with you on a personal level? Do your coaches encourage you to try other sports/extracurricular activities (S)
4. Does the District provide safe and quality facilities and equipment to the extent that your students should be eager to participate (S/C)
5. Does the District provide equitable programming with respect to offerings, facilities, and equipment (S)
6. Do you have pre-season and end of season meetings with Administration present (C)
7. What does your Athletic Program do well (C)
8. Would you promote the athletic program to your siblings and friends (S)
9. Does the District Administration provide support/resources needed for you to be successful (C)
10. Does the District/Community provide a wide range of feeder programs to teach skills and foster a positive experience for students (C)
11. How can the Athletic Program be improved/ Describe your perfect Athletic Director (S/C)

Needs/Concerns as expressed by the Constituents

- . Better communication between AD/Coaches/ Teachers
- . No Pre-season coaches meeting
- . No parent meeting
- . AD/Coaches need to be on the same page with facility scheduling and gym usage
- . Larger weight room
- . Trophy Case
- . Athletic Trainer
- . Nutritionist
- . Sport Psychologist
- . Field Conditions very poor. Need a turf field
- . Transportation issues
- . Athletic Bus
- . Teachers/employees that coach

- . PE exemption for JV and Varsity Athletes
- . Waive 50-mile rule for buses to stop for food
- . New mats
- . Med kits for specific sports and gender
- . Better networking with community
- . No connection between school and outside feeder programs
- . More coaches
- . No code of conduct for parents
- . Need to know expectations for athletes, coaches, parents
- . Adjust teaching schedules/responsibilities for coaching responsibilities
- . College preparation for students
- . Track like running on cement
- . No consistency with programs and rules and regulations
- . Better field maintenance
- . Teachers need to have flexibility with athletes for schoolwork
- . Gym availability
- . 10 panel cheerleading mats
- . Need to know chain of commands with concerns
- . Who recommends the hiring of coaches?
- . Who recommends the firing of coaches?
- . Who takes complaints on coaches?
- . How do coaches apply for jobs?
- . Who evaluates the coaches?
- . AD needs help

Thoughts/Recommendations

- . Education based athletics question – Only (1) coach used the term “accountability.” “Students need to be good people/citizens, display class.” General answer – “Academics come first then athletics. No real mention that Athletics teach life lessons. Respect, teamwork, sportsmanship, how to handle disappointment, how to win with humility, how to lose with grace, responsibility, time management
- . College Recruitment Process – Bring in a guest speaker – great for players/parents’ night
- . Nutritionist – Bring in a guest speaker – great for players/parents’ night
- . Sport Psychologist – Bring in guest speaker – great for players/parents’ night
- . Trainer – Contract out. Russell Sage has trainers that need internships
- . Facilities need improvement/renovations
- . Benefits of a turf field, bigger weight room/gymnasium – Great for school/community morale. Great curb appeal. It can showcase your school. Can host League/Sectional events. Can be used by the community
- . Lack of coaches – Nationwide problem. Usually related to parental pressure.
- . Transportation issues- Nationwide problem.
- . Athletes specializing in one sport – A big problem. All studies point to the more sports a student participates in, the better. By playing different sports students develop new skills and get the benefits of educationally based athletics. Sport specialization can lead to burn out and overuse which can lead to injuries. The perception is that by dedicating yourself to one sport the student will become better and increase the chance for a college scholarship or going pro. However, statistics show that is not the case for most students.
- . Pre-season coaches meeting – Needed. Would improve communication, consistency, and expectations.
- . Players/Parents Meeting – Needed. Would improve communication, consistency, and expectations.
- . Booster club is very heavily involved.
- . The students respect their coaches. They feel they’re knowledgeable, caring, empathetic and role models. Most of the coaches encourage the students to participate in another sport or extracurricular activity.
- . JV and Varsity athletes being exempted from Physical Education. This would be a bad precedent. There are many important social/emotional values to PE other than playing a sport. The ability to work with and participate with all students of different abilities and genders is a lifelong lesson. JV and Varsity athletes should be the leaders in PE classes. I use the analogy, would a student involved in school theater be exempt from English class?
- . Director of Physical Education. Does the District have one? State Mandate.
- . The district is getting much from the current structure. You have a good, solid Interscholastic Athletic Program with a very hard-working leader, excellent coaches, great students, and excellent support from the community.

The Athletic Director Position has many challenges. It can be daunting and overwhelming with all the responsibilities involved from dealing with: Eligibility rules and regulations, mandates for coaches, students, parents, transportation issues, lack of officials, field conditions, facility issues, scheduling and rescheduling of contests, code of conduct issues, budgeting, etc. all with the goal of making Interscholastic Athletics a safe, positive, and equitable program for the student-athletes, coaches, officials, and spectators.

An Athletic Director needs to be:

- . Highly qualified to make decisions that will protect your school district from libelous situations.
- . Prepared to develop a sound athletic program philosophy and foundation
- . Trained in fiscal responsibilities, budgeting, proper handling of receipts and conducting department fundraising
- . Trained for proper safety planning and directing of events for athletes and spectators
- . Best prepared to provide students with safe, plentiful, and equitable participation opportunities
- . In possession of practical knowledge for managing facilities, equipment care and liability, as well as both natural and synthetic turf
- . Capable of strong support of student health through sports medicine protocols and leading in areas of coaching decisions, teaching safe techniques and proper physical conditioning
- . Capable of working with, leading, and successfully communicating during challenging situations, topics, and difficult people
- . Strong in interviewing, hiring, evaluation, leading and role modeling for coaches

Under your current structure I question if these responsibilities are being met. To better meet these responsibilities, I would recommend assistance or a restructuring of the position. Examples: Mechanicville Model: Faculty Manager who can assist with many of these responsibilities as designated, or an Assistant Athletic Director, or restructure the position from a part time to full time Director. By going in this direction, I am confident that many of the expressed needs and concerns can be addressed, with the recommendations implemented, to create an improved program that will benefit everyone that the school and community will be proud of.

Respectfully submitted,

Robert E. Stulmaker, CAA

Faculty Manager