

# KERMIT INDEPENDENT SCHOOL DISTRICT



## ATHLETIC HANDBOOK 2019-2020

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## **Program Mantra**

### **W.I.N.**

Our athletic department mantra will be WIN. I love to win and I will outwork our opponent coaches in order for that to happen. But the acronym WIN is not just about instilling the mindset to winning athletic competitions; it's a way of life. It stands for **W**hat's **I**mportant **N**ow. I want our athletes living a balanced life of being a student-athlete, son/daughter, friend, and involved community member.

## **Program Vision**

The purpose of Kermit Athletics is to develop an attitude of continuous growth towards character, integrity, leadership, and work ethic. The athletic department will represent KISD in the way administration expects of all teachers, coaches, students, and student-athletes. When student-athletes graduate they will be prepared to lead the past, present, and future generations.

## **Program Mission**

The Kermit Athletic Department will outwork our opponents in the classroom, within our community, for KISD, and in the realm of athletics. As a department, we will implement a leadership program consisting of student athletes that will meet weekly to make team decisions. Within those meetings, I will teach them how to expand their leadership skills and how they can help grow leaders among the teams.

# Program Values

These values are prioritized in a way that will enhance the probability of achieving the vision and mission.

## 1. Academics

The athletic department will be committed to academic excellence. Each program will stress the importance of academic achievement per NCAA guidelines.

### How to achieve academic excellence?

- Talk about it. When coaches make academics an importance most athletes will follow suit.
- Identify who the “at risk” student-athletes are within the programs.
- Assign coaches to mentor the “at risk” to monitor grades and take an interest in the student-athlete.
- Ensure the athlete schedules tutor sessions with a teacher before school or as needed.
- Reward and recognize student-athletes for their efforts in the classroom.

## 2. Student-athlete personal development

Through the commitment of me, head coaches, assistant coaches to our student-athlete’s personal growth, our student-athletes will graduate from Kermit High School with a team first attitude and be able to lead with integrity.

### How will our student-athletes grow as individuals?

- Schedule influential speakers of the community to speak with student-athletes.
- Develop a plan to have leadership councils within each program.
- Schedule alumni to speak with student-athletes about the transition to college.

## 3. Program Success

In representing the athletic department each program must do THEIR BEST in competition to succeed. The athletic department’s role is to supply all programs with the necessary equipment, facilities, and coaches to aid in player development and success of the particular sport.

### How will each sport compete at the highest level?

- Each head coach will have a long term plan for the direction of their program.
- Continue to learn and implement a SOUND YEAR ROUND strength and conditioning plan.
- Each head coach must articulate a plan for success to their program constituents.
- Each head coach must schedule contests that will challenge the student-athletes and allow them to be competitive.
- Continue going to coaching clinics for professional development.

# Program Values

## 4. Program Integrity

Whether in the classroom, sport, or throughout the community both players and coaches will represent the athletic department with integrity.

### How will the athletic department keep a good name?

- Do what you say you're going to do, when you said you were going to do it; be disciplined.
- Be honest, admit a mistake.
- Be humble.
- Coaches and players must behave in a manner that does not embarrass the athletic department.

## 5. Community

The athletic department will volunteer it's time to the community to create an ownership and pride for where they live. Building a strong positive relationship between the athletic department and the community will gain supporters in attendance.

# Program Expectations

## 1. As the Athletic Director

- A. Total commitment to KISD with HUMILITY.
- B. Articulate the program vision to the assistant coaches, players, parents, school, and community.
- C. Insure player safety in all situations.
- D. Hire highly qualified staff that fit in with current staff.
- E. Promote coaches within the program in order to stay loyal to current staff.
- F. Develop great communication among staff members.
- G. Give detailed description of responsibilities based upon strengths of assistant coaches.
- H. Partner with the Yellowjacket Booster Club.
- I. Oversee the budget and all expense for the program.
- J. Oversee individual growth of assistant coaches and players.
- K. Evaluate assistant coaches and players.

## 2. Staff

- A. Carryout and articulate the program vision to players and community.
- B. A tireless worker with a positive attitude that understands balance.
- C. Have great character.
- D. Loyal to the school, program, head coach, and other assistant coaches.
- E. Oversee growth of individual players and position group as a whole.
- F. Player evaluations.

## 3. Players

- A. **Be an example** for peers, athletic department, coaches, KISD, and community. Be a positive influence in all situations.
- B. **Give** their time to the program, coaches, school, and community.
- C. **Honesty**, for an organization to be successful there must be reliance on other members. There can be no withholding of the truth that can have a negative effect on the program.
- D. **Discipline**, do what you're supposed to do, when you're supposed to do it, and the way you were taught to do it.
- E. **NO EXCUSES!**

# Program Expectations

## 4. Parents

- A. Ensure your son or daughter attends school, athletics and athletic events.
- B. Communicate with only the head coach of your son or daughter's sport when there are issues that arise by setting up a meeting with that head coach at least 24 hours after the event occurred. If things do not change or you are not satisfied with the result of the meeting, can set up a meeting with the athletic director.
- C. Communicate with the head coach of your son or daughter's sport when absences will occur that are out of your control.
- D. Do your part within the programs to ensure your son or daughter will have the absolute best experience possible as a student-athlete.

## 5. Program

- A. Build strong leaders to be positive role models in society.
- B. Develop coaches into being future head coaches and coordinators.
- C. Develop a respected program within the community.

Each member of the organization (players, coaches, and support staff) has a clear and concise job description. It is the individual's responsibility to complete his job to the best of their ability. Our success will be a direct result of the responsibility demonstrated by these individuals.

# Eligibility

## 1. Athletics

If a student-athlete is to participate for any Kermit ISD athletic event, that student-athlete must be in the athletic period. Only extenuating circumstances will allow an athlete to compete, while not in the athletic period. Each student-athlete must have an up to date physical, good standing with UIL, and a signed acknowledgement form from this handbook.

## 2. Grades

Student-athletes must have a 70% or above on each eligibility grading report in order to participate in athletic events. If a student-athlete fails one or more classes on a report card, he/she is ineligible until the next 3 week progress report or report card shows all passing grades. The student-athlete is required to attend and participate in all team practices, meeting, and or functions. The student-athlete may NOT travel with the team, participate in games, pep rallies or parades, be on the bench or sidelines during games, or act as a manager or statistician. If a student-athlete is ineligible to participate for a semester, they will be put on probation. If a student is ineligible for an entire school calendar year they can be removed from athletics.

## 3. Athletic Grades

The student-athlete's grades are not based on athletic ability. They will be based on participation and attendance. A student-athlete can be removed from athletics at the end of the semester for excessive absenteeism.

# Sport Specialization

The athletic department will discourage student-athletes from participating in a single sport. We, as coaches and athletes, will have a team first mentality. We are all Jackets and we should do anything and everything in our power to ensure Kermit Athletic program are successful.

# Team Travel

- 1. Athlete Travel Arrangements** - All participants will travel to and from contests on KISD provided transportation. Athletes may return with their parents if an extenuating circumstance does occur. Those arrangements must be made with the athletic director and head coach of that particular sport prior to leaving Kermit High School. Parent/guardian must give the head coach of the particular sport a signed written explanation to be signed by the athletic director. The athlete will only be released to the designated parent/guardian.
- 2. Coach's Responsibility** – It is the coaches top priority to get the student athletes back home as soon as possible, especially on a school night. There are some contests, because of the distance; coaches will make arrangements to feed the athletes after the contest. It is the coach's discretion whether or not food and/or drinks are allowed on the bus.

# Grooming Standards

- 1. Piercings** – During competition and during the athletic period neither male nor female athletes shall wear any visible piercings. Included but not limited to; tongue, nose, ear, eyebrow, naval, etc.

# Equipment

All athletes will be issued equipment specific for their sport and gear for the athletic period. All athletes will also be issued a locker, combination lock and clothes clip. Each student-athlete is responsible for their issued equipment. Any equipment lost, the student-athlete responsible will pay for the replacement of the specific equipment.

# Varsity Letter

In order for an athlete to receive a varsity letter they must be; academically eligible the entire season, complete the season, finish the year in good standing within the athletic department. Managers can receive a letter for two years of service. All letters are discretionary for the head coach and athletic director.

- 1. Football**
  - A. Athletes who play 8 varsity quarters will receive a letter jacket.
- 2. Volleyball**
  - A. Must be on varsity for half of the season.
- 3. Basketball**
  - A. Any athlete that plays  $\frac{1}{2}$  of total quarters combined.
- 4. Baseball and Softball**
  - A. Any athlete that plays  $\frac{1}{2}$  of the total innings played.
- 5. Track and Cross Country**
  - A. Any athlete that receives points at regionals.
- 6. Powerlifting**
  - A. Any athlete that receives points at regionals.
- 7. Golf**
  - A. Any athlete that advances to regionals.
- 8. Tennis**
  - A. Any athlete that advances to regionals.

# Sports Transition

Before an athlete can move onto another sport, he/she must have all issued equipment returned to the previous sport or have lost equipment paid for. An athlete must not begin reporting to another sport prior to previous sport head coach, new sport head coach and the athletic director have been notified and all agree.

# Quitting

If a student-athlete decides to quit, they will not be able to participate in any way in another sport. They will have to wait until all competition at every level of the previous season is complete and they will sign a contract. The contract will consist of all parents, student-athlete and athletic director agreeing that if he/she quits multiple sports, they will be suspended from all sports for a calendar year.

# Discipline

The ability to maintain discipline is a necessity to have a strong organization. We will be very consistent when dealing with our players. The following are disciplines given to our athletes in the athletic department. The total discipline in the program enhances the development in school, in athletics, and in their personal life.

## Non-Academic Discipline Issues

## Action

### Dress Code

Late to a meeting	TBD by Coach
Late to a practice	TBD by Coach
Missed meeting	TBD by Coach
Excused missed practice	TBD by Coach
Unexcused missed practice	TBD by Coach
Detention	TBD by Coach
Suspension	TBD by Coach
Disrespect staff, teacher, or coach	TBD by Coach

### Academic Issues

### Action

Excessive tardiness	TBD by Coach
Excessive absences	TBD by Coach
Ineligible	TBD by Coach

**\*Player will not participate in the game if discipline action is not completed.**

# Major Violations

Major violations will be quickly addressed by the athletic department immediately. The following rules apply 24 hours per day 7 days a week 365 days out of the year for all students participating in extracurricular activities. Students can be found to have violated this policy only on the basis of credible written reports by school personnel and/or law enforcement officials. The school administration along with the athletic director will determine the credibility of the report. Criminal charges filed or citations filed against a student will automatically be considered credible.

Examples of MAJOR violations:

1. Possessing or using drug paraphernalia
2. Possessing, selling or delivering to another person look alike drugs or items represented to be drugs or contraband of any kind
3. Possessing, selling, giving, delivering to another person, using, or being under the influence of marijuana, alcohol, a controlled substance, or any dangerous drug
4. Engaging in conduct that contains the elements of an offense relating to glue aerosol, paint, or volatile, mood altering chemicals
5. Attending any event at which underage drinking is occurring
6. Attending or being at a place where illegal drugs are being used
7. Riding in a vehicle containing alcohol unless parent, guardian, or other responsible adult is present and aware of the presence of the alcohol
8. Stealing
9. Any conduct resulting in arrest and/or citations from law enforcement officers (traffic violations will be reviewed by the athletic director on the severity)
10. Threatening to use a firearm or any object determined as being a weapon in a manner that is prohibited by law
11. Sexual Harassment

Violations not listed will be handled in a fair and consistent manner.

# Drugs

All drug offenses are cover in the KISD Extra Curricular Drug Testing Handbook.

## Alcohol

**1<sup>st</sup> Offense** – carries an automatic 5 day suspension while school is in session (inclusive of weekends and day(s) activities that may be scheduled over the holidays) from all extracurricular activities. The athlete shall also perform assigned additional conditioning exercises determined by the sport head coach.

**2<sup>nd</sup> Offense** – carries an automatic 10 day suspension (inclusive of weekends and day(s) activities that may be scheduled over the holidays) from all extracurricular activities. The athlete must provide proof of 12 hours of drug and alcohol awareness program with prior approval of appropriate school personnel. The drug awareness program will be at no cost to Kermit ISD. The athlete shall also perform assigned additional conditioning exercises determined by the sport head coach.

**3<sup>rd</sup> Offense** – carries an automatic 30 day suspension from all extracurricular activities. The athlete must provide proof of 12 hours of drug and alcohol awareness program with prior approval of appropriate school personnel. The drug awareness program will be at no cost to Kermit ISD. The athlete shall also perform assigned additional conditioning exercises determined by the sport head coach.

**4<sup>th</sup> Offense** – will result in permanent removal from all extracurricular activities for the remainder of the time the student attends Kermit ISD.

## Removal from Athletics

It is the goal of the Kermit Athletic Department to develop student-athletes in becoming better, sons, daughters, brothers, sisters and future fathers, mothers, husbands, and wives. It is our job as an athletic department to never give up on a student and continue to guide and mentor the future of our community. If there is an athlete that is believed to be detrimental to our overall success, that athlete will be removed. The athletic director will have the final authority in any matter concerning an athlete's removal from athletics or suspension from competition.

## ISS

Students placed in In-School Suspension for general misconduct violations will NOT be eligible to practice for their sport or participate in competition during their term of placement. Students will be eligible to practice in their sport at the end of the school day at the completion of their assigned term. Students will NOT be able to compete in their sport at the end of the day at the completion of their assigned term.

## DAEP

Students placed in the district's Alternative Education Program or expelled from the regular education program shall be suspended from all activities for the following time periods:

**1<sup>st</sup> Placement** – suspended from all activities during the placement period.

**2<sup>nd</sup> Placement** - suspended from all activities during the placement period.

**3<sup>rd</sup> Placement** - suspended from all activities during the placement period.

Students will be eligible to practice in their sport at the end of the school day at the completion of their assigned term. Students will NOT be able to compete in their sport at the end of the day at the completion of their assigned term.

## Pregnant Student

Under Title IX section 20 U.S.C. 1681:34cfr 106.40(b), the district shall not discriminate against any student or exclude any student from its educational program if she becomes pregnant. The district will abide by the following guideline if a student-athlete should become pregnant:

1. Once a student-athlete becomes pregnant, she must have a written release from her doctor stating that she is able to participate in an athletic program. The student-athlete must provide medical consent from a physician at each subsequent visit to the physician.

# Acknowledgment Form

A condition for participating in the Kermit ISD Athletic Program is to sign an acknowledgment the student-athlete has read and understands the Kermit ISD Athletic Handbook. The student's parent/guardian must also sign an acknowledgment. The acknowledgement states that the signing party understands the consequences for engaging in prohibited conduct.

## Please Sign and Return

Date: \_\_\_\_\_ Grade: \_\_\_\_\_

**I have read the Kermit ISD Athletic Handbook and agree to these rules as a condition for my voluntary participation in Kermit ISD Athletics. I understand that failure to do so will result in disciplinary measures related to my athletic participation.**

Student Name: \_\_\_\_\_

Student Signature: \_\_\_\_\_

**I have read the Kermit ISD Athletic Handbook and understand the requirements for my child's voluntary participation in Kermit ISD Athletics. I understand the consequences that my child will face if he or she fails to adhere to these rules and agree to such terms. I am aware of all sections of the handbook and I agree to abide by the conditions stated therein. I agree to allow my son or daughter's name to be printed in the newspaper so they may be recognized for their accomplishments.**

Parent/Guardian's Name: \_\_\_\_\_

Parent/Guardian's Signature: \_\_\_\_\_

Parent/Guardian's Name: \_\_\_\_\_

Parent/Guardian's Signature: \_\_\_\_\_