

Handbook For Athletics

**St. Joseph Parish and School
Booster Organization**

Acknowledgements

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MISSION

The St. Joseph Booster Organization will provide a safe sports environment that serves as an extension of the school's religious and academic mission. All participants will learn the fundamentals of each sport and will be given the opportunity to cultivate strong, healthy and disciplined minds and bodies. Participants will also develop a sense of good sportsmanship, fair play, and team spirit, as well as facilitate and enhance the moral and ethical development of all those involved.

PHILOSOPHY

The St. Joseph Booster Organization is concerned with the development of the WHOLE person - the religious, moral, social and academic dimensions, as well as physical development. We believe that participation in athletics is an important component to a well-rounded educational experience. Through participation in the athletic program, students will develop ethical and moral standards, life-long skills, and positive values. These values include leadership, healthy living habits, self-discipline, integrity, teamwork, respect for rules and regulations and the ability to participate with dignity and grace.

GOALS

- enhancing Catholic values and teachings
- developing sportsmanship
- giving students the experience of being part of a team
- fostering school spirit
- promoting the development of strong, healthy and disciplined bodies and minds
- helping students maintain good health through physical fitness
- providing an enjoyable recreational activity that can be sustained into adulthood
- encouraging values of self-discipline, self-confidence, fair play, and cooperation
- teaching the proper attitude toward winning, losing and competing with dignity

INTERSCHOLASTIC ATHLETICS

Interscholastic athletics are structured opportunities for the student-athlete. The main focus of the booster organization for interscholastic sports is on good sportsmanship through competitive activities where skill development, teamwork, team achievement and personal growth are emphasized.

Interscholastic athletics is an integral component to the booster's goal of educating the whole child, and the outcomes from such participation are far reaching. The desired results of interscholastic athletic participation at St. Joseph School include the following:

- to instill in the student-athlete a sense of responsibility by demanding consistently high standards of behavior and making the student-athlete aware and respectful of the needs of others
- to enhance the commitment level in the student-athlete by directing him/her to an acceptance of the goals of the team and an appreciation of the needs of his/her teammates, coaches, opponents, and officials
- to nurture unselfishness in the student-athlete by requiring that his/her actions on and off the playing field be consistent with the goals of the team as a whole and not be directed towards individual honors
- to generate in the student-athlete a willingness to sacrifice his/her time and energy towards the fulfillment of shared goals
- to strengthen senses of personal discipline on the part of the student-athlete by demanding abstinence from activities that limit his/her athletic, academic, and personal potential

Interscholastic sports programs complement and enhance the school's physical education program. In essence, they are a natural extension of the school's physical education curriculum.

MEMBERSHIP

- Membership shall be limited to men and women of St. Joseph Parish who have reached their eighteenth birthday.
- Dues shall be one dollar per year paid to the treasurer at the first meeting after July 1st.
- Any members who have not paid their dues prior to the October general meeting are no longer in good standing.
- New members will be accepted as the last order of business at a regular meeting. Upon payment of dues they would be in good standing.
- Only members in good standing shall be eligible to vote.
- Non-members may address the total membership at the general meeting provided they have contacted the president or vice-president at least one week prior specifying the topic.

CODE OF ETHICS

COACHES

St. Joseph Parish and School believe that sportsmanship is of significant importance, and its promotion and practice are essential. Coaches have a duty to assure that participation on the teams they coach promote the development of good character. This code applies to all coaches involved in interscholastic sports at St. Joseph Parish and School.

1. Teaching, enforcing, advocating, and modeling the development of the Catholic school ideal and good sportsmanship.
2. Abiding by the St. Joseph School Coaching Guidelines
3. Supporting the mission, vision, and values of the parish and school, recognizing that athletics contributes to them but never supersedes them.
4. Promoting academic excellence and the educational process.
5. Respecting participants, officials, opponents, parents, spectators, and all others involved in the activity.
6. Promoting fair play and upholding the spirit of the rules in the activity.
7. Modeling appropriate behavior at all times.
8. Refraining from any physical or verbal abuse of the players.
9. Learning the rules of the sport and teaching them to the players.
10. Striving to teach the skills of the sport to all players.
11. Ensuring that all players have equal opportunities to learn and demonstrate skills in practices and drills.
12. Abiding by the playing time and participation guidelines specified for the sport and age level of the players.
13. Priorities in coaching are as follow:
 - a. Player safety
 - b. Sportsmanship
 - c. Teamwork
 - d. Skill Development
 - e. Participation and camaraderie
 - f. Team achievement and victories

For additional coaches information refer *St. Joseph School Coaching Guidelines*

STUDENTS

The purpose of the following Student-Athlete Code of Conduct is to help define appropriate actions and behaviors that support the mission of the parish, school and athletic program.

1. Playing the game for the enjoyment of the sport.
2. Generous in winning and graceful in losing.
3. Displaying good sportsmanship and respect towards all opponents.
4. Working for the good of the team.
5. Accepting the decisions of the officials politely.
6. Conducting at all times with respect and self-control. This includes during and after school, games, practices, and trips to other schools and facilities.
7. Recognizing, applauding, and encouraging the efforts of my teammates and opponents.
8. Showing respect for coaches.
9. Showing respect towards fans and those from other schools.

For additional student-athlete information refer to *St. Joseph School Student-Athlete Code of Conduct*

PARENTS

The purpose of the following Sports Parent/Guardian Code of Conduct is to help define appropriate parental/guardian actions that support the mission of the parish, school and athletic program.

- Refraining from forcing the child to participate in sports.
- Remembering that the game is for youth, not adults.
- Learning the rules of the game and the policies of the league.
- Being a positive role model (including guests) for the child and encouraging sportsmanship by showing respect and courtesy towards all players, coaches, officials, and spectators at all games and practices.
- Refraining from engaging in any kind of unsportsmanlike conduct (booing, taunting, etc) or any other form of harassment towards any official, coach, player or parent.
- Refraining from using any profane language or gestures (including guests).
- Refraining from any behaviors or practices that would endanger the health and well-being of the athletes.
- Teaching the child to play by the rules and to resolve conflicts without resorting to hostility or violence.
- Insisting that the child treat other players, coaches, officials, and spectators with respect.
- Teaching their child the importance of hustle, playing fairly, and doing one's best.
- Ridiculing or yelling at their child or other participants for making a mistake or losing a competition.
- Emphasizing the importance of skill development over winning and losing.
- Promoting the emotional and physical well-being of the athletes ahead of any personal desire for their own child.
- Respecting the officials and their authority during games, and not publicly questioning their decisions.
- Respecting the coaches for the time they donate, and not publicly confronting, questioning, or criticizing them.
- Demanding a sports environment for their child that is free from drugs, tobacco, and alcohol, and refraining from their use at all sporting events.
- Refraining from coaching their child or other players during games and practices, unless the parent is one of the official coaches for the team.

For additional parent information refer *Roles and Responsibilities of Parents of Children participating in St Joseph Parish and School Interscholastic Athletics*

GOVERNANCE

Since school-sponsored athletic programs are an extension of the school and its curriculum, these programs are subject to the authority of the pastor by virtue of his office and the principal, as well as any pertinent policies of the local school board. The pastor is the primary authority over the athletic program in the school.

The St. Joseph Booster Organization is delegated the responsibility to supervise the athletic program and administers the athletic program in consultation and collaboration with the pastor and/or principal, and is accountable to them.

It is the responsibility of the St. Joseph Booster Organization to manage and maintain the interscholastic sports programs.

Recommended responsibilities include:

- To act as liaison between all parties — coaches, parents, students and the school
- To develop a local handbook and guidelines for the interscholastic program. (This handbook includes the philosophy of the program, a written code for academics and behavior for student athletes, a code of conduct for coaches and parents and other program volunteers, and other local needs.)
- To set criteria for the monitoring of coaches
- To communicate the mission of the program and ensure that it is clearly understood and consistently followed
- To coordinate, schedule and supervise all other program volunteers
- To determine league participation
- To determine how teams are slated when there is an insufficient number of registered and eligible players per grade or age level
- To determine how teams are slated when the number of registered and eligible players is large or their skills are greatly varied
- To coordinate the schedule of practices, games and tournaments
- To prepare and present a budget for pastor and/or principal approval and set participation fees
- To approve expenditures according to local fiscal guidelines
- To submit regular financial reports to the pastor and/or principal
- To communicate and maintain standards of safety
- To develop a plan for "crowd control" to be put into effect as needed at home events
- To provide appropriate discipline to address infractions of the discipline code
- To establish a procedure for conflict resolution
- To review and evaluate rules, regulations and eligibility standards regularly
- To perform any other duties to fulfill the program objectives
- To provide coaches and volunteers with opportunities for continuing education in appropriate coaching techniques and child development related to the physical, psychological and emotional well-being of children
- To regularly monitor and supervise coaches at practices and at games
- To oversee practices and interscholastic games and tournaments
- To provide assistance to coaches working with students with special needs
- To monitor and supervise volunteers
- To handle conduct reports and inform the pastor and/or principal of the reports
- To receive and disseminate communications and information regarding athletic business
- To update and purchase equipment and uniforms with membership approval
- To perform any other duties and assignments as designated by the pastor and/or principal

OFFICERS

The elected officers of the club shall consist of:

- a. President
 - b. Vice-President
 - c. Secretary
 - d. Treasurer
- A. The President shall:
- Preside at all meetings
 - Be ex-officio member of all committees
 - See that directors conduct themselves in such a manner as to reflect positively on St. Joseph Parish, School and Booster Organization
 - Have the power to appoint all standing and special committees
 - Act as coordinator of various committees
- B. The Vice-President shall:
- Assume all duties and powers of the president in the absence of that officer
 - Perform other duties as the president may request
 - Be chairperson of the membership committee
 - Shall act as publicity chairperson for all events
 - Shall communicate with the school Virtus coordinator to help facilitate and ensure all directors and coaches are in compliance with the Diocese of Covington Safe Environment Program.
 - Shall be responsible for distribution of booster handbook and policies
- C. The Secretary shall:
- Keep a full and accurate reading of all the proceedings
 - Take a roll call of officers at every meeting
 - Perform other duties as the president may request
 - Give reports of general meetings for parish communications
- D. The Treasurer shall:
- Help collect dues and keep a record of all receipts and expenditures
 - Submit monthly financial/treasurer reports to the pastor
 - Pay all bills incurred by the club upon approval of the members
 - Sign all checks for disbursement of funds approved by the club
 - Perform other duties as the president may request
 - Help keep an up-to-date and accurate roster of members
 - Chair the finance committee

The Executive Board is responsible for assisting the president with overseeing the directors and officers. If a director or officer (including the president) is thought to be negligent in their duties, the board shall meet and vote on terminating their position. To vote an officer or director out of office, there must be a two-thirds vote affirming the negligence of duty or inappropriate conduct. The Executive Board shall consist of all officers and directors. All board members shall have a chance to present their side of the issue.

ELECTIONS

1. Nominations for officers are to be made at the April and May meetings from the floor. The voting is to be a secret ballot, unless only one candidate is nominated. In this case, election shall be by acclamation. Only members in good standing shall be eligible to be a candidate and eligible to vote.
2. Election of officers shall be held at the regularly scheduled meeting in May of each year, and the newly elected officers shall take their chairs at the call of the first meeting after July 1.
3. Upon receipt of a vacated office or director, the president shall call for nominations at the following two meetings with an election at the close of the second month nominations.
4. Any officer or director absent from three consecutive general meetings and/or misses more than two meetings per school year may constitute a vacating of that office.
5. Officers may succeed themselves for one additional year.

AMENDMENTS

The handbook/guidelines may be altered, amended or added to at any general meeting by vote of the members in attendance, providing those members constitute a quorum. Proposed amendments must be read and discussed in full detail at the previous general meeting. Such amendments for changes shall be presented to the executive committee, in writing, for approval and presentation.

FINANCE

Athletic fees should be set to allow as many students as possible to participate. Provisions for children of needy families are made to allow their participation as well. When raising additional funds, the Boosters will act according to local parish and school guidelines for the purpose of meeting program needs. When fees are collected for participation in a particular sport, an itemized summary of what expenses can be made available.

A realistic budget to operate the athletic program will be developed and submitted to the pastor and/or the principal for their approval. A good system of accounting, developed in accordance with diocesan and parish guidelines, will be in place as well. Regular financial statements will be given to the pastor, and he has the final approval of all expenditures if necessary.

MEETINGS

1. The general meeting will be held the second Thursday of the month at a facility within the St. Joseph campus.
2. The president may call special meetings as needed.
3. Eight members in good standing at a monthly meeting shall consist of a quorum and no business shall be conducted unless eight members are present. The treasurer is to determine the status of the attending members. All members present at a general meeting must sign an attendance register.

DIRECTOR OF SPORT

The Director of a sport shall:

- A. Be voted on by the membership.
 - B. Act as a mediator between the organization and the individual teams.
 - C. See that coaches conduct themselves in such a manner as to reflect positively on St. Joseph Parish, School and the Booster Organization
 - D. Make sure that the head coach is eighteen years of age or older.
 - E. Shall be responsible for notices published concerning their sport.
 - F. Act as purchasing agent and in this capacity shall:
 - 1. Assist with disbursement of all equipment.
 - 2. Submit a proposed detailed budget of expenditures (league fees, equipment, etc.) at the April meeting. This budget will be voted upon at the May meeting or August if necessary.
 - 3. Obtain approval from the president and treasurer for any purchase of more than fifty dollars for anything needed for that sport that has not been approved in that year's budget,.
 - 4. Keep a complete inventory of all equipment and supplies, and oversee that all equipment is stored in the proper place.
 - G. Submit team rosters and schedules to the school principal one week prior to the start of the season.
 - H. Oversee the sign-ups of the sport.
 - I. Be elected to a two-year term and be eligible to be nominated for another term up to a total of three consecutive terms (six years) for the same sport.
 - e. A year is defined from July 1 to June 30.
 - f. *A director cannot serve longer than six consecutive years
 - g. After a one-term absence a director who served six consecutive years may be nominated for the same position.
- *After serving six consecutive years, if the vacated position resulting from that term limit is not filled by means of the election process in May, the president may appoint the outgoing director for another two-year term.
- J. No person shall hold the position of officer and director of a sport at the same time.
 - K. Submit all written letters of complaint to the president for review.

ROLES AND RESPONSIBILITIES OF CATHOLIC SCHOOL COACHES

(Refer to Catholic Elementary School Coaching Guidelines)

MONITORING COACHING PERFORMANCE

If a coach is unable to perform his/her duties according to the spirit and guidelines of the booster organization, the grievance process should be initiated. Coaches who have been negligent or deficient in carrying out their responsibilities should not be retained. Ordinarily, coaches who have been removed from their position should not be involved in any other aspects of the athletic program.

RESPONSIBILITIES & EXPECTATIONS FOR STUDENT-ATHLETES

(See St. Joseph Parish and School Student-Athlete Responsibilities and Behaviors)

PROBATION, SUSPENSION OR EXPULSION FROM THE ATHLETIC PROGRAM

Consequences of disrespectful behavior can include a reduction in playing time or even suspension or expulsion from the team. Student-athletes may be suspended from practicing with the team and/or participating in interscholastic competition for the following behaviors:

1. Inappropriate language, as deemed by the coach, officials, or school administration
2. Physical or emotional abuse of teammates, opposing players, coaches, spectators, or officials
3. Damage to school facilities and equipment
4. "Code of Ethics" violations

PROBATION (active participation and reasonable improvement)

SUSPENSION (no participation for a given amount of time)

TERMINATION (no participation indefinitely)

Athletes will be given written notification and the opportunity "to be heard" if there is the possibility of suspension from the program for an extended period of time or if the possibility of dismissal from the program exists. A grievance committee will offer advice on discipline issues or other issues of a serious nature. The pastor, principal, a head coach, a booster representative or a school board member may be considered for membership on this committee. The final decision rests with the pastor.

ELIGIBILITY REQUIREMENTS

Eligibility to play on a St. Joseph Booster sponsored sport, must meet these minimum requirements. (Additional requirements may be necessary, as some league rules supersede Booster requirements).

- A. Is a fully-enrolled student at St. Joseph School prior to team formation unless the student is a transferring to the school. Exceptions are made for the Campbell County North Soccer League (also see E & F).
- B. Is exhibiting academic progress as determined by the classroom teacher(s)
- C. Is displaying positive social behavior as determined by the classroom teacher(s)
- D. Attends school the day of a game and/or practice
- E. Students who are members of the St. Joseph Parish and attend St. Joseph Parish School Religion (PSR) may participate provided the following criteria is met:
Their school does not offer the particular sport. (Note: if their school offers the sport, but they are cut or ineligible for other reasons, then they are ineligible for the St. Joseph team.)
- F. Home-schooled students should be addressed by the executive committee and then general membership if deemed necessary.
- G. Students from outside St. Joseph who participate on teams shall adhere to the same behavior standards as students from St. Joseph.
- H. If there are insufficient numbers from St. Joseph Parish at a specific age level, then children from outside the parish may be eligible. The preceding is subject to a majority vote of the membership. Once the player is accepted into the program, the player may continue in the program without further vote of the membership, and shall be considered eligible for that sport until graduation.

PERSONAL PROPERTY SEARCHES

An athlete may be asked to submit to a search of gym bag, uniform or other athletic gear when coach or another school official suspects that the student possesses drugs, weapons, or anything that might be detrimental to the health and safety of the student or of the team.

RESPONSIBILITIES & EXPECTATIONS FOR PARENTS

Parental support is valued and encouraged. Parents/ guardians and spectators must conduct themselves in an appropriate manner and act as positive role models for all participants. Parents/Guardians will be required to sign the sports parent/guardian code of conduct agreeing to adhere to a code of conduct that helps define appropriate parental/guardian actions that support the mission of the athletic program.

ALCOHOL CONSUMPTION POLICY

No alcohol of any kind may be distributed or consumed at St. Joseph Booster sponsored sporting events or athletic banquets where children are present, whether on or off campus. This policy is non-negotiable. Parents, relatives and guests attending games and athletic banquets are expected to follow this policy. Expectations and restrictions are the same for indoor and outdoor activities.

SUNDAYS, HOLY DAYS OF OBLIGATION and HOLY WEEK

On Sundays no school team or school-sponsored extracurricular activity i.e. practices, performances or games should take place until 1:00 p.m. Any exception must be obtained from the pastor who must be assured specifically how provision is made for attendance at Mass.

On Holy Days, no school team or school-sponsored extracurricular activity i.e. practices, performances or games should take place until after the last morning Mass or during the evening Mass.

If Mary, Mother of God (Jan.1), Assumption (Aug.15) and All Saints (Nov. 1) are on a Saturday or Monday there is no Mass obligation.

For Holy Week, school team or school-sponsored extracurricular activities must conclude by 4:00 p.m. on Holy Thursday and not resume until Easter Monday.

FACTORS FOR PROGRAM PARTICIPATION

Students in Grades 3-8 may participate in interscholastic play sponsored by the boosters. Soccer (grades 1-2) and cross country (grades K-2) may participate in interscholastic athletics at earlier grade levels. However the focus of grade levels K-2 should be only on instruction rather than competitive play. It is expected that every student enrolled in the program who meets eligibility requirements be allowed to play according to the playing time guidelines.

The number of practices and games, in addition to the time of the practices and games, should be determined in consideration of the student athlete's age, physical development, academic responsibilities, and the opportunity for family life.

For more information refer to the *St. Joseph Boosters' Sports Director Operating Guidelines*.

PLAYING TIME

Playing time is a frequent source of misunderstanding and conflict among coaches, students and parents. Detailed guidelines for playing time have been determined by the boosters and approved by the pastor. Playing time guidelines should be clearly communicated to all parties prior to each season.

For more information regarding playing time refer to the *St. Joseph Boosters' Sports Director Operating Guidelines*

In grades 7 and 8, playing time should be a reflection of ability, effort, attendance at practices, and commitment to the team. Coaches at the 7th and 8th grade level should work collaboratively with parents in helping all student athletes understand that not everyone who is on the team will play equal amounts. However, playing time for all is expected at the 7th and 8th grade level. For example, simply putting a player in the game for two minutes and calling that playing time is not recommended. "Winning at all costs" or the exclusion of participation of eligible players is not encouraged.

Consequences are expected for coaches who repeatedly ignore playing time guidelines. Instances of non-compliance are to be carefully documented with a written notice given to the offending coach.

Missing practice without cause or excessive absences can result in reduced playing time. Playing time may also be reduced as a disciplinary action, most especially when a player loses self-control or engages in other conduct unbecoming a Catholic/Christian student athlete. Generally, however, every eligible athlete plays in every game (including tournaments).

CONDUCTING TRY-OUTS

The St. Joseph Booster Organization does not cut a player based on athletic ability. Because the focus of St. Joseph athletics at the 3rd-8th grade level is more on development, rather than winning, coaches should find a spot for everyone who shows the willingness and desire to be a part of a team. Being a part of an interscholastic athletic team is a major component to the school experience; preventing any aspiring student athlete from participating denies them of this right.

DIVIDING TEAMS ACCORDING TO SKILL LEVEL

Dividing teams according to skill level is not permitted until the 7th grade with the exception of volleyball as voted and approved by the booster membership in April 2014. Volleyball may begin dividing teams by skill level in the 6th grade. When St. Joe's has a large number of participating student-athletes in the same grade level, it may be necessary to create two teams for the sole purpose of ensuring a significant amount of playing time for all.

If teams are formed by skill level, (an "A" team consisting of more game ready players and a "B" team consisting of players who need additional skill development) it is permitted for only grades 7 and 8 with the exception of volleyball (6th grade), and it is still expected that students would see a fair amount of playing time on either of the teams for which they qualified. In addition, parent/guardian coaches (most especially those who are coaching their own children) should never be responsible for dividing up teams based on skill level.

Deciding who plays on the "A" Team and "B" Team must be made using policies supported by the director and booster organization. These teams should never be referred to as "A" Teams and "B" Teams, but rather given some other identifiable name, such as a color, to differentiate the two.

Talented athletes should never be asked to play up with older players unless he/she is needed to play with the older team due to a lack of participating athletes at that level.

RECRUITMENT OF STUDENT ATHLETES

Under no circumstances can the St. Joseph Booster Organization recruit student athletes to its schools and/or athletic programs with the promise of tuition, special considerations, or any other incentives. All improper activities must be reported to the principal and/or pastor.

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PREVENTION of INJURY

Proper information and knowledge can possibly reduce the severity and frequency of the injuries.

Current research has indicated the following causes for sport related injuries:

- Lack of proper conditioning; not being physically prepared
- Lack of training for coaches, instructors, and/or advisors in the rules and procedures for the sport
- Poor decision making by coaches, instructors, advisors, and participants
- Inadequate equipment and facilities (lack of mats, practice area free of obstructions, etc)
- Poor nutrition and lack of hydration
- Improper application of the rules of progression

AWARDS, RECOGNITION & TROPHIES

Awards will be presented to teams based upon the director's recommendation and membership vote. State or diocesan champions will receive a banner. In the case of a split season, teams winning the lower division will not be eligible for an award.

Special trophies for "Most Valuable Player," "Most Improved Player," "Leadership" or other individual awards after games are highly discouraged. An exception would be end-of-season awards. Coaches and parents are reminded that ultimately, handing out individual awards or recognizing individual accomplishments is inconsistent with the team-first concept that coaches demand from their players.

CROWD CONTROL AT HOME EVENTS

In order to ensure safety of all involved in a home athletic contest, make sure of the following:

- Anticipate the size and the temperament of the expected crowd
- Determine if there have been previous incidents when these two teams have played
- Identify the current league standings for the two teams. If the standing is number one and number two or both of the teams are in the top five or ten, there is the potential for either a highly emotional contest and/or a larger than usual crowd
- Instruct the referees to cancel the game (a school with offensive fans would forfeit the game) if unruly fans in the stands cannot be brought into control
- Exclude students on suspension from attending any school activity during the suspension period
- Determine if any external forces might increase the need for security.
- Booster members are ultimately responsible for assigning adult personnel to manage specific operational tasks that athletic events require. Naturally, it is important to assign responsibilities to only those who are capable of physically, mentally, and emotionally handling the required tasks.

FEDERAL LAW AND THE ATHLETIC PROGRAM

Federal Law prohibits sex discrimination in private schools' education programs or activities. The law allows only one exception — if the private school can prove that compliance with the statute and its regulations would conflict with its religious tenants. The St. Joseph Booster Organization, following the teachings of the Roman Catholic Church, encourages equal treatment of the sexes. Consequently, St. Joseph School, through its athletic programs, should provide equal athletic opportunity for both sexes.

The United States' courts who have considered the meaning of "equal athletic opportunity" judge school compliance with federal law by the following ten factors:

1. Whether the selection of sports and levels of competition effectively accommodates the interests and abilities of members of both sexes
2. The provision of equipment and supplies
3. The scheduling of games and practice times
4. The travel and per diem allowance
5. The opportunity to receive coaching and academic tutoring
6. The assignment and compensation of coaches and/or tutors
7. The provision of locker rooms, practice and competitive facilities
8. The provision of medical and training facilities and services
9. The provision of housing and dining facilities and services; and publicity

The courts apply one of three tests to determine whether schools are in compliance with factor one. These tests are:

1. Whether male and female levels of participation opportunities are proportionate to the male and female enrollment percentages
2. Where one sex is under represented, whether the school can show history and continuing improvement in program expansion that is responsive to the developing interest and abilities of the under-represented sex
3. Where one sex is under represented and the school cannot show improvement in program expansion, whether the present program fully and effectively accommodates the interest and abilities of the under-represented sex

Accordingly, St. Joseph School provides co-educational athletic programs when possible or provides comparable programs according to the factors and tests outlined above.

St. Joseph School, Cold Spring, KY does not discriminate on the basis of race, color, sex, national or ethnic origin in its admission or hiring policies, educational programs, loan or scholarship programs, athletics or any other school-administered program.

REFERENCES

The purpose of this manual is to identify and highlight best practices for athletic administration and youth league coaching. The intent was not to create something new and unique, but rather to compile information from various credible sources into one document that can be readily accessed by school administrators, athletic directors, coaches, student-athletes, and parents. The following books, articles, and websites were used to compile the content of this manual.

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