

**Athletics and Activities**  
**Report to the School Committee**  
**Section 1: Executive Summary**

This update to the Barrington Public Schools (BPS) School Committee is aligned to Strategic Plan Pillars related to Student Success and Social-Emotional Well-Being. At this time, the Administration would like to take this opportunity to share the following details regarding Athletics, Clubs, and Activities:

Barrington High School's interscholastic athletic program is an integral part of the total curriculum; therefore, a comprehensive program of athletic activities is vital to the educational development of students. The athletic program provides a variety of experiences to aid in the development of favorable habits and attitudes in students that will prepare them for adult life. These experiences are designed to serve the school, assist in the development of respect for self and others, promote fellowship and goodwill, promote self-realization and all-around growth, and encourage learning the qualities of good citizenship, and school, community, and self-pride.

In addition to Interscholastic Sports, Barrington Public Schools offers students a wide array of clubs and activities beyond the school day. It is the belief of BPS, that these activities and clubs provide students with opportunities for real-world experiences, the development of long-lasting friendships, the pursuit of interests and passions, exposure to diverse cultures, languages, and arts, the development of citizenship skills, and the promotion of social-emotional well-being.

Finally, BPS offers before school and afterschool enrichment opportunities at Hampden Meadows Elementary School and Barrington Middle School. These opportunities are to provide students with exposure to new things, opportunities to explore passions, and a chance to form strong relationships.

**Primary target areas of focus for 2018-2019 will include:**

During the 2018-2019 school year, the goals and objects of the athletics and activities programs will be aligned to the District Strategic Plan. The Athletics Advisory Committee began this important work during the 2017-2018 school year and will continue to address the targets identified in their action plan, contained in the full report. Upon the establishment of an activities advisory committee, relevant goals and measurements will be established following a similar process.

**Targeted Next Steps for Athletics and Clubs:**

- Create an advisory committee for student clubs and activities- Although BHS has a newly established Athletics Advisory, a similar structure is necessary for clubs and activities. The purpose and the function of the council will be to provide stakeholder input into protocols, procedures, operations, and the establishment of clubs and activities to increase student engagement at BHS beyond the classroom.
- Complete the full development of clubs, activities, and athletics web pages to improve communications.
- Continue the training of advisors and coaches on all relevant protocols and policies.
- Increase opportunities to communicate and celebrate successes.
- Continue to provide an annual student satisfaction survey in athletics to drive updates and improvements and develop a similar survey for clubs and athletics.
- Provide a mechanism for any interested party to provide feedback and suggestions to the advisory councils.

**Based upon the above information, the Administration recommends the following actions or considerations:**

Upon close evaluation of the athletics and activities program, along with the roles and responsibilities of the Director of Athletics, it is evident that the role of the Director of Athletics has exceeded the capacity of one person. Develop a stipended assistant to the Director of Athletics in Appendix B to support the Director of Athletics in the following areas:

- Providing additional supervision at home and away games
- Monitoring games at the high school and expanding monitoring to a more routine basis at the middle school
- Creating communication redundancies for cancellations and other notifications
- Assisting in the evaluation and supervision of assistant coaches and volunteers
- Assisting in on-boarding new coaches and volunteers including policy and protocol review
- Assisting with the inventory of equipment

In addition, the administration recommends the addition of increased clerical support to attend to the routine paperwork, update web pages, and complete non-administrative tasks.

This executive summary provides an overview of the full report to the school committee provided in Section II of this document.

## **Section 2: Comprehensive Report to the School Committee Regarding Professional Learning**

This update to the Barrington Public Schools (BPS) School Committee is aligned to Strategic Plan Pillars related to Student Success and Social-Emotional Well-Being. At this time, the Administration would like to take this opportunity to share the following details regarding Athletics, Clubs, and Activities:

### **Introduction to Program:**

Barrington High School's interscholastic athletic program is an integral part of the total curriculum; therefore, a comprehensive program of athletic activities is vital to the educational development of students. The athletic program provides a variety of experiences to aid in the development of favorable habits and attitudes in students that will prepare them for adult life. These experiences are designed to serve the school, assist in the development of respect for self and others, promote fellowship and goodwill, promote self-realization and all-around growth, and encourage learning the qualities of good citizenship, and school, community, and self-pride. The objectives of the program are:

- To provide a positive atmosphere of school athletics at Barrington High School.
- To provide opportunities that will allow athletics to serve as experiences where students may cope with problems and handle situations similar to those encountered in the contemporary world.
- To remember that an athletic contest is only a game - not a matter of life or death for player, coach, school, official, fan, community, state, or nation.
- To provide adequate and natural opportunities for:
  - physical, mental, social and emotional growth and development;
  - acquisition and development of special skills in activities of each student's choice;
  - team play with the development of such commitments as loyalty, cooperation, fair play, and ethical conduct;
  - directed leadership and supervision that stresses self-discipline, self-motivation, excellence, and instilling the highest ideals of good sportsmanship and character above wins and losses;
  - achievement of school goals, interscholastic program, and the student's individual goals;
  - provisions for worthy use of leisure time in later life, either as a participant or spectator; and
  - development of leadership qualities.

In addition to Interscholastic Sports, Barrington Public Schools offers students a wide array of clubs and activities beyond the school day. It is the belief of BPS, that these activities and clubs provide students with opportunities for real-world experiences, the development of long-lasting friendships, the pursuit of interests and passions, exposure to diverse cultures, languages, and arts, the development of citizenship skills, and the promotion of social-emotional well-being.

Although clubs and activities are more informal at the elementary and middle school levels, Barrington High School (BHS) has established a formal governance procedure for clubs and activities.

All school functions held after regular class hours are considered part of the entire educational program and as such are governed by the general regulations applicable at all other times. The following procedures must be followed for the recognition of school clubs and organizations by the Student Council and the school administration:

1. The club or organization must develop a constitution that specifies the purpose, functions and needs of the group.
2. Included in its plan for operation must be proposed budget figures which indicate the cost involved and the means by which it plans to subsidize its activities. If the advisor is to be paid, this must be stipulated in advance and is subject to school committee approval.
3. There will be no size limitation; rather, the number of members must be commensurate with the activity and the amount of interest displayed.
4. The constitution must be presented to the executive committee of the Student Council for consideration. It will be presented at one council meeting and acted upon at the next.
5. Student Council approval is the necessary first step in a series of actions that an organization must encounter on its way to existence. The ultimate approval, especially in regards to educational philosophy and financial support, must come from the school committee through its designated agents, the superintendent and the school administration. The acceptance of a club organization by the Student Council will be passed on to the school administration, superintendent's office and school committee for approval.
6. Recognition of a club or organization brings with it all the benefits of existing clubs and organizations in the use of school facilities and fund-raising. It assumes the responsibilities of existing organizations in the acceptance of established policies and restrictions that will govern all school clubs and organizations.
7. In order to avoid conflicts, two annual fund-raising activities that are service oriented will be permitted.

Finally, BPS offers before school and afterschool enrichment opportunities at Hampden Meadows Elementary School and Barrington Middle School. These opportunities are to provide students with exposure to new things, opportunities to explore passions, and a chance to form strong relationships.

## **2017-2018 Athletics, Clubs, and Activities**

### **Hampden Meadows Enrichment**

During the 2017-2018 school year, 125 students participated in enrichment programs. Unlike sports programs and high school clubs, HMS students pay a materials fee to participate. With a few exceptions, the fee is \$80 per course with a maximum of \$120 per course. HMS has a scholarship program to allow all students interested in participating regardless of financial need. These program included:

#### **Enrichment:**

- Basketball
- Chess Instruction and Play
- Coding with Confidence
- Improve Your Drawing Skill
- Field Hockey
- Mad Science
- Mini-Masterpieces
- Save The Bay
- Scrapbooking
- Yoga

#### **Not- Fee Based:**

- Library Council- 1 advisor- students rotate
- Green Team -2 advisors- 40 students
- Student Council -1 advisor- 42 students
- Family Book Club -2 advisors- 10-20 participants (varies)
- Career Cafe- 1 advisor- 20-25 each session
- Family math club- 1 advisor- 5-10 participants (varies)
- Yearbook club- 2 advisors - students rotate

**Middle School Clubs and Enrichment Activities**

Similar to the HMS, any BMS enrichment course requires a student fee of \$80 for materials. BMS has a scholarship program to allow any interested student to participate regardless of financial need. Clubs and interscholastic sports do not require a materials fee.

Club/Activity
Basketball Intramurals
Newspaper Club/Eagle Gazette
Science Olympiad
Student Council
Volleyball Intramurals
Robotics
Marching Band
Math Counts
Art Club
Community Service
Science Fair
Jazz Band
Pops Band/Choir
Acapella
Yearbook Committee

## Middle School Athletics

Season	Boys	Girls
Fall	Cross Country	Cross Country Field Hockey
Winter	Basketball Wrestling	Basketball
Spring	Track and Field Unified Basketball (Co-ed)	Track and Field

## High School Sports

High School Athletics is built on an educational based program that has a strong commitment to developing fundamentals and skills for all student-athletes. Using agreed upon practices and rubrics, coaches will determine the selection of athletic teams for Varsity, Junior Varsity, and Freshman teams. Coaches will evaluate the ability levels to meet the needs of the program, consistent with the philosophy and policies of the athletic program.

### Varsity Teams

- The emphasis is on understanding the competitive nature of a varsity team
- The goal is to place the best student-athletes on the team for program success
- Student-athletes should have a clear understanding of their role on the varsity team

### Junior Varsity/Freshman Teams

- The goal of these programs is to develop fundamentals and skills within a competitive environment
- The philosophy is that team members should have the opportunity to participate in all contests based on ability, commitment, and attitude

**High School Junior Varsity and Varsity Sports Teams Include:**

<b>SEASON</b>	<b>BOYS</b>	<b>GIRLS</b>
<b>FALL</b>	<b>Varsity Cross Country *</b>	<b>Varsity Cross Country *</b>
	<b>JV and Varsity Soccer</b>	<b>JV and Varsity Soccer</b>
	<b>Freshman, JV, and Varsity Football</b>	<b>JV and Varsity Field Hockey</b>
	<b>Unified Volleyball (Co-Ed)</b>	<b>Varsity Football Cheerleading</b>
		<b>JV and Varsity Tennis</b>
		<b>JV and Varsity Volleyball</b>
<b>WINTER</b>	<b>Varsity Swimming</b>	<b>Varsity Swimming</b>
	<b>Varsity Indoor Track and Field *</b>	<b>Varsity Indoor Track and Field*</b>
	<b>Freshman, JV, and Varsity Basketball</b>	<b>Freshman, JV, and Varsity Basketball</b>
	<b>Varsity Wrestling *</b>	<b>Varsity Gymnastics</b>
	<b>Varsity Ice Hockey *</b>	<b>Varsity Ice Hockey *</b>
		<b>Varsity Basketball Cheerleading</b>
<b>SPRING</b>	<b>Freshman, JV, and Varsity Baseball</b>	<b>Freshman, JV, and Varsity Softball</b>
	<b>Varsity Outdoor Track and Field *</b>	<b>Varsity Outdoor Track and Field *</b>



	<b>JV and Varsity Tennis</b>	<b>JV and Varsity Lacrosse</b>
	<b>JV and Varsity Lacrosse</b>	
	<b>Varsity Golf (Co-Ed)</b>	
	<b>JV and Varsity Volleyball</b>	
	<b>Unified Basketball (Co-Ed)</b>	

*\* Note: JV contests/events may be scheduled in cross-country, indoor/outdoor track, wrestling, and ice hockey.*

### High School Clubs and Activities

<b>Club/Activity</b>	<b>Participant Count</b>	<b>Estimate *</b>
Allied Medical Professions	22	*
American Computer Science League (ACSL)	33	
Art Club	15	*
Chess Club	15	
Chinese Club	10	
Class Advisor - Grade 9	6	
Class Advisor - Grade 10	6	
Class Advisor - Grade 11	6	
Class Advisor - Grade 12	6	
Dance Team	0	

Debate and Speech Club	100	
Diversity Club	53	
Eagle's Athletic Club	2	
Eagle's Outlet	0	
Environmental Club	25	
French Club	15	*
Future Business Leaders of America (FBLA)	69	
Gay/Straight Alliance	20	
Gender Equity and Awareness	20	*
Interact Club	40	*
International Club	15	*
Latin Club	20	
LifeSmarts	43	
Literary/Art Magazine ( <i>Revue</i> )	6	*
Mock Trial	18	
Model United Nations	20	*
National Honor Society	70	*
New England Math Team	31	
Outing Club	15	*
Pep Band	0	
Rhode Island Math Team	31	

Robotics Club	26	
Sailing Club	14	
School Newspaper ( <i>Talon</i> )	3	
Science Olympiad	20	*
Spanish Club	62	
Student Council	40	*
Students Against Destructive Decisions (SADD)	13	
Squash Club	40	*
Theatre Arts (Stagemasters)	77	
TV Studio Advisor (Sunrise Show)	18	
Unified Theatre	135	
Yearbook ( <i>Arrow</i> )	15	*
Young Politicians Club	20	*
	1215	

#### **2018-2019 Clubs and Activities Updates and Changes**

##### **Athletics, Clubs, and Activities Added to the Middle School**

N/A

##### **Athletics, Clubs, and Activities Removed from the Middle School**

N/A

##### **Athletics, Clubs, and Activities Added to the High School**

Astronomy, and Model Legislature, and Science Fair

##### **Athletics, Clubs, and Activities Removed from the High School**

N/A

### Activities and Sports Considered for 2019-2020

Some activities considered for the 2019-2020 school year include Quiz Bowl, ESports, film club, along with a few others.

In addition, the Interscholastic League is considering the addition of competitive gaming, particularly League of Legends. If passed, E-Leagues will be added to the opportunities for student involvement in teams at the high school.

### Breakdown of Participation:

- 16 K-5 Activity Advisors
- 15 Middle School Club Advisors
- 45 High School Clubs, 54 High School Club Advisors
- 136 Male      154 Female      Middle School Student-Athletes
- 250 Participants      K-5 Student Activity Members
- 264 Participants      Middle School Club Student Members
- 1215 Participants      High School Student Activity Members

### High School Athletics Participation

<b>Fall 2017</b>						
Gender	Grade 9	Grade 10	Grade 11	Grade 12		
Female	56	73	48	37	214	
Male	58	43	31	55	187	
Total	114	116	79	92	401	
<b>Winter 2017-18</b>						

Gender	Grade 9	Grade 10	Grade 11	Grade 12		
Female	38	56	31	26	151	
Male	51	36	24	39	150	
Total	89	92	55	65	301	
<b>Spring 2018</b>						
Gender	Grade 9	Grade 10	Grade 11	Grade 12		
Female	49	53	46	21	169	
Male	60	56	45	58	219	
Total	109	109	91	79	388	
<b>2017-2018</b>						
Gender	Grade 9	Grade 10	Grade 11	Grade 12		
Female	81	108	76	56	321	
Male	103	89	69	103	364	
Total	184	197	145	159	685	

<b>Fall 2017</b>				
High School				
Total Paid Coaches	22		female	male

Coed Sport Coaches	10	Total by gender	0	10
Female Sport Coaches	12	Total by gender	8	4
Middle School				
Total Paid Coaches	2		female	male
Coed Sport Coaches	1	Total by gender	0	1
Female Sport Coaches	1	Total by gender	1	0
<b>Winter 2017-2018</b>				
High School				
Total Paid Coaches	21		female	male
Coed Sport Coaches	13	Total by gender	12	1
Female Sport Coaches	8	Total by gender	3	5
Middle School				
Total Paid Coaches	3		female	male

Coed Sport Coaches	2	Total by gender	1	1
Female Sport Coaches	1	Total by gender		1
Spring 2018				
High School				
Total Paid Coaches	20		female	male
Coed Sport Coaches	13	Total by gender	1	12
Female Sport Coaches	9	Total by gender	3	6
Middle School				
Total Paid Coaches	2		female	male
Coed Sport Coaches	2	Total by gender	1	1

#### **Role and Responsibilities of the Director of Athletics:**

The roles and responsibilities of the Director of Athletics are wide and varied. A major responsibility of the Director is the hiring, supervision, oversight and provision of professional development, and evaluation of all coaches, as described in the following section. In addition, the Director of Athletics serves as the District liaison to the Rhode Island Interscholastic League (RIIL). Through this role, the Director of Athletics remains apprised of all new and changing requirements of the RIIL, the requirements of the

National College Athletics Admissions (NCAA) Eligibility Center, and all state and federal regulations and requirements. Moreover, he is the state level Director for the RIIL Girls and Boys Lacrosse teams. In fact, the Director of Athletics coordinates any college visits to BHS relative to the recruitment of athletics for college admissions. It is important to note, however, that per federal guidelines, BHS can only issue an unofficial or official transcript directly to a student-athlete or a parent, or the admissions office to the college of their choice.

It is the responsibility of the Director of Athletics to then work directly with BHS, BMS, and District leadership, as well as school counselors, coaches, school nurses, and athletic trainers to ensure that all requirements and safety measures are in place for BPS athletes. He also provides support as a certified athletic trainer. An important part of this role is the development of a fiscally sound athletics and activities budget.

Additionally, the Director of Athletics works closely with the RIIL to schedule all league games. Beyond the RIIL, the Director of Athletics coordinates with District transportation to secure bussing to and from events. He provides oversight of weather conditions, and updates participants of cancellations and delays. Beyond the District, the Director of Athletics partners with local organizations, such as the YMCA and Ice Rinks to ensure that BPS students have practice time in accordance with best practices.

The Director of Athletics holds many responsibilities within the District. He coordinates with the Town of Barrington for field times and upkeep of fields. The Director of Athletics also provides oversight on the conditions of fields, courts, auditorium, and facilities related to athletics and activities. To that end, he is an integral member of the Building and Facilities Committees. In addition, he oversees all field and building requests, scheduling and approving the applications.

Although not noted in the title, the Director of Athletics also organizes and oversees all clubs and activities at the high school. This includes supporting recommendations for new clubs, reviewing club charters, securing meeting space, scheduling events, and working directly with advisors.

Importantly, the Director of Athletics is a key communicator for the athletics and activities programs. He updates parents, students, and coaches on expectations and important information on an annual and ongoing basis. The Director of Athletics provides



leadership to the BHS Athletics Advisory Committee to ensure continuous improvements of the athletics program. He oversees the athletics and activities websites and the athletics calendar. On a daily basis, the Director of Athletics approves all announcements relative to the high school and middle school athletics and activities programs. In addition, he attends meetings between coaches, parents, and students to address questions and concerns as they arise.

A new and important role of the Director of Athletics is the facilitation of the BHS Athletics Advisory Committee (AAC). As chair of this committee, the Director of Athletics aligns the goals of the athletics program with the District Strategic Plan while incorporating stakeholder feedback into continuous improvement strategies. During the 2018-2019 school year, the Director of Athletics will take on the additional facilitation of a BHS Activities Advisory which will perform similar functions for the BHS clubs and activities programs.

Finally, the celebration of victories, championships, and participation is a major component of the responsibilities of the Director of Athletics. He supports the coaches in planning all of the end of season celebrations and award ceremonies. The coach prepares their team's entire end of season awards and sends the first an Official End of Season to the Director of Athletics. He also coordinates senior nights, special events such as Homecoming, and dedication ceremonies. Prior to distribution, with advance notice, make an appointment with the Director of Athletics to gather all of the necessary awards and certificates. ([Job Description](#))

#### **Appointment of Coaches:**

All paid and volunteer coaches must be approved through the Principal and Director of Athletics Office. All candidates must have an interview with the Director of Athletics and other School District Personnel as needed. In addition, they must adhere to the following:

- Employment Application

- Complete Local and National Background Check

- Hold Coaches Certification through the Rhode Island Department of Education

- Hold current certification of First Aid and Cardiopulmonary Resuscitation (CPR w/AED training)

- Complete a coaches education program (Fundamentals of Coaching, Concussion Awareness and select courses outlined by the School District and/or Rhode Island Interscholastic League (RIIL))

**Supervision and the Evaluation of Coaches:**

The Director of Athletics updated the [evaluation tool for coaches at the end of the 2017-2018](#) season. He established an ongoing process to meet with Coaches for induction prior to the season and after the season. In addition, the Director of Athletics is in the process of establishing a formal process to evaluate all coaches. All new hires will be formally evaluated in their first year and all coaches will receive a formal evaluation on a three-year cycle, following the educator evaluation model. On off-cycle years, each coach will be informally observed for a minimum two games/meets by either the Director of Athletics or Building Administrator. Head coaches will evaluate assistant coaches using this process and the Director of Athletics will review the feedback and will formally and informally evaluate all head coaches. Exit interviews were held with all of the coaches leaving their positions and an overview of the findings will be provided to the Superintendent in October 2018.

In addition, the Director of Athletics conducted a thorough review of all professional development requirements, certification requirements, and training opportunities for coaches. All coaches are provided with an orientation and updates on processes and changes at the start of each season. Coaches prior to 2012 are not required to follow the new regulations. Coaches hired after 2012 need to become an accredited interscholastic coach through the National Federation of High School Sports (NFHS). Some of the courses include the Fundamentals of Coaching, Concussion Training, and then within five years a sport-specific course and the NFHS health and safety course. In addition, BPS requires training on cardiac arrest, the sport they are coaching, and how to work with parents. Specifically, according to the Interscholastic Coaches' Handbook and in compliance with BPS requirements, all coaches must have completed all certification courses – NFHS Fundamentals of Coaching, NFHS Concussion Awareness Course, First Aid and CPR, Department of Education Coaching certification. Other coaching education may be required by the school district and the Rhode Island Interscholastic League (RIIL). Failure to complete these courses within one month of hire will result in a RIIL one hundred (\$100.00) dollar fine and suspension from all contests until complete.

Of the 55 High School coaches, 24 have been hired after 2012 and are thus required to complete the NFHS program. However, all coaches regardless of hire date, receive annual training on concussions, sudden cardiac arrest, and procedures, protocols, and policies.

**Explanation of Accomplishments Including Relevant Measures 2017-2018:**

Targeted Area	Measure Used	Accomplishments
Travel and Transportation	Review of costs, incidents, and inquiries.	Travel guidelines have been established. (See Travel Guidelines below)
Team Selection	Review of student, parent and coach inquiries	Rubrics and expectations for the team selected developed by each team. (See High School and Varsity Sports Selection above).
Volunteers, Coaches, and Background Checks	Review of student, parent and coach inquiries	See new policy on Criminal Records and Background Checks
Communication Issues	Review of student, parent and coach inquiries	See updated communication protocols, communication systems, website updates, and communication expectations.
Updated Coach Evaluation Process and Exit Interviews	Review of best practices	Updated coaches handbook Updated evaluation process
Facilities, Equipment, and Uniform Needs	Sports Questionnaire by Season: Review of student feedback from the survey	Will incorporate into the work of the facilities advisory committee to the School Committee

**Overview of the Work of the Athletic Advisory Council:**

The Mission of the Barrington High School Athletic Advisory Council (AAC) is to support the development and growth of high school athletics while promoting an environment for Barrington High School student-athletes, coaches, and parents that reflects and strengthens the values of good sportsmanship, athletic integrity, and mutual respect amongst all participants. The council is made up of student-athletes, coaches, administrators, and parents. The council is assembled to provide insight on the student-athlete experience and offer input on the rules, regulations, and policies that affect student-athletes' lives while at BHS.

The advisory council met over the course of the 2017-2018 school year and established a mission and action plan to support the BPS Athletics Program. The goals for the 2018-2019 school year are based on the findings and actions established by the work of that group, including the findings of the Student-Athlete Survey. The Athletic Advisory Council (AAC) held their first meeting of the 2018-2019 school year on September 18, 2018. During that meeting, the AAC reviewed their mission and goals, welcomed new

members, developed a plan for reporting to the School Committee, planned for 2018-2019 meetings, and received updates on the Athletics Handbook.

Members of the AAC were selected through an application process. Student applications were reviewed in June and selected two rising sophomores, Caroline Maher and Will Loew. One Coaching vacancy was filled by Betsy Brenner based on the application process through a Letter of Interest to all coaches in the Spring. The full AAC membership includes:

2018-2019 Athletic Advisory Council Members

Student Members:

Maddie Cox  
Matthew Culligan  
Maeve Harrington  
Owen Valentine  
Caroline Maher  
Will Loew

Parent Members:

Chase Kazounis  
Nina Robertson  
TR Rimoshytus (Booster Club Representative)

Coach Members:

Betsy Brenner  
Stephen Lenz  
Holly Morris

Administration Members:

Ed Daft  
George Finn

All members are posted on the [Website](#) and the AAC has an email address for any questions and inquiries that the larger Barrington Community may have about their work.

**Barrington High School Athletic Advisory Council: 2018-2019**

**Our mission**

The mission of the Barrington High School Athletic Advisory Council (BHSAAC) is to support the development and growth of high school athletics, while promoting an environment for Barrington High School student-athletes, coaches, and parents that reflects and strengthens the values of good sportsmanship, athletic integrity, and mutual respect amongst all participants.

**Our 2018-19 Goals**

<b>Expectations for Student-Athletes' Success</b>	<b>Expectations for Coaches' Success</b>	<b>Collaborative Culture</b>	<b>Family &amp; Community Engagement</b>	<b>Efficient Systems &amp; Resources</b>
Continue to foster a positive image of student-athletes at the school	Ensure that 100% of coaches read, understand the athletic handbook	Have 100% of students sign athletic pledge	Ensure 100% of parents read, understand, and sign athlete pledge	Implement new, inclusive decision-making process at least X times
Ensure that 100% of student-athletes read, understand, and sign student handbook and athletic pledge	Train 100% of the coaches on the handbook, interscholastic league requirements, and family engagement strategies	Communicate philosophy of Varsity vs. Junior Varsity/Freshman expectations	Provide consistent opportunities for meaningful dialogue with family and community as evidenced by Preseason meetings, individual team meetings, etc...	Continue to review and update policies and procedures included in the handbooks
Increase student-athlete empowerment to advocate for self in a respectful and responsible way as measured by self-reflection data	Increase the number of professional development opportunities for coaches from the required RIIL course to include an online or in-person course			Evaluate and provide annual recommendations to the school committee regarding facilities and resources
Establish team mentor programs for student-athletes	Empower student failure to succeed and develop the skills for improvement			Establish a liaison from each team to the AAC
				Continue to improve, develop, and adopt standards for sportsmanship to be incorporated into the

Promote team building activities for student-athletes. Providing opportunities for players and team leaders.				handbook
Strategic Actions				
<p>Promote a positive student-athlete image on campus</p> <p>Empower athletes to advocate for self by providing direct coaching on appropriate strategies to give students an opportunity to express their ideas</p>	<p>Provide professional training opportunities for coaches consistent with interscholastic requirements</p> <p>Provide annual training on the requirements and expectations outlined in the handbook and athlete's pledge for all coaches</p> <p>Establish a system to provide professional training for coaches on District policies and practices</p> <p>Establish job descriptions for each role and a system for hiring and evaluating coaches</p>	<p>Build a sense of community within the athletics program involving all athletes and teams</p> <p>Promote communication and respect between athletics' administration, student-athletes, coaches, and parents</p> <p>Continue to develop and communicate a philosophy of Varsity vs. JV/Freshman sport programs</p>	<p>Continue to develop and communicate a philosophy of Varsity vs. JV/Freshman sport programs</p> <p>Continue to develop expectations of the program to be shared with athletes and parents during preseason meetings</p> <p>Solicit feedback from all athletics stakeholders to proposed policies and procedures</p>	<p>Promote facility improvement</p> <p>Review policies and procedures of the handbook</p> <p>Develop consistent and transparent systems of communications</p> <p>Set annual meeting dates and objectives for the AAC</p> <p>Set the expectations for the AAC, including membership, processes, and protocols to be shared with internal and external stakeholders</p>

## **Explanation of Needs including Relevant Measures:**

### **Update Regarding Website:**

All club advisors have access to begin work on their newly created websites. A District message was sent to advisors regarding expectations for the pages. In addition, athletics pages are still in development and coaches have been communicated with regarding page expectations.

### **Update Regarding Systems of Communication:**

1. All coaches and activity leaders will communicate with students through approved Barrington Public Schools systems only. These include emails ending in @barringtonschools.org, the Remind System, and Google Voice and Text. Individual cell phone numbers will no longer be considered acceptable portals of communication.
2. In the case of volunteer coaches and activity leaders, all communications will include a Carbon Copy (CC) to the head coach or school authority under which they operate.
3. All parents will receive the option to receive a CC on these communications as well.

## **Communication Expectations**

BHS established common communication expectations set forth in the [Athletics Handbook](#). An overview of these expectations is offered here:

### **Communication parents should expect from coaches:**

- the philosophy of the coach;
- the expectations that the coach has for your child as well as all the players on the squad;
- the locations and times of all practices and contests;
- team requirements, i.e., practices, special equipment, out-of-season conditioning;
- the procedure followed should your child be injured during participation; and
- the discipline that may result in the denial of your child's participation.

### **Communication coaches should expect from parents:**

- concerns should be expressed directly to the coach;
- notification of any schedule conflicts well in advance; and
- specific concerns with regard to a coach's philosophy and/or expectations.

**Appropriate concerns to discuss with coaches:**

- the treatment of your child, emotionally and physically;
- ways to help your child improve; and
- concerns about your child's behavior.

**Addressing Concerns:**

- Contact Coach to set up a meeting
- Contact Director of Athletics, if unable to reach the Coach
- You may contact the Director of Athletics first, however you will be encouraged to speak with the Coach
- If the meeting with the coach did not provide a satisfactory resolution, you may call and set up an appointment with the Director of Athletics and Student Activities to discuss the situation (401-247-3150).

**Update Regarding Athletic Trainer:****Services:**

The role of the athletic trainer is to provide immediate healthcare and safety of our athletes. The following is an overview of the high-level direct services provided.

**Students Served 2017-2018:**

Sprain	18	30.00%
Concussion	14	23.33%
Strain	12	20.00%
Contusion	4	6.67%
Stress Reaction	4	6.67%
Fracture	3	5.00%
Dislocation	1	1.67%
Subluxation	1	1.67%
Bursitis	1	1.67%
Tendinitis	1	1.67%
Stress Fracture	1	1.67%
	60	Total



### **Awards, Recognitions, and Championships**

Below is a summary of many of the awards and championships achieved during the 2017-2018 school year. Not all are included in this report due to the sheer number; however, all have been recognized at the District, School, team, or club level.

#### **2018 Spring Sport Champions**

Girls Outdoor Track and Field - Class A Champions, Eastern Division Champions

Golf - Division Champions

#### **2017-18 Winter Sport Champions**

Girls Indoor Track and Field - Class A Champions

Girls Swimming - State Champions, Division Champions

Boys Swimming - Division Champions

Girls Ice Hockey - State Champions

Boys Ice Hockey - Division 2 State Champions, Division 2 South League Champions

Girls Swimming - 200 Medley Relay Team Champions (Cali Diehl, Melanie Baker, Rachel Baker, Sydni Diehl)

200 Freestyle Relay Team Champions (Emma DiGiacomo, Melanie Baker, Julia Zulker, Sydni Diehl)

Boys Swimming - 200 Medley Relay Team Champions (Harry Homan, Aidan Lane, Ben Noonan, Ethan O'Connor) New Rhode Island State Record!

400 Relay Champions (Harry Homan, Aidan Lane, Ethan O'Connor, Ben Vesey) New Rhode Island State Record!

Sydni Diehl - Individual 50 (New State Record!) and 100 Freestyle Champion

Harry Homan - Individual 200 Freestyle and 100 Butterfly Champion (New State Record!)

Ethan O'Connor - Individual 50 and 100 Freestyle Champion

#### **2017 Fall Sport Champions**

Girls Cross Country - Class A Champions

Field Hockey - Division Champions

#### **2017 Spring Sport Champions**

Softball - Division 2 State Champions

Unified Basketball - Division 4 State Champions

Girls Track and Field - Division Champions

Boys Track and Field - Division Champions

Golf - Division Champions

## Activities and Club Awards and Recognitions

**Chain Reaction** was commended by Rachel's Challenge and featured on the [blog on their website](#) for our work around Day Without Hate

**The Barrington High School LifeSmarts Team** consisting of Jonathan Zhang, Annika Kelly, Katherine Hilty, captain Daniel Sheinberg, and Michael Lamontagne received an invitation to the national LifeSmarts competition after winning the Rhode Island LifeSmarts Competition in February. They placed 5th in the nation. Individually, the students had incredible success. On the written assessment portion of the competition, Barrington earned the following:

Jonathan Zhang, Junior - **1st place in Technology**

Daniel Sheinberg, Junior - **2nd place in Health and Safety**

Annika Kelly, Junior - **2nd place in Environment**

Michael Lamontagne, Senior - **3rd place in Personal Finance**

Senior Katherine Hilty earned one of eight \$1000 Safety Smart Ambassador Scholarships for her work in the Safety Smart program. Katherine also won the LifeSmarts Twitter contest and earned a visa gift card for her creativity and positive social media presence.

Coach Samuel Schachter received the prestigious honor of LifeSmarts Coach of the Year for his enthusiastic personality, dedication to consumer education, and assistance provided to other coaches, especially those new to the LifeSmarts program.

**Barrington High School Quiz Show Team** won the first-ever Rhode Island High School Quiz Show competition! The team consisted of Daniel Sheinberg, Michael Lamontagne, Christina Curran, and Clara Kugler, with alternates Jonathan Zhang and Brendan Fay. The team went on to face Massachusetts in the regional competition but fell in the last few seconds.

## Debate Team

State Tournament March 2018 Results

### Varsity Team awards:

First place: Henry Johnson and Sam Turner; Second place: Lorelei Alverson and Nina Polumbo; Fourth place: Emily Sancomb and Lexi Anderson; and Fifth place: Andrew Gerstenblatt and Alivia Lanoue

**Varsity Individual Speaker awards:**

Second place: Alivia Lanoue; Third place: Emily Sancomb; Fourth place: Lorelei Alverson; and Fifth place: Sam Turner

**Novice team awards:**

First place: Aryana Mohammadi and Wyatt Boone

**Novice individual speaker awards:**

First place: Aryanna Mohammadi

**Hope Club**

\$1,000 mini-grant from the Rhode Island Department of Health to educate youth about the health risks of tobacco products and e-cigarettes

**BHS Math Team**

**RI Math League** - State Champions, 5th place finish at the New England Math Competition. The team has won 17 out of the last 20 state championships.

**NE Math League** - State Champions, the 6th best team in New England. This was the 2nd best finish ever by a Barrington team.

**Latin Club/Exams**

**Level I Results**

**Gold Summa Cum Laude**

Sidney Duncan, Eden Lamb, and Samuel Brock

**Silver Maxima Cum Laude**

Clara Kugler, Alexa Maddock-Mark, David Mcmillan, and Natalie Clark

**Magna Cum Laude**

Jack Kelty and Brian Materne

**Cum Laude**

Kathryn Eller and Hannah Lavena

**Level II Results**

**Gold Summa Cum Laude**

Willis Bilderback, Kevin Zhu, Jessica Wan, Matthew Brenner, Liam Egan, and Jack Cheng

**Silver Maxima Cum Laude**

Owen Brady, Lucie Banks, Katherine Fitzhugh, Alexis Brenner, Cailin Lu, Amit Bhatia, Jungcheng Quan, and Claire Grover

**Magna Cum Laude**

Sam Turner, Laughlin Billingsley, and Sean DeLuca

Cum Laude

Ethan Lundsten, Elizabeth Grover, and Colin Douglas

**Level III Results**

Gold Summa Cum Laude

Daniel Sheinberg, Victoria Mueller, Matthew Culligan, & Christina Curran

Silver Maxima Cum Laude

Isabella Conner, Evan Stabach, Cole Jarret, Callan Whitney, Rylan Hastings, William Kaon, Perry LaBelle, and Catherine Lonardo

Magna Cum Laude

Patrick O'Mahony, Alec Walker, Stephanie Wang, Jackson Killilea, and Samuel Soares

Cum Laude

Grace Noey and Abigail Wilhelm

**Level IV Results**

Gold Summa Cum Laude

Michael Lamontagne and Grace Inman

Silver Maxima Cum Laude

Keith Francis, Andreea Dan, David Jarret, Kyle Machado, Lucy McMillan, & Brooke Harrop

Magna Cum Laude

Sara Caskey and Katherine Wind

**National Latin Exam Book Award**

Michael Lamontagne and Grace Inman

**Model Legislature**

Last year was the first year that BHS participated. Barrington had the smallest delegation present. Out of over 130 bills, 7 were passed in the general session. 2 of those 7 were from Barrington High School.

## Science Clubs at BHS

Team	Competition Name	Awards
<b>Science Fair</b>	RI Science and Engineering Fair	1. One of the top two students attending the Intel International Science Fair
		State of Rhode Island's Rhode Island Nuclear Science Center.
<b>Robotics</b>	FTC Qualifier Team 654	
	FTC Qualifier Team 10847	Winning Alliance 2018 + Inspire Award
	States Team 654	
	States Team 10847	Winning Alliance / 3rd place overall, Control Award for best autonomous
<b>Science Olympiad</b>	MIT Invitational	
	Brown Invitational	
	States	1st place overall
	Nationals	
<b>URI Chem Bowl</b>	First Year Chemistry	3rd place overall
	Advanced Placement Chemistry	1st Place overall
	Advanced Placement Chemistry	1st place individual
<b>Environmental Club</b>	none	

## **Future Business Leaders of America (FBLA)**

[Full report of student FBLA awards](#)

[FBLA Local Chapter Business Report](#)

*First Place: 16*

*Second Place: 16*

*Third Place: 9*

*Fourth Place: 4*

*Fifth Place: 7*

*Total Top Five= 52*

## **Updated Policies**

### **Updated Protocol for Coaches, Volunteers, and Activity Leaders**

Barrington Public Schools is in the process of reviewing its protocols and requirements for coaches, volunteers, and activity leaders. To that end, we have made the following protocol changes:

### **Communication**

1. All coaches and activity leaders will communicate with students through approved Barrington Public Schools systems only. These include emails ending in @barringtonschools.org, the Remind System, and Google Voice and Text. Individual cell phone numbers will no longer be considered acceptable portals of communication.
2. In the case of volunteer coaches and activity leaders, all communications will include a Carbon Copy (CC) to the head coach or school authority under which they operate.
3. All parents will receive the option to receive a CC on these communications as well.

### **Athletics and Activity Transportation Guidelines**

Transportation must be coordinated through school and district transportation systems, to and from athletic contests provided by the Barrington Public Schools unless previous arrangements are made by the athlete's parents for exceptional situations, or notification must be made to parents, students, and the Director of Athletics and Student Activities when District transportation is not available.

The Director of Athletics and Student Activities and coach must approve permission for exceptions. In addition:

- Athletes will remain with their team under the supervision of the coach when attending away contests.

- Athletes may return from an away contest only with their parents. In that event, the parent must request permission from the Director of Athletics and Student Activities and coach prior to the contest with written notification. The athlete will be released only to their parents upon the personal recognizance of the parent by the coach.
- Athletes are not permitted to drive their own vehicles to away contests.
- Athletes who miss the bus departure will not be allowed to participate in the contest unless there are extenuating circumstances.
- All regular school bus rules will be followed.

Additionally, coaches or volunteers should only provide students with transportation in instances where all other school options are not possible.

1. In the event of students requiring personal transportation, two adults or multiple students must be present at all times.
2. All transportation will start and end at the school, never to/from a student's home.
3. In the event that a parent fails to pick-up their child within the allotted time, the coach or activity leader will call the parent and/or emergency contact to determine next steps.

#### **Meetings, Training, and Coaching**

1. One-on-one sessions will not take place between a student and a coach, volunteer or activity leader behind closed doors.
2. One-on-one coaching, training, or activities must occur in areas that are visible to other adults or students or in a public area. Sessions must occur with multiple students present or in the presence of an additional adult.

#### **Coaching and Activities not sponsored by BPS**

1. All coaches and activity leaders using BPS schools and grounds for unsponsored events **must inform parents in writing** that their activity, sport, or coaching is unaffiliated with the District.
2. Any unsponsored event or activity on school grounds requires a buildings use/facilities form approved by the District.
3. To receive approval, the activity or event must provide the District with the associated pamphlet and sign-up forms.
4. Coaches and activity leaders must submit background checks to the District to run events and activities that involve BPS students **and** require the buildings use/facilities form.

#### **Updated the Background and Records Check Policy**

1. All volunteer activity leaders and coaches will provide an updated Rhode Island Background check every other year.
2. All school employees will provide a National Background Check that has occurred within a twelve-month period of their employment, and no later than one week prior to beginning their employment.

3. All contract employees will provide a National Background check that has occurred within a twelve-month period of their employment, and no later than ten days prior to beginning their employment.

In the event that a student, parent, volunteer, coach, or activity leader has any concerns related to this policy, they should contact the Director of Athletics and Student Activities or the Principal of their child's school. All matters of student safety are the primary concern of BPS. All matters brought forward are to be held confidential by all parties.

### **Other Policies Related to Athletics and Activities**

Please note that the below policies are not a comprehensive list of the BPS Policies. All athletes, student participants, coaches, volunteers, staff, parents, and community members are subject to all BPS Policies found in the [BPS School Committee Policy Manual](#).

[Non-Discrimination Policy](#)

[Co-Curricular and Extracurricular Activities](#)

[Volunteers in Schools](#)

[Barrington Schools Criminal Records/Background Check](#)

### **Partnerships include:**

Rhode Island Interscholastic League

Rhode Island Principals Committee on Athletics, Grades 6 to 8

Rhode Island Special Olympics

Bayside YMCA - Swimming

Rhode Island Country Club - Golf, Squash

Prestige Fitness and Gymnastics Center - Gymnastics

Barrington Yacht Club - Sailing

Rhode Island Ice Hockey Arenas (Portsmouth Abbey, Cranston Veterans Memorial, Brown University)

### **Budget and Funding:**

One of the responsibilities of a coach is to prepare and submit a budget each November to the Director of Athletics and Student Activities. This budget should reflect the items that are necessary to operate the sport for the ensuing year. All expenditures for a sport must be administered by the Director of Athletics and Student Activities. Most expenses are covered through the school's



operating budget which is approved by the School Committee. Some expenses, as well as most deposits, are handled through the school's checking account (Allied Fund).

### **Deposits**

The accountant will verify all deposits and take the money to the bank. The accountant will also write all checks for approved vouchers. Whenever a deposit is made into the sports account, the Director of Athletics must verify the amount of the deposit, fill out a Treasurer's Receipt, and place it in the safe.

### **Expenses**

Whenever a withdrawal from the sports account is needed to pay an invoice, the Director of Athletics and Student Activities will fill out an Order for Payment, attach all invoices and/or receipts, and submit them to the Principal. The signed check and a copy of the Order for Payment will be returned to the Director of Athletics and Student Activities who will ensure that payment is sent to the appropriate parties. An invoice or receipt must be available before a check for payment will be authorized.

### **Fundraisers**

School policy allows for two (2) fundraisers per sport per year. The coach and team captain(s) must discuss any ideas they have for fundraising activities and obtain approval from both the Principal and Director of Athletics and Student Activities. Generally, athletic teams do not need to engage in fundraising activities unless there is a unique item that is not covered by the operating budget for athletics.

**2017-2018 Totals**

- FY18 \$270,371.20 (Please note that transportation was underbudgeted in FY18 and has been adjusted as reflected in the FY19 budget)

**Revenues**

Gate Receipts	
2017-2018	
Sport	Amount
Football	\$6,000.00
Boys Soccer	\$1,300.00
Girls Soccer	\$1,000.00
Boys Basketball	\$1,200.00
Girls Basketball	\$900.00
Wrestling	\$300.00
Boys Lacrosse	\$0.00
Girls Lacrosse	\$0.00
Season Tickets	\$900.00
<b>TOTAL</b>	<b>\$11,600.00</b>

**2018-2019 Planned Budget**

- \$286,285.00 [See FY 19 Budget Category Spending](#)

## Appendix B Stipends

At this time, Appendix B is under review by a collaborative workgroup made up of union members and administration. The group is in the process of developing recommendations for a revised appendix B to address new programs and equity across program demands. The group will submit the recommendations to the school committee prior to the new contract negotiation period.

<b><u>Student Activities</u></b>			
Yearbook Advisor HS	4,235	4,235	4,235
Student Council Advisor HS	3,628	3,628	3,628
School Newspaper, HS	1,074	1,074	1,074
Literary Review, HS	697	697	697
Band Director, HS	2,675	2,675	2,675
Choral Director, HS	2,675	2,675	2,675
Pep Band Director, HS	1,122	1,122	1,122
Drama, HS	6,758	6,758	6,758
Debate, HS	6,054	6,054	6,054
TV Studio Advisor	4,158	4,158	4,158
Mock Trial Advisor	1,513	1,513	1,513
National Honor Society	3,628	3,628	3,628
FBLA	1,513	1,513	1,513
Class Advisor 9 -12 (one/grade)	2,063	2,063	2,063
Club Assignment*	715	715	715
NBPTS (Article 24 - Sect 5.1)	3,500	3,500	3,500
Band Director, MS	1,426	1,426	1,426
Chorus Director, MS	1,426	1,426	1,426
Yearbook Advisor MS	2,711	2,711	2,711
Student Council Advisor MS	2,063	2,063	2,063
Drama, MS	1,694	1,694	1,694
Newspaper, MS	1,074	1,074	1,074
Student Council Advisor HM	1,358	1,358	1,358
Yearbook Advisor HM	1,884	1,884	1,884
* Approved by School Committee			

## Appendix C Stipends

Position	Appendix C		
	2016-17	2017-18	2018-19
Baseball			
Head Coach	5,096	5,096	5,096
Asst. Coach	3,232	3,232	3,232
Asst. Coach (HF)	3,232	3,232	3,232
Basketball - Boys			
Head Coach	5,288	5,288	5,288
Asst. Coach	3,573	3,573	3,573
Asst. Coach (HF)	3,573	3,573	3,573
Head Coach (MS)	2,858	2,858	2,858
Basketball - Girls			
Head Coach	5,288	5,288	5,288
Asst. Coach	3,573	3,573	3,573
Asst. Coach (HF)	3,573	3,573	3,573
Head Coach (MS)	2,858	2,858	2,858
Cross Country - Boys			
Head Coach	4,164	4,164	4,164
Asst. Coach	1,250	1,250	1,250
Cross Country - Girls			
Head Coach	4,164	4,164	4,164
Asst. Coach	1,250	1,250	1,250
Field Hockey			
Head Coach	4,949	4,949	4,949
Asst. Coach	3,329	3,329	3,329
Asst. Coach (HF)	2,583	2,583	2,583
Football			
Head Coach	6,514	6,514	6,514
Asst. Coach (3)	11,907	11,907	11,907
Asst. Coach (HF)	3,969	3,969	3,969
Golf			
Head Coach	3,232	3,232	3,232
Gymnastics			
Head Coach	4,949	4,949	4,949
Hockey			
Head Coach	5,191	5,191	5,191
Asst. Coach	3,282	3,282	3,282
Hockey - Girls			
Head Coach	5,191	5,191	5,191
Asst. Coach	3,282	3,282	3,282
Lacrosse - Boys			
Head Coach	3,870	3,870	3,870
Asst. Coach	2,323	2,323	2,323
Lacrosse - Girls			
Head Coach	3,870	3,870	3,870
Asst. Coach	2,323	2,323	2,323
Soccer - Boys			
Head Coach	4,949	4,949	4,949
Asst. Coach	1,666	1,666	1,666
Head Coach (JV)	3,329	3,329	3,329
Soccer - Girls			
Head Coach	4,949	4,949	4,949
Asst. Coach	1,666	1,666	1,666
Head Coach (JV)	3,329	3,329	3,329

Softball			
Head Coach	5,096	5,096	5,096
Asst. Coach	3,232	3,232	3,232
Asst. Coach (HF)	3,232	3,232	3,232
Swimming			
Head Coach	4,705	4,705	4,705
Asst. Coach	2,822	2,822	2,822
Tennis - Fall			
Head Coach	3,428	3,428	3,428
Tennis - Spring			
Head Coach	3,428	3,428	3,428
Track - Indoor Boys			
Head Coach	4,949	4,949	4,949
Asst. Coach	2,968	2,968	2,968
Track - Indoor Girls			
Head Coach	4,949	4,949	4,949
Asst. Coach	2,968	2,968	2,968
Track - Outdoor Boys			
Head Coach	5,191	5,191	5,191
Asst. Coach	3,232	3,232	3,232
Asst. Coach	1,615	1,615	1,615
Track - Outdoor Girls			
Head Coach	5,191	5,191	5,191
Asst. Coach	3,232	3,232	3,232
Asst. Coach	1,615	1,615	1,615
Volleyball			
Head Coach	3,870	3,870	3,870
Asst. Coach	2,742	2,742	2,742
Wrestling			
Head Coach	5,439	5,439	5,439
Asst. Coach	3,329	3,329	3,329
Intramurals	5,104	5,104	5,104
Cheerleading Advisor	1,030	1,030	1,030

**Targeted Next Steps for Athletics and Clubs:**

- Create an advisory committee for student clubs and activities- Although BHS has a newly established Athletics Advisory, a similar structure is necessary for clubs and activities. The purpose and the function of the council will be to provide stakeholder input into protocols, procedures, operations, and the establishment of clubs and activities to increase student engagement at BHS beyond the classroom.
- Complete the full development of clubs, activities, and athletics web pages to improve communications.
- Continue the training of advisors and coaches on all relevant protocols and policies.
- Increase opportunities to communicate and celebrate successes.
- Continue to provide an annual student satisfaction survey in athletics to drive updates and improvements and develop a similar survey for clubs and athletics.
- Provide a mechanism for any interested party to provide feedback and suggestions to the advisory councils.

**Administration's Recommendations to the School Committee:**

Upon close evaluation of the athletics and activities program, along with the roles and responsibilities of the Director of Athletics, it is evident that the role of the Director of Athletics has exceeded the capacity of one person. Develop a stipended assistant to the Director of Athletics in Appendix B to support the Director of Athletics in the following areas:

- Providing additional supervision at home and away games
- Monitoring Games at the high school and expanding monitoring to a more routine basis at the middle school
- Creating communication redundancies for cancellations and other notifications
- Assisting in the evaluation and supervision of assistant coaches and volunteers
- Assisting in on-boarding new coaches and volunteers including policy and protocol review
- Assisting with the inventory of equipment

In addition, the administration recommends the addition of increased clerical support to attend to the routine paperwork, update web pages, and complete non-administrative tasks.

**References (if applicable):**

[Athletic Advisory Council Web Page](#)

[Athletics Handbook](#)

[Activities Handbook](#)

[BPS School Committee Policy Manual](#)

[Non-Discrimination Policy](#)

[Co-Curricular and Extracurricular Activities](#)

[Volunteers in Schools](#)

[Barrington Schools Criminal Records/Background Check](#)

[Interscholastic Coaches' Handbook](#)

[Coaches' Evaluation](#)

[FY 19 Budget](#)

[Director of Athletics Job Description](#)

**Appendices (if applicable):**

[2017-2018 Student Athletics Surveys](#)