



2005-06

*Handbook for*

*Interscholastic Athletics*

## WHAT IT TAKES TO BE MAKE A CHAMPION

### **Commitment:**

The degree of success is in direct proportion to your level of commitment. Once you have made a commitment to being a champion you will not allow anything to distract or derail you. To commit yourself is to give yourself up to the job at hand.

### **Heart:**

To become a champion you must be willing to pay a price. The willingness to pay this price is what separates a contender from a pretender.

### **Attitude:**

The main difference between those who become successful and others is not a lack of ability or knowledge, but rather a lack of will. The spirit, the will to excel, to win – these are the mark of a champion.

### **Mental Toughness:**

Mental toughness is a will that refuses to give up. It is character in action. It is not whether you get knocked down; it is whether you get back up.

### **Preparation:**

Mental – winning is a by-product of knowing what to do in every circumstance

Physical – “Fatigue makes cowards of us”. The player & team that are better conditioned will have greater intensity.

### **Individual Effort:**

Individuals must have the commitment towards supporting team effort and goals.

### **Optimist:**

A champion not only has the will to win, but also believes she can win. You do what you think you can.

### **No Excuses:**

A champion does not make excuses & does not blame others. Champions don't make excuses for bad performances; they just make a greater effort to improve.

*How badly do you want to be a CHAMPION?*



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Dear Student-Athletes and families,

By becoming a member of our U-32 Athletic program you are helping to continue a great tradition!

Our program strives to represent the very best in personal effort, competition, coaching, equipment, schedules and organization. Participation in a sport is a wonderful complement to your education. We hope that it will foster your growth, not only in your particular sport, but in your personal development as well. Life-long lessons learned through sport involvement will benefit you well beyond your years at U-32. But interscholastic competition demands a serious commitment. It will require long hours of dedication and perseverance but will enable you as an individual to learn to work within a group to achieve a collective goal.

This handbook has been put together specifically for the student-athlete and your families, who will be competing on (or supporting) one or more of our middle school or high school athletic teams. I hope the contents will help you better understand our program, policies, procedures, and expectations for you as a student-athlete.

We appreciate all of your efforts and wish you personal success as you join the many outstanding student-athletes who have enjoyed and enriched U-32. Best of luck in your academic and athletic pursuits! If you have any questions or concerns throughout the year, please feel free to stop into the Athletic Office or call me at 229-0321.x5113

GO RAIDERS!!

Amy Molina  
Athletics and Recreation Director

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## U-32 Co-Curricular Programs Purpose & Mission Statement

Co-curricular activities exist to support and advance the overall mission of the school. These activities will comprise an integral part of the curriculum and seek to enhance and enrich the overall educational experience of each enrolled student.

The program goals are to offer a broad and diverse range of activities so that every enrolled student has the opportunity to explore and develop their individual interest and potential and, and provide a secure context for engagement and interaction with the U-32 community that can prepare them for the responsibilities of citizenship.

To achieve these goals, program development and on-going review will include the combined effort and commitment of students, faculty, administrators, parents, and members of the community at large.

## U-32 Co-Curricular Operational Principles

The following shall describe the co-curricular programs at U-32:

**Student Centered.** Program offerings and designs shall be based on the expressed interests of students, and also to prepare students for adulthood and citizenship.

**Supportive.** Activities are conducted in a manner that provides each student with a secure context for personal exploration and interaction with the school's community. Students are actively and systematically encouraged to participate in a broad array of co-curricular activities.

**Diverse.** U-32 will offer a diverse range of activities that provides each student with many opportunities to explore his or her individual interest and potential. The school will offer a wide variety of sporting, non-sporting and recreational activities outside classes.

**Equitable and Inclusive.** Equity and inclusion in its broadest sense lies at the core of the co-curricular mission statement. The program will ensure that as many individual students as possible are given an opportunity to participate.

While the ideal is full student access to any and all activities, the reality of limited fiscal, facility, and human resources as well as the appropriate number of students to effectively conduct the activity impose constraints. With recognition of both the ideal and the constraints, the following shall be adhered to:

**Middle School:** There shall be in place a support system that insures a positive introduction to co-curricular activities at this level. All students will be assured of participation in the activities of their choice offered by U-32. In regard to sports, seventh and eighth grade students will be offered access to equitable coaching, practice, and playing opportunities regardless of ability. Students will be made aware in the middle school that participation may become more restricted in grades 9-12 as skill levels become limiting factors.

**High School:** Reasonable attempts will be made to assure open access to all 9-12 co-curricular activities.

For more detailed information about the Co-Curricular Equity & Access Policy, please refer to U-32 Policy #F12.

## General Expectations for Participation in the U-32 Athletic Program:

1. Student must be enrolled as a full-time student;
2. Student must be under 19 years of age;
3. Student must have private/public health insurance on file with Athletic Department;
4. Student must have a current physical on file at U-32;
5. Student must have returned a completed and signed Athletic Participation Consent Form.

**Please see individual sections for more information about the general expectations for each athlete. Note: No student-athlete will be allowed to tryout, practice or participate without satisfying all of the above expectations.**

## **Responsibilities of a Raider Athlete**

Being a member of a U-32 interscholastic team is the fulfillment of an early ambition for many students. The attainment of this goal carries with it certain traditions and responsibilities that must be managed and maintained. A great interscholastic tradition is not built overnight; it takes the hard work of many people over many years. As a member of an interscholastic squad, you have inherited a wonderful tradition that you are challenged to uphold and continue.

The U-32 tradition is to win with honor. We desire to win, but only with dignity and honor to our athletes, our school and our community. Such a tradition is worthy of the best effort of all concerned. Over many years, our squads have achieved more than their share of league and tournament championships. Many of our athletes have set records and won individual honors.

It will not be easy to contribute and add to such a great athletic tradition. To compete for U-32 may mean that you will have to say “no” to temptations an athlete cannot afford. When you wear the Blue and White, we assume that you not only understand our traditions, but also are willing to assume the responsibilities that go along with them. The contributions you will make should be a satisfying accomplishment to you and your family.

**Responsibilities to your school:** U-32 cannot maintain its position as an outstanding school unless you do your best in whatever activity in which you wish to engage. By participating in interscholastic sports to the best of your ability, you contribute to the reputation of your school. You assume a leadership role when you are on an athletic team. Your peers, neighbors, friends and other Vermont students are watching you. You are on stage and the spotlight is on you. People will copy you in many ways, so set good examples for them. Other students, our community and other towns will judge our school, spirit and pride by your behavior and attitude. Make U-32 worthy of respect and admiration by your faithful exemplification of good character.

**Responsibilities to yourself:** The most important responsibility you have is to broaden your horizons and develop strength of character. As a student-athlete you have a choice everyday regarding the attitude that you will embrace for that day. You owe it to yourself to get the greatest possible good from your school experience. Academics and participation in co-curricular activities will give you excellent preparation for your life as an adult. When you are proud of yourself because you measure up to all team and school rules, practice to the best of your ability every day, and have played the game “all out”, you will develop and strengthen your self-esteem.

## **Responsibilities of the Parents & Guardians of Raider Athletes**

1. Be positive with your child. Let him or her know that he or she is accomplishing something simply by being part of the team.
2. Encourage your child to work hard, reach his or her potential and contribute to the team’s efforts. Do not offer excuses for your child if he or she is not playing as much as he or she would like.
3. Be openly supportive of the coaches rather than being openly critical of them. By openly criticizing the coaches, your child will be trapped between the coach’s authority and the parent’s criticism. This situation merely erodes your child’s effectiveness and lessens his or her ability to contribute to the team effort.
4. Encourage and support your child’s efforts to follow the U-32 Interscholastic Policies, school and team rules. Your positive role modeling is critical to your child’s success and well-being.
5. Emphasize the importance of academics and understand school and VPA academic guidelines. With few exceptions, most student-athletes do not receive collegiate athletic scholarships. Your child’s future as an active, contributing citizen is determined by his or her academic abilities, not his or her athletic abilities.

6. Sport is a game, and games are supposed to be fun. Do not criticize or envy the failures or successes of your child's teammates or the children on the other team. Most are trying their hardest on any given day and they deserve respect for their efforts.
7. Focus your energy toward being a supporter of the team. Every team is composed of three groups; athletes, coaches and parents. Be a positive part of the team.
8. Emphasize being a good sport with your child. Win or lose, your child must show respect for his or her opponent and demonstrate the maturity necessary to show class. Self-respect begins with self-control.
9. Remember that officials are professionals who occasionally make mistakes. When a coach, player or official participates in a contest, he/she is always trying to do his/her best. Please respect the contributions and feelings of all officials.
10. Emphasize that "team" must take precedence over the individual. Recognition of individual contributions happens at the end of the season. Recognition is directly affected by the success of the team and the individual's contribution to the team's success.
11. The lessons learned through athletic competition are lessons for life. Keep sports in perspective. It is not life and death.

**"It's not where you're from;  
it's where you're going.  
It's not what you drive; it's what drives you.  
It's not what's on you; it's what's in you.  
It's not what you think; it's what you know."  
---Gatorade commercial**

### U-32 Interscholastic Athletic Teams

FALL	VARSITY	JUNIOR VARSITY	MIDDLE SCHOOL	BOYS	GIRLS
Cross Country	X	X	X	X	X
Field Hockey	X	X	X		X
Football	X	X	X	X	
Soccer	X	X	X	X	X
Cheerleading	X			X	X
<b>WINTER</b>					
Basketball	X	X	X	X	X
Gymnastics	X		X		X
Ice Hockey	X			X	X
Alpine Ski	X			X	X
Nordic Ski	X		X	X	X
Cheerleading	X		X	X	X
<b>SPRING</b>					
Baseball	X	X	X	X	
Softball	X	X	X		X
Track	X		X	X	X
Lacrosse	X	X	X	X	X
Golf	X			X	X
Tennis	X			X	X

**U-32 is a member school of the following:**

Vermont Principal's Association (VPA)  
Northern Vermont Athletic Conference (NVAC)  
Vermont Hockey League  
Vermont Football League

**"There is no glory in practice, but without  
practice, there is no glory" - unknown**

## IMPORTANT 2005-2006 ATHLETIC DATES \*

August 15	All High School Fall Sports may begin
August 15	HS Fall Sports Parent/Athlete Meetings
August 16	MS Football begins
August 22	MS Fall Parent/Athlete Meeting
August 29	MS Fall Sports begin
Sept 30-Oct 1	Homecoming @ Montpelier!
October 18	Field Hockey Playoffs begin
October 20	Girls & Boys Soccer Playoffs begin
October 29	Cross Country State finals
November 7	HS/ MS Winter Sports Parent/Athlete Mtgs
November 8	HS Fall Sports Awards Dessert
November 11-12	Football Championships
November 14	All High School Winter Sports may begin
November 28	MS Winter Sports may begin
February 18	Gymnastics & Cheerleading Championships
February 17-28	Ice Hockey Playoffs
February 20-March 5	Girls Basketball Playoffs
February 27-March 12	Boys Basketball Playoffs
March 7	HS/MS Spring Sports Parent/Athlete Mtgs
March 13	HS Winter Sports Awards Dessert
March 20	Spring sports may begin
May 26-June 11	Tennis, Lacrosse, Baseball & Softball playoffs
May 31	Golf Playoffs begin
June 3	State Track meet
June 5	HS Spring Sports Awards Dessert

- All are subject to change due to scheduling conflicts or weather

**It is possible to do everything right with no mistakes and still lose. That's just life! But if you approach a challenge tentative and afraid that you will make mistakes, you will lose! Do your best; trust in yourself and what you have learned.**

**-Tony Calabrese**

## ACADEMIC OBLIGATIONS:

1. U-32 student-athletes have all of the same academic obligations as other students. They should never use their participation in a sport to shirk academic responsibilities.
2. A U-32 student-athlete must carry a minimum of four (4) academic courses at all times. Athletic or dramatic credit is not counted in this academic expectation. A U-32 student who is not meeting the minimum academic expectation is ineligible and may not practice or perform in any U-32 credit-bearing co-curricular activity.
3. Upon satisfactory completion of a credit-bearing co-curricular activity, a high school student can expect to receive a letter grade and  $\frac{1}{4}$  credit toward the graduation requirement. This credit is not counted for eligibility purposes while it is being earned. Letter grades will be based on uniform return, attendance, effort, sportsmanship and teamwork, not on skill level.
4. If you wish to drop (or withdraw) from a co-curricular activity, you must complete the appropriate paperwork with your TA. Check with your TA or the guidance office for deadlines.
5. On the day of an event, contest, practice or activity, a student-athlete is required to be in school and to attend all scheduled classes, including lunch, TA periods, community service, etc, unless granted permission by the Athletic Director. *Student-athletes must be in school before the start of Band 4 in order to practice or compete in athletic events and remain in school all day.* Students who leave school may not return to practice or contests. The Athletic Director will provide the coach the names of those students who are absent. If students are absent from school and compete in an athletic contest or practice, they will be ineligible to compete in the next contest/practice and may not travel with the team if it is off campus. Any exceptions will be determined by the Athletic Director.
6. Students who abuse the attendance policy will be required to meet with the Athletic Director to reassess eligibility.
7. If you are unable to participate in a physical education class because of an injury or ill health, you will not be permitted to participate in a school sport that day.
8. You may not participate in any co-curricular activities on any day that you are obligated to serve detention, in-school, or out-of-school suspension.

## ATHLETIC PARTICIPATION CONSENT FORM

Each student is responsible for returning the four-page Athletic Participation Consent Form before he/she may tryout or practice. Both the student-athlete and a parent/guardian must sign the form. Date of the student's last physical, insurance information and allergy/medication information must also be completed. To receive the forms, please call the Athletic Director.

## BOOSTERS CLUB

We are pleased to have the support of the U-32 Booster Club. This organization exists to support and serve the extended needs of all of our curricular and co-curricular programs – middle school and high school. In order for athletics to represent a positive experience in a student's life, parental support in our Booster Club is of the utmost importance. The Booster Club, and all it does for our athletes, will only work with your support. Volunteers are needed to help sell tickets, staff the concession stand and provide baked goods for sale. For more information about what you can do to get involved, please call Kathy Berry at 479-2686.

## CAPTAINS

Whether elected or appointed, captains play an essential role in the leadership of the team. U-32 expects that captains will be outstanding role models for other team members in their actions on and off the playing field. They will serve as the liaison between the coaching staff and athletes; they will serve a primary role in the motivation of individuals, team spirit and good sportsmanship. They will not condone or be a part of inappropriate initiation activities; instead, they will foster a positive team-building environment. A good captain will provide the leadership that is so important for a team to develop the cohesion essential for success.

**Love is playing every game as if it's your last.**

*-Michael Jordan*

## ELIGIBILITY

VPA eligibility rules apply to all students, both boys and girls, in grades 7-12, and apply to all activities, athletic and non-athletic, sanctioned or sponsored by the VPA. Home study students should reference the separate section on participation guidelines.

1. Contestants/participants must be bona fide students in their schools. Students may only compete on school teams sponsored by their own school during the season, and may only compete for the one school in which they are officially enrolled. Students may participate in meets as individuals, but may not participate as a member of another team.
2. In an activity season, players who have participated in practice or competition as a member of a school group shall not practice or compete as members of a non-school organized group in the same activity.
3. Transfer students are eligible at once, provided that they were bona fide students in the school from which they transferred according to the definition in #1 above. If the transfer is the result of any coercion, recruiting or inducement to move in order to participate in interscholastic activities, students will be ineligible for 365 calendar days from the date of the infraction.
4. A student who competes in any VPA sanctioned activity must be under nineteen (19) years of age, except that a student whose nineteenth (19<sup>th</sup>) birthday occurs on or after August 1<sup>st</sup> is eligible for all activities in the succeeding school year. Students who have reached the age of nineteen (19) prior to August 1<sup>st</sup> shall be ineligible for all VPA sanctioned activities.
5. Students are ineligible if they have graduated from any course of study in a secondary school comparable to a Vermont system.
6. Students have four (4) consecutive years or eight (8) semesters of eligibility for participation in school activities. Attendance of thirty (30) school days of any semester shall be regarded as a semester.
7. No student may participate in the same sport for more than four (4) seasons.

**Winning means you're willing to go longer,  
work harder, and give more than anyone else.**

*-Vince Lombardi*

## EQUIPMENT

All issued equipment and uniforms belong to U-32, and are only loaned for the duration of the season. Student-athletes are responsible for the uniforms and equipment issued to them, including keeping them clean and in good repair. Students may not alter their uniforms in any way and will be charged accordingly for any uniform damage.

Student-athletes are responsible for returning uniforms and equipment within one (1) week of the end of the season or they will be obligated to pay the cost of replacing the equipment. Students who fail to return uniforms within one (1) week of the end of the season will be given an Incomplete. Failure to return the uniform within 2 weeks of the end of the marking period will result in an E. For underclassmen, future participation on another athletic team may be denied until all equipment obligations are met. Seniors will not receive diplomas unless equipment is returned or the school reimbursed.

*A special note about equipment as "souvenirs":* Equipment and uniforms are very costly. It is also very hard to replace one or two items each year. Some uniforms cannot be replaced and others might cost upwards of two times the original cost. Students who "decide" to keep their uniform "for the memories" are creating an unfair situation for other students. Please be respectful and courteous toward your fellow and future teammates - return all issued equipment promptly.

## FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT (FERPA)

The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) is a Federal law that protects the privacy of student education records. The law applies to all schools that receive funds under an applicable program of the U.S. Department of Education.

Generally, schools must have written permission from the parent or eligible student in order to release any information from a student's education record. However, schools may disclose, without consent, "directory" information such as a student's name, address, telephone number, date and place of birth, honors and awards, and dates of attendance. However, schools must tell parents and eligible students about directory information and allow parents and eligible students a reasonable amount of time to request that the school not disclose directory information about them. Schools must notify parents and eligible students annually of their rights under FERPA. The actual means of notification (special letter, inclusion in a PTA bulletin, student handbook, or newspaper article) is left to the discretion of each school.

If you do not want your student-athlete's roster information (including photos) on rosters, publicity mailings, websites or other sports information, please contact the athletic director immediately.

## HAZING AND HARASSMENT

1. In accordance with the requirements of 16 VSA §565 regarding the prohibition by school boards of unlawful harassment of students, it is the policy of the U-32 School District to maintain a learning and working environment that is free from unlawful harassment. Any form of unlawful harassment on the basis of disability, marital status, national origin, race, religion, age, sex or sexual orientation is prohibited.
2. Hazing is prohibited, contrary to U-32's policies, and against Vermont State Law. Hazing is any action directed from one person to another person that is meant to persecute or harass with meaningless, difficult, or humiliating tasks. Actions that hinder the development of a cooperative community in which we develop respect for others and ourselves will receive the appropriate disciplinary action.
3. Taunting is prohibited at U-32. Taunting is considered any actions or comments by coaches, players or spectators that are

intended to bait, anger, embarrass, ridicule, or demean others. Included is language that berates, needles, intimidates, or threatens (based on race, gender, national origin or background), and conduct that attacks religious beliefs, size, economic status, speech, family, special needs or personal matters.

## HEALTH & INJURIES

1. Student-athletes must have on file, with the Athletic Department, a physical examination form, which needs to be updated every three (3) years.
2. The Vermont Principals' Association requires that each student demonstrate that he or she has private or public health insurance for medical care of injuries that may result from participation in the U-32 Interscholastic Athletic programs. The name of the carrier and the number of the policy should be indicated on the participation form.
3. All injuries that occur while participating in athletics must be reported to your coach or the athletic trainer.
4. *If an athlete is treated by a physician for an athletic injury, he/she must obtain a doctor's signed permission in order to return to the activity.*

### TRAINING ROOM INFORMATION

There will be a Certified Athletic Trainer associated with every team at U-32. The trainer will be at every home competition and most practices.

The trainer's job is to provide the necessary first contact with an injured athlete. In addition to caring for injured athletes, the trainer is responsible for: the prevention of athletic injuries, recognition, treatment, and care of injured athletes, supervision of treatments, and the rehabilitation of the injured athlete.

For more information about the U-32 training room, please contact Jess Kipnes at 229-0321x5122 or [jkipnes@u32.org](mailto:jkipnes@u32.org)

## HOME STUDY

Home study students who wish to participate in a U-32 co-curricular program must be an "eligible student", according to VPA Bylaws.

- a) The participating student must be enrolled in a home-study program in compliance with Title 16, Section 166(b).
- b) The participating student must be a legal resident of the Washington Central School District.
- c) Participation in a school's co-curricular activities program shall not commence until a copy of the Vermont State Department of Education Enrollment Letter and a letter notifying the Principal that he or she wishes to participate in a school's co-curricular activities program.
- d) The participating student's academic program, as referenced in the Vermont State Department of Education Letter of Enrollment, will be reviewed by the student's parent or guardian on a trimester basis as determined by the Washington Central school calendar. This review and determination must be verified in writing from the parent/guardian to the Principal.
- e) The student may participate in co-curricular sponsored activities at U-32, provided the student complies with the same physical examination, insurance, and any other requirements for participation as required of all students.
- f) The home study student must adhere to the same standards of behavior, responsibilities and performance as other students.

**Sports do not build character. They reveal it.**

-Haywood Hale Broun

## INFORMED CONSENT - RISK OF INJURY

By its nature, participation in interscholastic athletics includes the risk of injury that may range in severity from minor to disabling, and even death. Although serious injuries are not common in supervised school athletic programs, it is impossible to eliminate the risk. Participants can, and have the responsibility to help, reduce the chance of injury. Participants must obey all safety rules, report all physical problems to their coach or the athletic trainer, follow a proper conditioning program, and wear all protective equipment.

## NCAA AND COLLEGIATE ELIGIBILITY

Students may wish to participate in intercollegiate athletic activities upon completion of high school. In order to be academically eligible, the NCAA requires certain minimums on high school core courses and the SAT/ACT test scores. It is also necessary for high school students who wish to compete in Division I or II collegiate athletics to register with the NCAA Clearinghouse. For forms and/or more information on eligibility standards, please contact the Athletic Director or Guidance Office.

Success is the sum of  
small efforts, repeated  
day in and day out...  
--Robert Collier

## PARENT/COACH COMMUNICATION PLAN

Communication that you can expect from your child's coach:

- a) Philosophy of the coach
- b) Expectations the coach has for your child as well as all the players on the squad
- c) Locations and times of all practices and contests
- d) Team requirements - practices, special equipment, out of season responsibilities
- e) Procedure followed should your child be injured during participation
- f) Discipline that may result in the suspension/removal of your child from the squad

Communication coaches expect from parents:

- a) Concerns expressed directly to the coach
- b) Notification of any schedule conflicts well in advance
- c) Specific concerns with regard to a coach's philosophy and/or expectations

As your child becomes involved in the co-curricular programs at U-32, he/she will experience some very rewarding times. It is important to understand that there also may be times when things do not go the way you or your child wishes. Properly handled this can be a fantastic learning opportunity for you and your child.

Appropriate concerns to discuss with the coach:

- a) The treatment of your child, mentally and physically
- b) Nutritional needs
- c) Ways you can help your child improve
- d) Concerns about your child's behavior

Issues not appropriate to discuss with the coach:

- a) Playing time
- b) Team strategy
- c) Play calling
- d) Other student-athletes

It is very difficult to accept that your child is not playing as much as you or he/she may hope. Coaches are professionals; they make judgement decisions based on what they believe to be the best for all students involved. They also observe your child in many different situations, and therefore are in the best position to make tough decisions.

If you have a concern to discuss with a coach, please follow the procedure listed below:

- a) Encourage your son or daughter to approach the coach to discuss the issue.
- b) If not resolved, call the coach to set up an appointment.
- c) If you cannot reach the coach directly, call the Athletic Director. The message will be forwarded to the coach.
- d) Please do not attempt to confront a coach before or after a contest or practice. These can be emotional times for both the parent and the coach. Meetings of this nature rarely promote resolution.
- e) If the meeting with the coach did not provide a satisfactory resolution, please call and set up an appointment with the Athletic Director (229-0321) to discuss the situation.

## **PARENT VOLUNTEERS**

An excellent way of becoming involved in the school and your child's life is to serve as a parent volunteer. Parent volunteers are needed to assist coaches in running practices, staffing games (running clocks or keeping score), selling tickets and much, much more. We encourage you to call the Athletic Director to let us know if (and how) you would like to assist us in our pursuit of excellence for our student-athletes.

## **PLAYING TIME**

The issue of playing time can be one of the most difficult any coach, parent or participant has to deal with in interscholastic sports.

### **Students and playing time at the Varsity Level**

Participation in varsity level sports in most cases is the culmination of an experience that begins as early as elementary school. Being on a varsity level team is in itself a major accomplishment. It does not happen without hard work and dedication. It is also a time when individual desires need to take a back seat to team accomplishments. Those with the most skills and leadership abilities will undoubtedly see the most playing time. Others, who may not see as much playing time, will still have a key role to play in team development. It should be remembered that for every hour of competition, the amount of time spent practicing and preparing for competition maybe ten-fold. It is during practice that team success is nurtured and the concept of a team player is realized. All successful teams and coaches know the importance of those who contribute at every level of preparation and play.

When it is beneficial for the team, participants should have a reasonable expectation to compete. Coaches have the ultimate authority to decide what level of participation benefits the team. They have no obligation to provide a set amount of playing time at the varsity level.

What coaches do have is an obligation to instruct all participants so they can reach their maximum potential both at practice and in competition, winning or losing, playing for a short duration or the whole game. They have the additional obligation to clearly communicate to all participants the role they will be expected to play relative to practice, preparation, and competition in order to maximize team potential.

## **Parents and playing time at the Varsity Level**

Supportive parents want their children to succeed but often fail to realize in team sports that a participant's sense of success may lie as much in being part of a team as in individual accomplishments. Too often parents measure the level of a child's success only by the time observed in competition. There is very little consideration ever given to the degree of satisfaction a participant may feel when their hard work in practice and preparation manifests itself in greater team accomplishments. It should be remembered that participants spend most of their time interacting with teammates and coaches in practice. Parents, who constantly question playing time, coaching strategies, or their child's role on a team, seldom add anything positive to their child's experience.

## **Students and playing time at the Junior Varsity Level**

Junior varsity is a level where the emphasis shifts from individual skill development and equitable playing time into a more advanced and competitive team concept. All participants should see opportunities to participate at varying levels of competition over the season, but not necessarily game to game.

## **Students and playing time at the middle school levels**

More than winning, the goal of middle school teams is to prepare participants for a higher level of competition by emphasizing individual skill development, sportsmanship, and a fundamental understanding of team play, strategies, and rules. Though coaches are not expected to guarantee a set amount of playing time in each competition, a fairly equitable amount of playing time under differing competitive situations should be expected. Attendance, proper behavior, a willingness to learn, and individual skill development are all factors in how much playing time a participant sees.

## **What students should do if their expectations are not met**

If a participant feels they are not being treated fairly or do not understand what is expected of them they should, at an appropriate time, approach their coach. If they have difficulty doing so, or are not satisfied with the results, they should look for assistance from a captain, their TA or the Athletic Director.

Some participants may not find the role they are asked to play as a team member acceptable relative to playing time. If that is the case, a student should consider alternative programs that may be oriented more towards individual participation or recreation than team competition.

## **What parents should do if their expectations are not met**

Again, remember your child has successfully made a varsity team and that in it self is an accomplishment. Realize your expectations are not always the same as your child's. Before involving yourself in any issue, be sure such intervention is welcome and understood by your child. For the well-being of all involved, be sure such intervention will solve a problem, not create one.

Whenever you interact with a coach, it is expected to be at an appropriate time and in an appropriate manner. Parents are given an opportunity to meet with coaches at the beginning of each season through a coaches/parents/participants meeting. It is your opportunity to question a coach on their expectations, procedures, and goals. At the end of the season, you are given the opportunity to evaluate coaches. Constructive, objective evaluations are both welcome and encouraged.

If a parent feels the need to talk to a coach on an issue or concern during the season they should do so only with their child's knowledge and after it is clear the participant has been unable to resolve the issue to their own satisfaction. No coach should be

approached immediately before, during, or after a competition. Confrontation or verbal abuse from a parent is not acceptable. If you do not feel you can communicate effectively with the coach talk to the Athletic Director or your child's T.A.

*The importance of positive parental support in team sports cannot be over emphasized.* This means putting your child's expectations above your own. Those that do little more than criticize and critique coaches can raise havoc with an entire program. It can make for a terrible experience for everyone, especially the child of the parent(s) involved.

## REST BETWEEN SEASONS

Athletes must have seven (7) days between the start of an athletic season and the conclusion of the previous season to comply with the Vermont Principals' Association rules and regulations. An athlete beginning a season late must have ten (10) days of practice before becoming actively involved in interscholastic scrimmages or games.

## SCHOOL PROPERTY

All students must respect school property, including the building, lockers, equipment and busses. This is also true (and even more important) at other schools. Please do not damage lockers, benches or other pieces of school property in anger after a contest. All incidents of damage to school property will be reviewed the administration.

The future belongs to those  
who see possibilities before  
they become obvious  
-- Unknown

## SPORTSMANSHIP

*"The ideals of good sportsmanship, ethical behavior and integrity permeate our culture. In perception and practice, good sportsmanship should be defined as those qualities of behavior which are characterized by generosity and concern for others. Good sportsmanship is a concrete measure of the understanding and commitment to fair play, ethical behavior and integrity."*

*- National Federation Sportsmanship Committee*

The goal of interscholastic athletics is to give young men and women the opportunity to expand their educational horizons by experiencing fair and friendly competition with peers. Ingrained in that competition is fairness, respect for rules, regulations, opponents and officials. U-32 subscribes to this goal and will strive in all co-curricular programs to achieve that objective.

*U-32 believes:*

- the ideals of good sportsmanship, ethical behavior and integrity are the essence of interscholastic activities.
- the concept of "sportsmanship" must be taught, modeled, expected and reinforced by all those involved in competitive activities.
- that interscholastic activities provide an arena for participants to grow, excel, understand and value the concepts of sportsmanship and teamwork.
- that good sportsmanship shall be defined as those qualities of behavior which are characterized by unselfishness and genuine concerns for others.
- that all administrators, coaches, athletes, officials, and spectators should demonstrate and promote good sportsmanship as a concrete measure of the understanding and commitment to fair play, ethical behavior and integrity.

Student-athletes that engage in acts of poor sportsmanship that require the coach or official to suspend that person from further practice or play shall be held accountable for those acts in the following manner:

1. Acts of poor sportsmanship:  
The offending student will be declared ineligible by the individual coach, with the approval of the Athletic Director, for the next regularly scheduled contest or post-season contest. This penalty will be applied with no cumulative effect for each student.
2. Fighting, taunting, sudden ejection and gross unsportsmanlike conduct as determined by the coach OR official:  
First offense: The student shall be declared ineligible for the next two contests or post-season contests (with the exception of football, skiing and gymnastics, for which the suspension shall be one contest) in the sport in which the student was ejected.  
Second offense: The student shall be declared ineligible for interscholastic competition for the remainder of that sport season. The student remains eligible for practices and possible credit. The coach and the Athletic Director will meet with the student to define his/her status during this period.

## **SUBSTANCE ABUSE:**

In order to insure that the goals of the athletic department's mission statement are met, and the rules and standards of the VPA and U-32 are followed, a student athlete must agree to and meet the following conditions:

1. The athlete must be a full-time student of U-32 (enrolled in at least 4 academic classes), be under 19 years of age, have health insurance and a current physical on file.
2. An athlete is expected to refrain from the use or possession of tobacco products, alcohol, regulated drugs, and any paraphernalia associated with the use of these drugs. This will begin with the team's first practice and end with the last practice or contest. It is presumed an athlete representing U-32 will continue to honor the standards of this training both in-season and off-season.

## **SUBSTANCE ABUSE (cont.):**

- A. If it is suspected or known that an athlete has violated this policy, the AD, in conjunction with the coach and Assistant Principal, and athlete will insure the following take place:
  - 1) If an athlete is suspected of violating this contract, the athlete's case will be brought to the attention of the AD and Assistant Principal. They will hear the athletes' case and make a recommendation. The AD and Assistant Principal will choose either to drop the inquiry or initiate the following steps.
  - 2) If it is known that an athlete has broken training rules, the athlete will immediately be suspended from the team. Upon request, the athlete can be reinstated to the team. The decision for reinstatement will be made by the AD and the Coach. If reinstated, the athlete will serve a minimum one-week suspension to begin immediately after any School suspension is served. During this suspension, the athlete will not participate in any practice or contest but the athlete must attend practice as a non-participant.
  - 3) The athlete will enter into a substance abuse assessment program with the appropriate personnel such as the school's substance abuse counselor or Assistant Principal. This assessment must take place during the mandatory one-week suspension.
  - 4) After the one-week suspension, the athlete will enter a one-week probation. During the probationary period the athlete will be an active member of the team with the exception of playing in interscholastic competition.
  - 5) At the end of the probation period, if satisfactory progress has been made in relation to substance abuse counseling and the stipulations set by the AD, Coaches, and Assistant Principal, the athlete will be reinstated as a full participant of the team. If at any time the conditions of reinstatement are not being fulfilled, that athlete will be removed from the team for the balance of the season.
  - 6) An athlete who has broken training rules and has not been properly reinstated, will not be allowed to join any other team until substance abuse assessment has taken place and all other obligations concerning this matter have been met.

## SUBSTANCE ABUSE (cont.):

B. A second infraction of the training rules during the athlete's high school career will result in removal from the team for the balance of that season and the loss of athletic eligibility for one calendar year. The athlete must reenter substance abuse assessment and/or counseling. To be reinstated, that athlete must show that this assessment and/or counseling has taken place.

C. A third infraction of the training rules during the athlete's school career will result in the loss of the privilege to participate in high school athletics. A student who feels that he/she has demonstrated a recommitment to the training rules may appeal to the Athletic Director after a third offense and one year's time if:

- 1) Conditions of this contract have been met, and the following agree this action is in the best interest of that athlete, the team, and U-32.
  - a) Substance abuse Counselor who has been associated with the athlete
  - b) Principal
  - c) Assistant Principal
  - d) Athletic Director
  - e) Parent(s)/Guardian(s) of the athlete
  - f) Athlete

The use of tobacco, alcohol and controlled substances is prohibited and inconsistent with participation in athletics at U-32. All students are governed by U-32's Drug and Alcohol Policy, the Athletic Training Regulations and the procedures that have been developed as a result of those policies. Please note: Individual coaches have the choice to enforce more stringent consequences to ensure a safe and substance-free environment for their student-athletes.

## TEAM RULES:

All teams at U-32 are expected to abide by general School and Athletic policies and procedures. Each team or coach may have additional team rules or policies. The coach will have on file, with the athletic director, a copy of the coach's policy regarding any additional team rules such as, but not limited to:

1. Unexcused absences from a practice or game session.
2. Dress code, practice procedure, lateness, inappropriate language, and game conduct.
3. Any additional rules not covered in general procedures.

## TRANSPORTATION:

The following procedures have been established for the safety of all U-32 student-athletes:

1. If transportation is provided, all team members will ride the bus to and from the game.

### Exceptions:

- A. A parent/guardian who attends the event and wishes their child to return home with them. These requests must be approved directly with the coach.
  - B. In special circumstances, students may travel to the contest or may return home by other means. This may only occur if a permission note from the parent/guardian is received prior to the game or event. These requests must be approved by the coach at least 24 hours before the event.
2. In no instance will a student-athlete be allowed to ride with another student regardless of permission from the parent/guardian.
  3. No athlete may enter the bus unless a coach is present.
  4. Proper bus behavior for athletic teams will be covered with coaches and team prior to each season by the athletic director.
  5. The coach is in charge of the team on the bus. Any behavior problems should be reported to the coach for remedy. Should the behavior continue or not be resolved, an official report will be made to the bus manager who will report it to the athletic director.
  6. Only team members (and support personnel) are allowed on athletic/team busses.
  7. It is expected that team members will place all trash in a trash bag (and not on the floor). Busses will look the same at the end of a trip as in the beginning of one.

**Persistence is what makes the impossible possible, the possible likely, and the likely definite.**

## TEAM PLACEMENT & TRYOUTS

Each sport or team is unique unto itself. It is appropriate for the individual coaches to determine and set team guidelines for participation in athletic contests. These guidelines will be made known to the athlete prior to the start of practice for the season.

Due to annual variances in students' interests, school budgets, availability of human and other resources at U-32, sports program offerings are subject to change. Each season the Athletic Director submits a plan to the Board of Directors for approval of staffing that reflects the above conditions. As team programs are approved, team rosters must be developed in accordance with the following policy and procedures.

Every effort will be made to operate all U-32 co-curricular programs, including all varsity and junior varsity interscholastic sports, in a manner that is as inclusive as possible as outlined under the co-curricular mission statement and operational policies (F-12). It is understood that some interscholastic sports programs may require a selection process within a set of written standards in order to operate in a way that is both beneficial for participants and manageable for coaches.

Teams at the varsity level present an opportunity for the participants of the highest ability (as determined by the coach) to achieve the highest team success possible. Coaches are hired in a selection process that chooses the best applicant able to provide: support for good sportsmanship; excellent communication with players, parents and community; skill training; strategy; team-building skills, and overall leadership. The coach is directed, among other things, to make any decision supported by policy that enables a team the best chance to compete at the highest level achievable in high school athletics for that sport. It is a requirement that all coaches follow established policy when a selection process takes place.

If the number of students wanting to participate in any varsity or junior varsity program exceeds the standards for a manageable level of participants, the Athletic Director may consider any of the following:

- Requests from coaches for additional staffing to accommodate numbers in excess of the standards.
- Requests to the School Board for additional funding for additional teams or other alternative programs.
- Holding try-outs to bring the number of participants within those levels recommended in the standards.

Try-outs may not be announced or held without prior approval and knowledge of the Athletic Director.

## TEAM PLACEMENT & TRYOUTS (cont.)

If a try-out is determined to be required, the program coach will conduct it with the assistance of any qualified persons approved by the Athletic Director to ensure a fair and impartial process. The Athletic Director must approve all final team rosters and list of students not selected before such rosters or lists are announced. Any student not selected for participation must be notified in person by the program coach, in a reasonable amount of time following the completion of try-outs and in a way that protects the student's privacy and general well-being. Non-selection in no way prohibits a student from future try-outs.

### Freshmen on Varsity Teams

Freshman may be selected for varsity play under the following conditions:

1. If the number of participants does not exceed the standard for team size so no try-out is required and the coach feels the student has the skills to participate at that level.
2. If no junior varsity or freshman team exists as an alternative.
3. If try-outs are required to meet team size standards, freshmen may still try out under the following criteria:
  - A coach feels the freshman may have the skills to participate at the varsity level and extends an invitation to try out.
  - Placement of any freshman on a varsity team does not displace any upper classman who participated at the varsity level the previous year and would otherwise be eligible to participate.
  - The Athletic Director approves the freshman's participation at the varsity level.

### Juniors on Junior Varsity Teams

If team participation does not require try-outs, juniors are eligible to participate only at a varsity level. If try-outs are required, juniors must try out at the varsity level. If a junior is not successful at making a varsity team through try-outs, s/he may ask the athletic director for junior varsity status under the following criteria:

- Placement at the junior varsity level does not displace any sophomore who participated at the junior varsity level the previous year as a freshman and has otherwise successfully completed try-outs.
- Placement at the junior varsity level does not displace any freshman who otherwise has successfully completed try-outs.
- The Athletic Director approves the junior's participation at the junior varsity level.

## TEAM PLACEMENT & TRYOUTS (cont.)

### First-time Senior Players

Seniors requesting to participate at the varsity level for the first time may do so only if they do not displace any other seniors who participated at the varsity level the previous year or any other under-classman who otherwise would be eligible to participate. No senior may participate at the varsity level for the first time without the approval of the Athletic Director.

### Transfers and Exchange Students

Students transferring from another school, or home-schooled students living within the U-32 school district, must be evaluated by the coach and will have previous experience considered in placement on a team. For try-outs, exchange, transfer and home-schooled students will be subject to all criteria outlined in this policy. The Athletic Director will have final approval of the placement level of any exchange, transfer or home-schooled student on a team roster.

### Play-offs

Junior-varsity participants may be moved up to varsity status for play-offs only with the prior knowledge and approval of the Athletic Director. No player may be removed from a varsity roster for a play-off game without prior knowledge and approval of the Athletic Director.

### Playing time for middle school athletes

It is expected that members of the MS teams will see a reasonable amount of action in each contest as long as they fulfill all of their team responsibilities and expectations, and as long as their participation does not constitute a potential danger to their physical well being as determined by the coaching staff. Playing time may or may not be equal.

**No individual can win a game  
by himself.**

**-Pele**

## TWO-SPORT POLICY

Students may not participate in more than one sport per season without permission of the Athletic Director. No athlete may quit or be suspended from one sport and turn out for another after the season has begun. Exceptions can be made with the mutual consent of both coaches and the approval of the Athletic Director.

## VACATION AND JOB CONFLICTS

Although every effort is made to reduce the number of conflicts between school vacation and athletic schedules, it will always remain an issue. Each student-athlete will be provided a practice, game and potential play-off schedule at the beginning of the season to help minimize these conflicts. Please be aware of the potential changes to sport schedules due to weather or facility conflicts. If your son or daughter is forced to miss practice or games due to family vacation, it will be up to the individual coach to decide how the absence will be handled. If there is any potential conflict, we suggest speaking to the coach immediately.

It is expected that student-athletes will arrange jobs and other activities so as not to conflict with practice, contests and play-offs. In the winter and spring seasons, athletic practices and games may be scheduled over school holidays.

**"Dreams take time, patience, sustained  
effort,  
a willingness to fail, if they are ever to be  
anything more than dreams."**

**---Bryan Linkoski**

**U-32**  
**A TOBACCO-FREE ENVIRONMENT**

In compliance with Vermont State law and policy of the Board of Directors, U-32 is committed to maintaining a tobacco-free environment for its students, employees and visitors. Smoking and all other uses of tobacco and tobacco products are prohibited in the school building, on school grounds, and during all school-sponsored events and activities. This prohibition includes students, teachers, school faculty and staff, parents, visitors to the school, members of the community, and all others who may be involved with school activities. Your cooperation with this policy is appreciated.

**AFFIRMATIVE ACTION**  
**Title VI of the Civil Rights Act (1964) and**  
**Title IX of the Higher Education Act (1972)**

In accordance with Title VI and Title IX, and the rules and regulations as promulgated by the Secretary of Health, Education and Welfare, it is the policy of U-32 that no person, upon the basis of race, color, national origin, creed or faith, sex or age, shall be excluded from participation in, denied the privileges of, or be subjected to discrimination in any educational program or activity at the school.

**ALL VIOLATIONS OF THE ABOVE POLICIES SHOULD**  
**BE REPORTED TO**  
**THE EQUITY COORDINATOR OR AN ADMINISTRATOR.**

**Accreditation Statement**

U-32 is accredited by the New England Association of Schools and Colleges, Inc., a non-governmental, nationally recognized organization whose affiliated institutions include elementary school through collegiate institutions offering post-graduate instruction.

Accreditation of an institution by the New England Association indicates that it meets or exceeds criteria for the assessment of institutional quality periodically applied through a peer group review process. An accredited school or college is one which has available the necessary resources to achieve its stated purposes through appropriate educational programs, is substantially doing so, and gives reasonable evidence that it will continue to do so in the foreseeable future. Institutional integrity is also addressed through accreditation.

Accreditation by the New England Association is not partial but applies to the institution as a whole. As such, it is not a guarantee of the quality of every course or program offered, or the competence of individual graduates. Rather, it provides reasonable assurance about the quality of opportunities available to students who attend the institutions.

Inquiries regarding the status of an institution's accreditation by the New England Association should be directed to the administrative staff of the school or college. Individuals may also contact the Association:

New England Association of Schools and Colleges  
209 Burlington Road  
Bedford, MA 01730  
(781) 271-0022

**ALL ATHLETES, YOUNG OR OLD, SHOULD  
REMEMBER....**

There are little eyes upon you  
And they're watching night and day  
There are little ears that quickly  
Take in every word you say;  
There are little hands all eager  
To do anything you do;  
There's a little kid who's dreaming  
Of the day they'll be like you.  
You're the little kids idol;  
You're the wisest of the wise,  
In their little mind about you,  
No suspicions ever rise;  
They believe in you devoutly,  
Holds true all you say and do,  
They will say and do, in your way  
When they're a grown-up like you.  
There's a wide-eyed little kid,  
Who believes you're always right,  
And their ears are always open,  
As they watch day and night;  
You are setting an example  
Every day in all you do,  
For the little kid who's waiting  
To grow up to be like you.

....Anonymous

**U-32**

*930 Gallison Hill Rd  
Montpelier, VT 05602*

*802/229-0321 Main Office  
802/229-0322 Guidance*

*802/229-0321 x5113 - Athletics & Recreation  
Press 1 – to leave a message for Amy Molina  
Press 2- for daily athletic schedule  
Press 3 - for cancellations and changes*

*802/229-0321 x5122 – Athletic Training Room –  
Jess Kipnes, ATC*

*802/229-0321 x5121 – Ann Wheelock*

*802/223-7411 Fax*

[WWW.U32.ORG](http://WWW.U32.ORG)