

*Office of  
Athletics and Co-Curricular Activities*

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**MEMORANDUM**

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TO: Policy Review Committee

FROM: John N. Werner  
Supervisor of District-Wide Athletics and Co-Curricular Activities

RE: Board Policy 10465

DATE: November 17, 2008

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Our athletic administrators have expressed concerns with the concept of Board Policy 10465. Their concerns are based upon the educational requirements of a coaching staff. They are cognizant of the financial impact their suggestions may have and are eager to minimize their impact upon the budget. Some of their concerns are:

- Currently, at the minimum participation level in all sports, only one “full time” staff member and one interschool coach are allocated
  - That interschool coach is only responsible to attend contests and is not expected to instruct student-athletes daily.
  - One coach cannot teach skills and technique to the entire team.
    - The field and court are extensions of our classrooms and teaching skills is what we expect of our coaching staffs.
    - There are distinct skill sets for most position players in most sports.
      - Baseball/Softball: Pitching, Hitting, Infielders, Outfielders, Catchers, Midfielders ...
      - Basketball: Point Guards, Shooting Guards, Forwards, Centers
      - Football: Offense, Defense, Quarterbacks, Receivers, Linemen, Running backs, Linebackers, Defensive backs ...
      - Soccer: Goalies, Midfielders, Forwards, Defenders, Strikers, Sweepers ...
      - Track & Field: Sprinters, Jumpers, Throwers, Distance runners ...
      - Wrestling: 103 Pound wrestlers, 145 Pound wrestlers, Heavyweight wrestlers
    - There may be exceptions to the rule but the ACs feel their coaches have a responsibility to teach skills and one person cannot do that to an entire team.

- Some times our students are in a classroom with a teacher, a support teacher, a building aide and a one-on-one aide.
  - That student may attend practice after school with a single coach and as many as 14 teammates.
    - Those students do not leave their disabilities at their classroom door when they leave.
  - Those student-athletes may be trying to learn and perfect skills that are very different from their teammates.
- With only the highest regard for all of our coaches - Please be aware that many of our coaches are not professional educators.
  - We seek whenever possible to recommend candidates from our professional staffs for coaching positions.
    - About 50% of our Head Coaches are employees
    - About 33% of our Assistant Coaches are employees
  - We do spend extra effort mentoring our non-teacher coaches but many times our efforts are divided among many coaches.

We feel the general concept of Board Policy 10465 could establish a number of student-athletes required to establish a team. However if we sponsor a team we should commit financial resources to hire an adequate staff to teach the participants the skills they need to succeed. Perhaps we could set levels at which additional staff would be added but we should begin with that minimum staff.

This summer I met with some members of the Warren County business community. One point of discussion was the skills and attitudes they looked for in potential employees. Some that they mentioned were good attendance, punctuality, commitment, team work, accept responsibility and goal setting. These are among the most important ideas our coaches attempt to teach their student-athletes through the sport specific skills they present. Please consider enabling them the opportunity to do so with an adequate staff.

Thank you.

JNW/wn