



Jim Ned Consolidated Independent School District Athletic Department Policies and Procedures

Article I: Purpose, Benefits and Privilege

Jim Ned Consolidated Independent School District provides an Athletic Department as school sponsored activities that support, but are not directly related to the instruction of the Texas Essential Knowledge and Skills as mandated by the Texas Education Agency. The purpose of these extracurricular activities in the educational system is to teach the intangible factors of work ethic, character, discipline, responsibility, teamwork, respect and trust.

These factors, which form the basis of ethical and moral standards, are of paramount importance in today's highly competitive world society. High school athletics in Texas in the 21st century is the catalyst for preparing our young people for success in this society. The Jim Ned Athletic Department offers the above, and many more, worthwhile and significant contributions to a student's personal, physical and social development.

It also requires a student to meet specific requirements that are above and beyond the normal school standards for all students.

Participation in extracurricular activities is a voluntary privilege and not a right. Students must meet the specific requirements in order to participate. These requirements and any violations to the requirements will be monitored and enforced by Jim Ned CISD Administration, Athletic Director, and Coaching Staff. This document has been created to outline the general concepts of these specific requirements.

Article II: Objectives and Standards

Interscholastic athletics represents an area of great potential for the pursuit of excellence. Athletes must strive to reach their highest potential in character, academic, and athletic development in order to receive the full benefits of their athletic endeavors. The focus of an intensive, well-balanced program of athletics revolves around standards designed to progress athletes in these three major objectives. The Jim Ned Athletic Department and personnel will strive to support the objectives of strong character, high academic achievement, and athletic excellence in positive and constructive avenues.

However, when an objective is compromised, consequences must be administered to ensure standards are kept high, and more importantly change the behavior. Consequences may include, but are not limited to conferences with Head Coach and/or Athletic Director, physical

conditioning (Tribe reminders as outlined by individual sport), suspension, zero tolerance contracts, or removal from athletics. Any athlete that continually falls short of objective expectations or persistently commits offenses may be subject to reduced playing time, suspension, zero tolerance contracts, or removal from athletics.

Article III: Major Offenses and Consequences relating to Character

The character of an athlete is the essence of who they are and what they stand for in life. Choices student athletes make when faced with difficult dilemmas are at the very heart of personal character progression. Demonstrating a strong personal character, both on and off the field, is critical in the development of a student's ethical and moral base. The following standards and consequences are of significant importance in the development of a strong character.

3.1

Offenses related to: Drugs/Alcohol

Consequences include: Handled on an individual basis up to 40 Tribe reminders, possible suspension per Extra-Curricular Code of Conduct, possible zero tolerance contract or removal from athletics. UIL or TEA rules may apply that affect eligibility.

3.2

Offenses related to: Nicotine, Tobacco, and Vaping

Consequences include: Handled on an individual basis up to 40 Tribe reminders, possible suspension per Extra-Curricular Code of Conduct, possible zero tolerance contract or removal from athletics. UIL or TEA rules may apply that affect eligibility.

3.3

Offenses related to: Assault, Criminal Activity, Theft, Hazing and Vandalism.

Consequences include: Handled on an individual basis up to 40 Tribe reminders, possible suspension per Extra-Curricular Code of Conduct, possible zero tolerance contract or removal from athletics. UIL or TEA rules may apply that affect eligibility.

3.4

Offenses related to: Quitting the Athletic Program.

Consequences: Reinstatement may be granted by the athletic director based on the circumstance surrounding the situation. Depending on the circumstance the athlete may be required to go through offseason before reinstatement, as well as possibly including up to 40 Tribe reminders, possible limits on playing time. If an athlete quits the program for a second time they can be denied reinstatement.

3.5

Offenses related to: Quitting an Individual Sport during the season.

Consequences: An athlete may not begin participation in a new sport until the previous team has completed its competitive season. Additionally, athletes who quit a sport prematurely may be subject to a zero-tolerance contract regarding future participation, and up to 20 Tribe Reminders may be assigned. Exception: Athletes are allowed a “trial period” in the new sport, defined as either two weeks or two non-scrimmage competitions—whichever is longer. If, during this trial period, the athlete chooses not to continue in the new sport, potential consequences (including the zero-tolerance contract and Tribe Reminders) may be waived following a conference and review of the circumstances with the head coach of the outgoing sport. Additionally, the head coaches of both sports involved may reach a mutual agreement to determine the athlete’s eligibility to participate, independent of the standard timeline.

3.6

Offenses related to: Inappropriate usage or derogatory remarks on social media. This includes but is not limited to pictures, comments, various posts or polls, and creating false accounts.

Consequences: Handled on an individual basis up to 40 Tribe reminders, possible suspension per extra-curricular code of conduct, zero tolerance contract or removal from athletics. UIL or TEA rules may apply that affect eligibility.

Article IV: Major Offenses and Consequences relating to Academics

It is a high priority of the Jim Ned Athletic Department to support the educational efforts of Jim Ned CISD. Athletes should passionately pursue excellence in the classroom. Success in academics will greatly prepare student athletes for their future pursuits and broaden college and/or career opportunities. Students should not only strive to achieve high grades, but also strive to learn as much as they can in their academic arenas. The following standards and consequences are of significant importance in the development of a strong academic foundation.

4.1

Offenses related to: Placement in ISS. Consequences: A one to three-day placement the athlete will be suspended from the next athletic game/contest if in season, however if it is a four day or more placement consequences could include suspension from future contests or possible removal from current sport. If the placement occurs out of season the athlete’s status will be reviewed by the Athletic Director. Also, 10 Tribe reminders per day. **Two day contests will be considered two different events. ex. In the case of a two-day track meet, if a student had one day of ISS the student would be suspended for the first day of competition. **

4.2

Offenses related to: Placement in DAEP. Consequences: Athletes will be suspended from all athletic activities until DAEP assignment is complete. The athlete's status will be reviewed by the Athletic Director. Possible outcomes but not limited to: 40 Tribe reminders, suspension, zero tolerance contracts, or removal from current sport or athletics.

4.3

Offenses related to: School discipline referrals or communication of a problem from a teacher.
Consequences: 3 Tribe reminders per offense.

4.4

Offenses related to: Failing grade at 3 Week Evaluation Period or 6 Week Grading Cycle.
Consequences: UIL rules will apply and may affect game eligibility. 3 Tribe reminders per course failed. Possible Zero Tolerance Contract in a case of student failure in multiple grading cycles.

Article V: Major Offenses and Consequences relating to Athletics

Athletic competition in Texas is strong. It is imperative that the Jim Ned Athletic Department creates an organized and highly developed program that gives Jim Ned athletes every opportunity to reach their full athletic potential. This program is very reliant on full participation and support of athletes and parents. Effort, sportsmanship, attitude, teamwork, respect, and trust are key components in successful athletic programs. The following standards and consequences are of significant importance in the development of a competitive athletic atmosphere.

5.1

Offenses related to: Absences. Consequences: Absence from a mandatory game, practice, or meeting without prior communication to the coach may result in but not limited to Tribe reminders, reduced playing time, suspension, or a zero tolerance contract. This includes truancy during the athletic period. Excused absences will be for those who have personally called, notified in writing, or spoken to a coach at least 24 hours prior to the absence. Exceptions are death in the family or unforeseen emergencies.

5.2

Offenses related to: Tardiness or missing partial events. Consequences: Being late or missing part of a mandatory game, practice, or meeting without prior communication to the coach may result in but not limited to Tribe reminders, reduced playing time, suspension, or a zero tolerance contract. If the athlete communicates the absence and reason for the absence before the event begins, consequences will be at the discretion of the head coach.

5.3

Offenses related to: Lack of sportsmanship or disrespect for officials, coaches, teammates, opponents, or fans. Consequences: Handled consistently on an individual basis depending on the circumstances involved. Consequences may result in but not limited to Tribe reminders, possible limits on playing time, suspension, and compliance with a zero tolerance contract pertaining to future offenses.

5.4

Offenses related to: Issued equipment. Consequences: Loss of issued athletic equipment will result in financial replacement and may result in Tribe reminders, suspension, or compliance with a zero tolerance contract pertaining to future offenses.

5.5

Offenses related to: No Sport Participation Policy: A requirement in order to remain in the athletic program is that students must participate in at least one athletic period sport throughout the year. If a student does not make a team for a sport that holds tryouts they must participate in a sport that does not have tryouts. Students cannot be in the offseason group throughout the entire school year.

Article VI: Minor Offenses

There are many other expectations of behavior and process that athletes are required to follow. Rules and expectations are developed to support an organized, safe, team-oriented, and respected environment. Many of these are sport specific and are outlined in individual sport's expectations. They include, but are not limited to, things like: the use of profanity, dress, appearance, and team attire, cleanliness of lockers and locker rooms, etc. These offenses may result in individual or team punishment and may include Tribe reminders.

Article VII: Athletic Injuries

Student athletes and parents should be aware that any athletic participation will always have inherent dangers. Although very rare, death or catastrophic injury can result from participation in sports. Other less serious injuries may also occur. Care should be taken by all involved to minimize such dangers through the use of appropriate equipment and proper training methods. Jim Ned CISD has an athletic trainer on staff through Hendrick Health that is highly trained to diagnose and treat athletic injuries. If an athlete seeks medical attention of any kind outside of our athletic trainer, written documentation with specific instructions must be presented to the coach in a timely manner, and that athlete may not return until written documentation releases the athlete. If put on a rehab program per our athletic trainer, those are done at 7 am in the Recovery Room at the Athletic Complex, unless specific arrangements have been made prior. Proper order of medical attention should be as follows unless it is an emergency:

- 1) Student Notify the Coach
- 2) Coach and Student See the Trainer
- 3) Trainer Evaluation
 - Athletic Trainer creates rehab plan (if needed)
- 4) Trainer Contacts Parents (if needed)
- 5) Trainer sets up consultation with Doctor (if needed)

Article VIII: Relationships, Expectations and Communication

Respectful interaction between coaches, athletes, and parents will provide the quality experience desired from scholastic athletics. As in any competitive environment with high expectations, disagreements and conflicts will arise. Parenting, coaching, and being a student athlete are all very difficult endeavors. By establishing a common understanding, all are better able to accept the actions of others and provide a more positive experience for everyone. Student's involvement in extracurricular activities has been proven to increase their chances of success later in life. Athletic participation provides lasting images and memories that will last a lifetime. In order to establish the best environment possible, some necessary expectations and communication guidelines have been developed. Coaches, parents, and athletes should strive to maintain these guidelines.

8.1

Expectations of Coaches:

1. Be organized, communicate thoroughly, and professional at all times.
2. Communicate philosophy and expectations of roles to all players.
3. Communicate locations and times of practices, contests in a timely manner.
4. Have a "big picture" team and program mindset.
5. Create an atmosphere and program that gives the team and individual players the best opportunity to compete and be successful.

8.2

Expectations of Parents:

1. Positively support your athlete and the school's athletic endeavors.
2. Aid your athlete in meeting all requirements of team participation including full attendance at practices, contests, and meetings.
3. Communicate any scheduling conflicts well in advance with the Head Coach.
4. Communicate with the coach any situation or issue that requires a conference by following the conflict resolution policy (see below).
5. Create an atmosphere of school spirit and positive support that enhances the team-oriented aspect of athletics. This includes behavior at athletic events.

8.3

Expectations of Athletes:

Because participation in extracurricular activities is a privilege and not a right, Jim Ned CISD is authorized to set higher standards for participants of extracurricular activities than it would for those students who choose not to participate in these activities. The expectations of our athletes include:

1. Believe in yourself, your teammates, and your coaches.
2. Participate with passion, purpose, and full effort.
3. Strive to be the best you can be in the classroom,
4. Conduct yourself with strong character, poise, dignity, and class. Do what is right.
5. Have a team-oriented mindset and be ready to sacrifice for the team.
6. Represent your community, family, school and team to the best of your ability, on and off the field.

Article IX: Communication with the Coach

Conflict Resolution Policy

It is important to understand there may be times when things do not go the way an athlete or parent may have envisioned it. There are certain concerns that are very appropriate for a parent to discuss with a coach. There are also issues that are not appropriate for discussion with an athlete's coach. Coaches make decisions based on years of preparation and experience as well as many hours of observation and evaluation of the whole team. These decisions are made in the best interests of all athletes participating and in the best interest of the team.

9.1

Appropriate concerns to discuss with a coach:

1. The mental or physical treatment of your athlete.
2. What your athlete needs to do to improve, both athletically or academically.
3. Concerns about your athlete's behavior either at or away from school.

9.2

Not appropriate for discussion with a coach:

1. Team strategy.
2. Play calling.
3. Specific situations relative to student athletes other than your athlete.

9.3

Conflict Resolution: Communication Procedures

Jim Ned Consolidated Independent School District is committed to the following procedures for successfully resolving any conflict that may arise. Conferences should be held at the coach's regular conference time during business hours or at another time mutually determined by the coach and parent(s). Contact athletic department personnel by school phone or e-mail and communication will be returned in a timely manner. If you have the coaches personal phone number DO NOT use this method to reach out and discuss these issues with the coach.

It is not appropriate to approach any coach with concerns prior to and especially at the conclusion of an athletic contest. Parents may reach out to the coach the following day to either communicate by phone or set up a conference. The coach has the right to request the athlete is involved in these conversations for transparency purposes. Coaches do not and will not hold these types of conversations against the athlete. The following conference steps should be taken in the order listed to resolve conflicts.

1. Athlete and coach conference.
2. Parent and coach conference; or parent, athlete, and coach conference.
3. Athletic Director, parent, athlete and coach conference.

****If after these steps are completed the parent wishes to appeal a decision concerning a situation, an appeal must be directed to the office of the Superintendent of Jim Ned CISD. ****

Article XI: Conclusion

The Jim Ned Athletic Department is under the governance of the University Interscholastic League. It is obligated to follow all UIL rules and regulations. UIL policy may be viewed online at the UIL Website under "UIL Parent Manuel". This is a document that provides good concise information for parents. The Jim Ned Athletic Department highly recommends all parents read and be familiar with the information in this manual. It covers many topics including general rules, sportsmanship, thoughts on college scholarship opportunities, as well as safety and health information pertaining to scholastic athletics.

The Jim Ned Athletic Department is committed to providing an atmosphere that leads to a positive and rewarding experience for all athletes. This document is designed to aid in the accomplishment of the objectives that are outlined in its content and provide a consistent avenue for the handling of situations that arise in the daily aspects of athletic activity.

**** Tribe Reminder:** Sport-specific extra work assigned to athletes as a constructive reminder of team standards and expectations. These tasks are designed to reinforce accountability, discipline, and commitment within the program.

**** Zero Tolerance Contract:** A formal agreement signed by the athlete, their parent or guardian, and an administrator stating that if the specified behavior or violation occurs again, the athlete will be removed from the athletic program.