



Lehman Athletics Department

2019-2020

Lehman Lobo



ATHLETIC PRACTICES

Character, Class & Total Effort



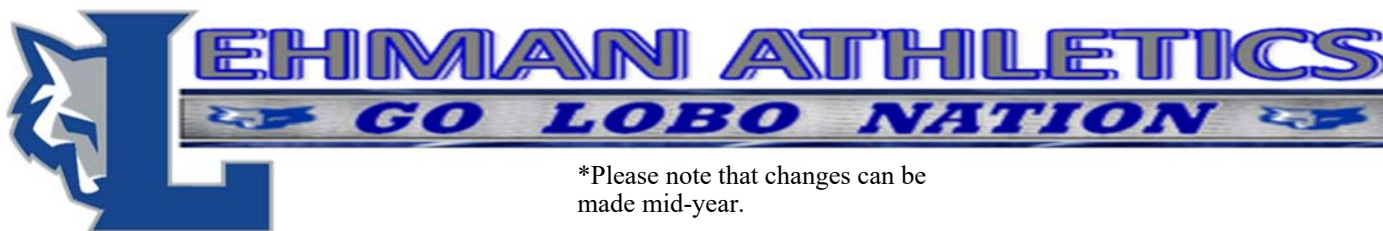
Player / Parent Handbook Contents

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DRAW THE LINE





*Please note that changes can be made mid-year.

2019-20 COACHING STAFF ASSIGNMENTS

Bruce Salmon

Athletic Coordinator

VOLLEYBALL

Hd	Karen Young
1	Jeehyun Park
2	Gabby Lammie
FR	Jacob Kaase

FOOTBALL

Hd	Bruce Salmon
<i>OC</i>	Ben Wiatrek (Off Coord.)
<i>DL</i>	Taylor Greene (Def Coord.)
<i>DL</i>	James Davis
<i>9th</i>	Eric McCune
<i>RO</i>	Chris Silvas
<i>S</i>	Robert Young (Assistant HC)
<i>C</i>	Devin Chappell
<i>OL</i>	Barry Brinkley
<i>OL</i>	Peter Zoumboukos
<i>9th</i>	Henry Brodnax
<i>9th</i>	David Kator
<i>REC</i>	Nick Rodriguez
<i>9th</i>	Mike Honeycutt

CROSS COUNTRY

Hd	Daryl Faulks
1	Sean Dickson
JV	Stephanie Stanley

TRAINER

1	Robert White
1	Monica Smith

Taylor Greene

Assistant Athletic Coordinator

GIRLS SOCCER

Hd	Daryl Faulks
1	Sean Dickson
JV	Gabby Lammie

BOYS SOCCER

Hd	Rene Medina
1	Eric Crawford
JV	Erick De Los Santos

SWIMMING

Hd	Marc Alpert
1	Cory Rebman

GIRLS BASKETBALL

HD	Brock Ramsey
1	Frode Andersen
JV	Michelle Garcia
FR	Stephanie Stanley

BOYS BASKETBALL

HD	Ben Wiatrek
1	Marcus Winn
JV	Eric McCune
FR	Devin Chappell

POWERLIFTING

BHD	Jeehyun Park
GHD	Cory Rebmann

Robert Young

Girls Coordinator

TRACK

GHD	Michelle Garcia
BHD	Taylor Greene
1	Frode Anderson
1	Chris Silvas
1	Marcus Winn
1	James Davis
1	Mike Honeycutt
1	Nick Rodriguez

SOFTBALL

HD	Robert Young
1	Karen Young
JV	

BASEBALL

HD	Toby Robinson
1	Jacob Kaase
JV	Henry Brodnax
FR	David Kator

GOLF

Hd	Kent Smith
1	

TENNIS

Hd	Orlando De La Fuente
1	Mark Cisneros

WEIGHTROOM

Hd	Barry Brinkley
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MISSION & PHILOSOPHY

MISSION STATEMENT

The mission of the Lehman Department of Athletics is to inspire champions today and prepare leaders for tomorrow by providing a positive environment that enables student athletes to achieve the highest academic, athletic, and personal aspirations. The department of athletics is committed to holding every aspect of our program accountable for striving for unparalleled standards in education, athletic competition, facility development and maintenance, as well as relationships within our internal and external communities.

PHILOSOPHY

The Lehman Athletic Department promotes success in athletics without compromising excellence in academics or integrity in its commitment to rules or conduct. Student / athletes are encouraged by the coaching and administrative staff to maintain a balance between athletics, academics and the social aspects of high school. It is believed that athletic participation gives an added dimension to the student's overall high school experience and provides an opportunity for social, moral, emotional, and cultural growth and development.

The athletic program strives to create traits that once acquired will carry over and benefit student-athletes in their personal and professional endeavors. Hays CISD maintains a tradition of excellence in interscholastic sports. The Department of Athletics continues to uphold this tradition by striving to make each athletic team and individual of championship caliber. Its staff members will work to instill an appreciation for hard work, perseverance, and pride in accomplishment. It is believed these attributes will be utilized throughout the student/athlete's life.



Character, Class & Total Effort





Lehman Athletics Department

Lehman Athletic Rules and Policies

Our purpose is to do it right and do your best. Therefore, we have as few rules as possible. We should ask ourselves four questions:

1. Will it make you a better person?
2. Will it make you a better student?
3. Will it make you a better athlete?
4. Will it make you a better teammate?

If the answer is “NO” to any of the above questions then there will be a rule against it. And there will be no exceptions. If the answer is “YES”, then there is no need for a rule.

We believe that athletics is a privilege not a right. We hold our athletes to a higher standard in all aspects of school, athletics, and personal choice. Lehman student / athletes will be held accountable in the following areas:

LOBO ACCOUNTABILITY

- CLASSROOM BEHAVIOR & DILIGENCE
- ATTENDANCE — SCHOOL & ATHLETICS
- SPORTSMANSHIP — ON & OFF THE FIELD
- CHARACTER
- SCHOOL REPRESENTATION
- TRAINING RULES



Lehman Athletics Expectations and Rules

HAYS CISD provides an athletic program for the benefit of the students. It is believed that participation in a competitive athletic program can provide students an opportunity to learn responsibility, dedication, leadership, hard work, respect for rules, respect for authority, and other positive qualities. Regulations are established to promote these qualities and to help build and maintain a strong athletic program. It is recognized that athletic expectations exceed the standard rules. We believe this is necessary in order to maintain a favorable attitude and proper conduct at all times. Violations of the rules will result in corrective and / or disciplinary action. The facts and circumstances will be taken into consideration when determining what action will be taken. Students may be dismissed from the athletic program for violation of the below mentioned expectations and rules:

1. **Student Parent Handbook:** Athletes must review and be familiar with the sections regarding athletics and abide by all school rules.
2. **Profanity:** Athletes will not use profanity or obscene gestures.
3. **Stealing:** An athlete taking the property of another, especially that of a teammate, without right or permission may be dismissed from the team.
4. **Hazing / Bullying:** Any incident of hazing or bullying will not be tolerated. Parties involved will be subject to disciplinary actions and possible removal from the team. School District Policy and State Law will be followed.
5. **Drugs / Alcohol** — Use of alcoholic beverages, tobacco, narcotics or other mind-altering substances will not be tolerated. Failure to comply with this policy may result in dismissal from the athletic program.
6. **Appearance** — The Student Handbook Dress Code will be enforced. Hair styles that interfere with performance will not be permitted. Long hair styles should be restricted. Student / athletes are not to wear earrings and / or facial jewelry at any time while represent Lehman athletics.
7. **Illness** — Athletes who will miss a practice, game, or athletic activity, must notify the head coach in advance. Failure of notification will result in an unexcused absence.
8. **Equipment and Facilities** — Athletes are responsible for the security and care of both personal belongings and equipment issued to them. Lockers should be used and remain locked when not supervised. All issued equipment must be returned. Locker rooms and dressing areas should be kept neat and clean.
9. **Quitting a Sport** — Athletes who quit a sport will not be allowed to join another team until the first sport has completed the regular season schedule. Athletes must meet with the head coach prior to leaving a team. Any missed practices must be made up prior to competing in any other sport.
10. **Participation:** Athletics is a privilege. It is our philosophy to see as many students as possible participate in athletics. We will encourage coaches to keep as many students as they can without compromising the integrity of their sport or team. Time, space, facility, equipment, and any other relevant factor will place limitations on the most effective squad size for any particular sport.
11. **Campus & Sport Policies:** Coaches may enforce additional rules and procedures specific to their sport. Notification of these rules and procedures will be given to and signed by athletes and their parents at the beginning of each season.

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Lehman Athletics



Athletic Period

Athletic Period Beliefs:

1. Entrance to an athletic period will require a coaches signature. The Athletic Period is reserved for student / athletes who actively meet all team requirements.
2. Continual enrollment in an athletic period requires participation in a minimum of one team sport. Athletes who fail to comply will be reviewed by the Athletic Coordinator and Head Coach.
3. Junior High Athletes will be reviewed in March of each year according to the participation standards. If all standards are met, the athlete will be placed in the athletic period the next year. If there are any issues, a coach will contact parents to discuss an improvement plan to be completed by the end of the school year.
4. All High School Athletes must meet the participation standards, try-out and make a team before being placed in an athletic period. If an athlete does not make the team, he may enter the athletic period after the regular season by meeting with the head coach and meeting the participation standards.
5. All athletes who are not academically eligible at the beginning of the year will not be placed in an athletic period at the beginning of the school year.
6. Athletic periods will provide year round strength & conditioning, character, and leadership development. In addition, in-season times will focus on competition preparation. Off-season will times will focus on skill development. Athletes in team sports are required to be enrolled in the athletic period.
7. **Admittance to an athletic period is a privilege that must be earned by the athlete.**
8. Denied athletes will be given a verbal improvement plan by the head coach. Further information can be requested by the parent through conference.
9. Athletes are expected to remain in the athletic period for the entire time for supervision reasons.

LEHMAN ATHLETIC DEPARTMENT

1700 Lehman Rd.

Kyle, TX 78640

Phone: 512.268.8454 ext. 47660

Fax: 512.268.6127

www.GoLoboNation.com



Conference Meeting Progression

Player should meet with Coach

Player and Parent should meet with Coach and Head Coach.

Player, Parent, Head Coach and Athletic Coordinator should meet.

Parent and Principal

Parent and Superintendent

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Participation

Participation Standards:

We believe athletics is a privilege that is earned each and every day. An athlete is expected to be a role model for our school and community. Their actions, whether good or bad, will reflect on the athletic program as a whole. With the choice of athletics comes the expectations of wanting to be the best person, best player, and having a championship caliber team.

1. Exceeds academic requirements for eligibility.
2. Displays conduct, work ethic and accountability that is becoming of an ambassador of the Lehman community & school.
3. Left his/her previous program in good standing.
4. Has attempted to enter the program at the earliest available date.
5. Meets all eligibility requirements as established by the UIL.
6. Has cleared a physical evaluation by a doctor releasing the student/athlete to play.
7. Permission form and paperwork has been completed.

Program Entry

- Unconditional entry if all seven standards are met.
- Probationary entry if most of the seven standards are met and a coach will vouch for the student / athlete based on their observations of his / her attitude and effort.

Violations of a probationary contract will result in immediate removal without any forewarning or second chance.

- If entry is denied, the coach will outline an improvement plan based on the seven participation standards.

It is the student's responsibility to seek program entry.

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In accordance with "Individuals with Disabilities Education Act (IDEA)... HAYS CISD offers athletics as a "selective or competitive" program in which we require a level of student / athlete skill or ability in order to participate in high school sports, so long as the selection or competition criteria are not discriminatory and are applicable to all student / athletes.

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Try outs

Try Out Beliefs:

1. Athletes will have to try-out for teams according to try out procedures set up by each head coach.
2. All Athletes are required to meet the Athletic Participation Standards in order to be eligible to try out.
3. All Junior High Athletes will be placed on an "A", "B" or the Developmental team. The A / B team will compete against other schools. B games will be scheduled when our opponent has similar numbers. The developmental team will participate at the intramural level.
4. All High School athletes will tryout for their respective teams. Athletes must make a team in order to be placed in the athletic period.
5. Team assignments are at the sole discretion of the head coach. Coaches are not obligated to discuss team placement with players or parents based on UIL guidelines.
6. In football, if a B Team game is not an option, (Football) we will attempt to play a 5th quarter with willing opponents in order to give developmental players more game reps to mature and grow as a player.

PROCEDURES:

- All athletes who meet the participation standards will be given a tryout period. The athlete must contact the coach at the earliest available time in order to set this up.
- Each coach will conduct a preseason try-out meeting to give each athlete the try-out procedures, time-lines, and criteria.
- Athletes not making the team will not be placed in the athletic period. However they may meet with the head coach after the season is over and ask to enter the off-season program. Entry will be granted according to athletic participation standards.
- Athletes accepting a team offer acknowledge their practice obligations that occur throughout the season to include school holidays when designated.

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Note: The coach will complete a Start-Stop-Continue evaluation on the athlete to outline an improvement plan, but is not allowed to speak about playing time or team assignment.

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Academics

Academic Beliefs:

1. Athletics is an extension of a student's education experience.
2. We are here to facilitate and enhance the education process by motivating kids to do their best in all endeavors.
3. Athletics teaches life-long lessons that are necessary to the maturation of a young adult. It is our coaches' responsibility to teach and stress these lessons and our athletes will be held accountable to each.
4. Athletes are expected to attend classes daily and on time. Coaches should work to limit the amount of missed class time due to co-curricular activities.
5. Athletes must be in class attendance to be compliant with school policy in order to be eligible to participate in inter scholastic competition that day.
6. Athletes are expected to be in the athletic period every day. Any exception to this must receive prior consent from the Head Coach or Athletic Coordinator. **Violations will result in an "unexcused & avoidable" absence from athletics.**

Grade Check Program

Coaches will complete a weekly **Missing Grade / Zero check**. Athletes will run an OFI for each Missing Grade or Zero prior to the end of the week competition.

First Progress Report — At risk athletes should be counseled after teachers are emailed. Assign tutorial time as needed until grades are passing

Second Progress Report — Contact parents and set up a plan to include tutorials, additional conditioning and other assignments as needed until athlete provides a teacher note of good standing.

Grading Periods — check eligibility reports and inform ineligible players. Convey player expectations.

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Removal from the Athletic Period

- Athletes who fail 2 back to back 6 weeks due to non compliance with the grade program will be placed on an athletic contract.
- Athletes may be removed from athletics if they violate their academic contract.
- Removals may be appealed by setting up a conference with the Athletic Coordinator. Both the parent and student / athlete must be present.

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Athletic Dress Code

1. Student-athletes are accountable to the local school dress code, as well as the Texas High School Coaches Association Dress Code. Earrings and other jewelry should not be worn during practices or game competition. Hair should be managed or kept so as to not interfere with a competition. Facial hair should be managed and kept
2. Student-athletes shall travel neatly dressed, while in game shirts or uniforms. This will include home competitions. Baseball hats should be worn correctly and facing forward.
3. Student-athletes should dress the same during interscholastic competition or practice. All colors worn should be the school board approved (Royal Blue, Gray & Silver) or neutral colors such as black and white. (see uniform code)
4. Student-athletes shall wear their uniforms as they are intended to be worn during practices and games. Shirts tucked in, pants pulled up, hat on forward, sleeves not rolled up or jersey not tucked under pads.
5. When school equipment / shoes are issued, all student-athletes must wear issued equipment unless they have been given prior consent from the head coach. All personal protective equipment must be approved by the head coach.
6. Athletes will be provided with athletic clothes and will be held accountable for dressing out daily and correctly. Additional clothes may be purchased through the athletic department.
7. Offseason athletes are required to wear blue or black shorts with any school spirit shirt that is in team colors (blue, gray/silver, black, or white).

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Practice & Game Attendance

Practice & Game Attendance Beliefs:

1. Athletics is a privilege. This privilege is earned daily through athlete commitment to the team of time and effort. **Thus, all practices and games have mandatory attendance.**
2. Absences must be texted or emailed to a coach prior to absences.
3. Absences without prior notification will be considered **unexcused**.
4. Tardies in excess of 20 minutes to the athletic period or after school practice will be considered absences and must have prior consent or must be called in. Failure to do so will result in make up conditioning according to the absence policy.
5. Schedule outside appointments at times other than during school and **athletics**.
6. All absences must be made up prior to being eligible to play in the next competition

UNEXCUSED ABSENCES: will result in make up conditioning as well as additional "Do Rights" for not calling in to confirm the absence.

EXCUSED ABSENCES:

- that could have been avoided will result in make up work.
- that were unavoidable will not have any make up.

The nature of the absence will be determined by Head Coach.

Absences due to participation in other UIL sports or other school events will not result in make up work. It is the athletes responsibility to confirm the absence with the Head Coach.

NOTES

School events will take precedence over all non school activities.

It is the athlete's responsibility to have prior communication with the coaching staff.



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Character

Character Beliefs:

1. Our athletes are ambassadors of our program, school, and community.
2. Athletes will be held accountable for their behavior and citizenship in the classroom, community, practices and games.
3. Athletes are expected to role model positive behavior.
4. Athletes are expected to be involved in the community and all aspects of the athletic program.
5. Athletes will be treated with respect and will be expected to be respectful.
6. Attitude is the biggest indicator of success. Coaches, players, parents, teachers and administrators are all responsible for helping build that positive attitude in the classroom and on the field.
7. Student/athletes are to notify their coach immediately after any "poor decision" they may make. Immediate notification will be taken into account when determining the appropriate consequence.

Consequence Progression

Level 1: Character issues will be reported to the coaching staff. Coach will investigate and then meet with the athlete to determine additional conditioning with respect to the athlete's behavior.

Level 2: Persistent misbehavior will result in the Head Coach and Athletic Coordinator designing a contract and meeting with parent and player.

Level 3: If the contract is violated, the Head Coach, Athletic Coordinator, and Principal meet to discuss removal and athletic suspension length.

NOTES



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Discipline

Discipline Beliefs:

1. Coaches will practice tough love, but be fair and consistent because the lessons being taught are life/long.
2. Consequences shall be equivalent to the mistake.
3. Discipline shall be handled immediately.
4. Make sure the athlete understands what they did incorrectly and outline a plan of action to improve.
5. Continual discipline issues will not be allowed to take away from the team.
6. Athlete will be held accountable for attitude, effort, citizenship and loyalty to the team.
7. All events will be documented. Parents will be contacted when behavior becomes an issue.

Consequence Progression

Level 1: Coach will write up discipline issue and submit it to the athletic coordinator for review.

Level 2: Head Coach / Athletic Coordinator will assign after practice conditioning based on a write up or severe issues.

Level 3: Position Coach and Head Coach will design a contract and meet with parent and player.

Level 4: Head Coach, Athletic Coordinator, and Principal meet to discuss removal and athletic suspension length.

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Leadership

1. Each team will have a leadership council comprised of representatives from each grade. As an extension of the off-season program, the head coach determines a list of potential members based on player and coach input.
2. This council should serve as a communication tool between the team and coach when dealing with team issues such as attitude, accountability, discipline, and setting goals.
3. The coach will outline frequent leadership development opportunities for the council to learn positive leadership techniques (meetings, team building exercises, etc.).
4. The goal is to give the players ownership of the team and apply the life-long intangible lessons that athletics teaches.
5. Leadership council members are subject to higher standards of expectations. If a leader were to violate team rules, a possible suspension or removal from the council may be warranted.
6. Team Captains, MVP's and Athletic program awards will be limited to a pool of active leadership council members that are in good standing and have actively participated in leadership training provided by the head coach or athletic program.

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It is our belief that teams reach their highest potential when the best athletes are also the best leaders. Head Coaches will be evaluated on how they teach, develop and promote positive leadership through word and action. Leadership is best evaluated by the way the athletes act, their body language and the words in response to adverse situation.

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Athlete Sportsmanship

Athlete Sportsmanship Beliefs:

1. Athletes will be held accountable for the actions on the field or court.
2. The head coach is responsible for distinguishing between serious un-sportsman-like conduct and routine infractions.
3. Athletes are to avoid "trash talking" and should learn how to celebrate with their team. Athletes are responsible for helping teammates abide by sportsmanship standards. This include diffusing situations rather than encouraging or instigating disagreements.
4. Athletes are expected to get excited and play with emotion, but they should refrain from complaining or drawing attention to themselves.
5. Athletes will not be removed for competition infractions that in the judgment of the head coach did not have any mal-intent.
6. Unsportsmanlike behavior should be addressed by the head coach, parent and player.

Consequence Progression

Level 1: The coach will remove the athlete from the game or practice situation. The circumstance of this removal is at the discretion of the Head Coach. After the practice or game the Head Coach will conference the athlete.

Level 2: A second offense will result in an athletic suspension and discipline contract as determined by the Head Coach and Athletic Coordinator.

Level 3: If the contract is violated, the Head Coach, Athletic Coordinator, and Principal meet to discuss removal and the length of the athletic suspension.

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Unsportsmanlike behavior is usually a reactive habit. Athletes react poorly to being unprepared or being caught taking the play off. Unsportsmanlike behavior puts the players emotions in front of the well being of the team.

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Team Chemistry

1. Team Chemistry is one of the top indicators of team success. Thus it is important that as players, coaches, parents and fans we conduct ourselves in a manner that is conducive to creating a positive environment for kids and teams.
2. Cyber-smearing is a defamation that occurs through social networks or other internet based sites. It is the belief of the Hays CISD athletic department that this type of behavior is disruptive to the development and success of our school system as well as athletic teams.

Engaging in oral or written threats to cause harm or bodily injury to another student, a District employee, official, or volunteer, or school property, including threats made using the internet or other computer resources at school including website or internet postings, if the threat causes a material or substantial disruption at school. (Tinker v Des Moines ISD)

3. In cases where a disruption of team chemistry has occurred, disciplinary actions will be taken in order to protect the spirit of the team.

Consequence Progression

Level 1: The Head Coach and Athletic Coordinator will conduct a conference with the athlete and parent to document and correct the issue.

Level 2: Re-occurrence of cyber-smearing will result in a disciplinary contract and a suspension of competition to be determined by the head coach and Athletic Coordinator, not to exceed two calendar weeks.

Level 3: Further violation of the contract will result in the athlete being removed from the team and athletic period. Or the parent being prohibited from attending games based on recommendation from the Athletic Coordinator and determined by the principal.



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Fan Sportsmanship

Fan Sportsmanship Beliefs:

1. This is high school athletics, our athletes are amateurs, and we compete in the spirit of good sportsmanship.
2. All fans should focus on cheering for the Lobos and encouraging their son or daughter.
3. Every fan has the responsibility to avoid talking negatively about any player, team, coach or other fan.
4. We will take what ever steps are necessary to provide a safe atmosphere for our players, our opponents, and fans.
5. Most kids participate in athletics because they want to have fun and be with their friends. Let's respect and protect their right to be a kid.
6. In addition, we will follow all guidelines as described by the UIL.

Consequence Progression

Level 1: The Administrator will correct the unsportsmanlike behavior with a verbal warning. Any warnings issued should be documented and reported to the Athletic Coordinator.

Level 2: Any serious or persistent unsportsmanlike issue will result in the immediate fan removal. Any removal will be reviewed by the Athletic Coordinator and Principal. The fan will be contacted by the Principal and Athletic Coordinator for conference.

Level 3: Severe issues will result in a suspension from athletic events for a period to be determined by the Athletic Coordinator, Director and

NOTES



LEHMAN ATHLETIC DEPARTMENT

1700 Lehman Rd.

Kyle, TX 78640

Phone: 512.268.8454 ext. 47660

Fax: 512.268.6127

www.GoLoboNation.com

Conference Meeting Progression

Player should meet with Coach

Player and Parent should meet with Coach and Head Coach.

Player, Parent, Head Coach and Athletic Coordinator should meet.

Parent and Principal

Parent and Superintendent

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Playing Time

1. It is recommended that depth charts should be posted weekly to reflect team and position.
2. Work to develop three players for every two positions.
3. Playing time is guaranteed at the junior high, but not equally
4. High school squads are competitive, and thus playing time is based on practice performance.
5. High school teams do not guarantee playing time.
6. Coaches should notify a player a day in advance if the status of his / her team changes.
7. Missed practice / game time must be made up before an athlete can participate.
8. Coaches are prohibited from discussing playing time, team designation, and or tryout decisions with parents and players. However a coach is obligated in writing to identify areas of strength as well as areas needing improvement.
9. Our athletic program will provide many extra opportunities for our athletes to improve their ability. Examples are open gym, weight room, strength camp, 7 on 7, and summer leagues. Even though all of these programs are voluntary, an athlete's consistent participation will increase their performance, thus improving their chance to make a team, make the varsity, or earn more playing time. Although extra effort helps a player, it does not guarantee anything. There will be no greater influence on playing time and team assignment than daily practice performance.

Playing time depends on practice performance of the following qualities:

1. Knowledge of assignment
2. Effort and Attitude
3. Aggressiveness and Mental Toughness
4. Sport Skill
5. Athletic Ability and Skill

Athletes and parents may request a player evaluation at any time but playing time is at the sole discretion of the coaching staff.



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PLAYER NON NEGOTIABLES:

1. BE ON TIME.
2. HAVE A GREAT WORK ETHIC.
3. GIVE TOTAL EFFORT.
4. BE IN CONTROL OF YOUR BODY LANGUAGE.
5. WORK WITH GREAT ENERGY.
6. HAVE A POSITIVE ATTITUDE.
7. PLAY & PRACTICE WITH PASSION
8. BE COACHABLE
9. DO THE EXTRA TO GET BETTER.

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Parent / Coach Conferences

Parents have the right to know, and understand, the expectations placed on them and their children. Coaches have the right to know if parents have a concern; they will discuss it at the appropriate time and place.

1. **Communication parents should expect from the coach:**

Coach's philosophy and expectations, location of times and practices, team requirements, and procedures that will be followed if your child becomes injured.

3. **Communication coaches expect from parents:**

Parent concerns expressed directly to the coach at the appropriate time and place, specific concerns regarding a coach's philosophy or expectation, notification of scheduling conflicts as early as possible.

4. **Appropriate things to discuss with the coach:**

The mental and physical treatment of your child, what your child needs to do to improve, and concerns about your child's behavior.

5. **Issues NOT appropriate for discussion with the coach:**

How much playing time each athlete is getting, team strategy, play calling or any situation that deals with other student-athletes.

Parents with concerns with a coach should:

1. Call the coach to set up an appointment. Coaches will return phone calls when in 48 business hours.
2. If the coach cannot be reached, call the AC and ask him to set up a meeting for you.
3. Think about what you expect to accomplish as a result of the meeting.
4. Stick to discussing the facts, as you understand them.
5. Do not confront the coach before, during or after a practice or contest. These can be emotional times for both the parent and coach. Meetings of this nature tend to escalate not resolve the situation.

If the coach meeting did not resolve the situation:

1. Call the Athletic Coordinator to set up a meeting with the Coach, Parent and Athletic Coordinator.

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There are situations that may require a conference between the coach, parent and student-athlete. These are not discouraged, as it is important for each party to have a clear understanding of the other's position. When these conferences are necessary we ask that you follow the above progression and guidelines in order to facilitate a safe and professional environment at Hays CISD.

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Conference Guidelines

Conference Guidelines:

1. Coaches will return all phone calls within 48 business hours.
2. Conferences will be set during normal conference times or by appointment at all other times.
3. Coaches will prepare a player evaluation for scheduled conferences.
4. Coaches are prohibited from meeting with parents after games or practices unless an appointment was pre-arranged.
5. Coaches are prohibited from discussing team assignments or making player comparisons as recommended by the UIL.

Coach's Conference Checklist

1. Discuss format and procedures.
2. Listen to the parent's points of question.
3. Address each point and ask questions if necessary.
4. Inform the parent of athletic procedures. Utilize handbook.
5. Outline improvement plan for athlete (Start/Stop/Continue) plan.
6. Make arrangements for conference follow up if necessary.
7. Give a copy to the parent and Athletic Coordinator.

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Multiple Sport Athletes

It is the policy of the Hays CISD Athletic Program to encourage each student/athlete to play in a variety of sports. It is the duty of head coaches involved and the Athletic Coordinator to develop a plan to share student-athletes when conflicting time constraints arise. Each plan will be set up and clearly communicated to the coaches, parents, and athletes prior to the anticipated conflict. Each plan will be established according to the following progression:

1. School sports take precedence over club organizations.
2. In-season sports will take precedence, while play-off sports take precedence over in-season sports.
3. If both sports are in an offseason phase, the next sport up will take precedence.
4. When both seasons are running concurrent, a specific plan will be developed for each individual athlete according to their needs. This plan will be developed by the coaches not the player or parent.
 - a. Playing two sports simultaneously may modify an athlete's practice requirement, but does not excuse them from any criteria the head coach deems as necessary.
 - b. A clear weekly and daily practice plan will be given to the athlete. He / She will be held accountable to that plan.

NOTES

If there are any conflicts or confusion about what is expected the following procedure should be followed:

1. The student/athlete and/or parent should contact each of the coaches involved.
2. The coaches will meet and seek a resolution.
 - a. If a resolution is agreed upon then either of the coaches will notify the Athletic Coordinator of their plan.
 - b. If a resolution is not agreed upon then both coaches should meet with the Athletic Coordinator to determine a plan of action
3. The parent and student/athlete should be notified of the resolution, as well as any other student-athlete with similar circumstances.



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The LHS Athletic Department philosophy and practices toward multiple sport coordination should extend to other school activities and school sponsors. It is the head coach's responsibility to come up with a plan and holding the athlete accountable to it.

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Athlete Injuries

Injured Athletes Beliefs:

1. The safety and well-being of our athletes is the first and foremost concern of the athletic program and coaches. In non emergency situations, we encourage all players / parents to communicate with our trainer prior to going to the emergency room or their primary care physician.
2. The safety of the athlete is a shared responsibility of the athlete, coach, parent, and trainer. All parties mentioned must openly communicate with one another.
3. Athletes should report any injury to the supervising coach immediately. Appropriate measures will be taken to address the issue to include, but not limited to training modalities, emergency care, parent contact, doctor referral, and rehabilitative treatment.
4. Treatment of Injuries or Illnesses will be done daily between 7:15 am – 7:45 am. If an athlete is injured, the athlete is **required** to attend morning treatments. Failure of an injured athlete to keep treatment appointments will be interpreted as the athlete's unwillingness to cooperate with the athletic training staff and/or physician for a timely return to competition. The head coach will be informed of any athlete's failure to keep scheduled appointments.
5. Decisions concerning the availability of an athlete for practice or games shall be the sole responsibility of the athletic trainer and/or physician and will be communicated by the trainers daily through email.
6. It is the policy if the athletic department to follow up on injuries with a phone call to the parent.
7. Dr. Rodriguez is our team doctor. He offers a free Saturday morning sports clinic during football season. We highly recommend that our athletes utilizes this service when necessary.
8. In cases of potential concussions, the athletic trainer will provide a list of recommended doctors who deal work with concussion cases and protocol on a regular basis.
9. Injured athletes are not to leave workouts without permission from the coaches. Coaches should call for the trainer or walk an athlete to the training room when an injury occurs. Coach and trainer are responsible with following up with one another after the workout is over.



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All injured athletes are expected to be dressed out and at the entire practice and participating in whatever way possible. Injuries are not an excuse for being absent from practice.

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Parent and Doctor's Notes

- An athlete must have a parent note in order to be excused from activity.
- Parent's notes excuse athletes from activities of up to a maximum of 3 consecutive days.
- Injuries prohibiting activity for more than 3 consecutive days should have a doctor's note.
- Injured athletes are expected to participate in a modified workout which accounts for injury and rehabilitation plan.

Players and parents are expected to contact the trainers and / or head coach prior to going to the doctor in non emergency situations. The athlete / parent must get a copy of the doctor's note to the trainers upon their return to school anytime an athlete sees a doctor.

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On Field Expectations

1. Athletes will be respectful of the team (the opponents and their own), the game, and its rules (to include game officials).
2. Attention to detail should be given to how we play the game.
 - Celebrate with your team, do not draw attention to yourself.
 - Hand the ball to the official after every play, never leave it on the ground.
 - Avoid all conversations with officials unless performing duties as a captain or instructed by the Head Coach.
 - Play hard, but fair and do it between the whistles and lines.
3. Excessive temper flares or avoidable un-sportsman-like penalties will result in removal from the game for a period whose length will be determined by the head coach. (see the Athlete Sportsmanship policy)
4. Insubordinate sideline behavior will result in the removal from the game and will be reviewed for any further suspension or removal from the team.
5. Players will show respect for the competition by kneeling during injuries and refraining from “trash” talking.

Violations will result in corrective consequences according to the head coach. Continual failure to meet expectations may result in a minimum of competition suspension or a maximum of removal from the athletic program.

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Travel Expectations

Lehman Athletes are ambassadors for our program, school and community. They should conduct themselves in such a manner that we want our opponent to view Lehman. A choice of participation in athletics is an acceptance of this responsibility and duty to uphold a high standard of behavior.

1. Student/athletes will conduct themselves in a respectful manner during bus travel, eating out of town, staying overnight, or waiting for or after competitions.
2. Out of town games are considered business not field trips. Student/athletes should talk quietly, if at all on the way to games. The return trip should reflect the nature of the game. If we lose the game, the athletes should talk quietly on the way home, but should also be reflective of what happened. If we win, athletes should enjoy themselves, but should not shout, engage in horse play or remove themselves from their seats.
3. Student-athletes will ensure that locker rooms, sidelines, and benches are clean. Student/athletes are expected to pick up after themselves.
4. Student/athletes are to respect all properties and facilities.
5. Student/athletes are to ensure that all buses are clean after out of town trips. No trash is to be left on buses.
6. Student/athletes will be provided a time eat prior to competition. They are encouraged to bring food for this time. As an athletic department, we only budget to feed athletes during post season competition. Teams may choose to fundraise money to go towards regular season team meals. Further parents are encouraged to participate in the "Lobo Mom" program that makes sandwiches and snacks for kids after games.
7. While traveling to away games while not in school uniforms, student athletes are expected to dress within the student dress code.

Violations will result in corrective consequences according to the head coach. Continual failure to may result in a minimum of competition suspension or a maximum of removal from the athletic program.



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Letterman Jacket Policy

The Lehman Letterman Jacket Policy is:

1. Varsity letters are earned based on the criteria of the coach established by the head coach in accordance with athletic policy as well as specific to the nature of the individual sports. These letterman policies will be clearly defined in the preseason sport meeting.
2. It is the policy of LHS to purchase ONE letter jacket for each student who has met the following criteria:
3. Letter jackets will be measured each December, March, and May. All sponsors are responsible for submitting a list of eligible lettermen to the Athletic Coordinator.
4. If a student / athlete misses the regular scheduled measuring date, they may be measured at the next date.

It is LHS policy to purchase one letter jacket for each student who successfully completes letterman requirements for their sport.

Measurements are conducted in December, March and May of each school year.

Letterman questions should contact
Michelle Richardson at
michelle.richardson@Hayscisd.net
512-268-8454 x 47660

Patch questions should contact: Centex
Recognition at 512.504-7100 or
kristiem@ctrecognition.com

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Sports specific Criteria:

1. Can be found on the school athletic web site under each sport.
2. Should be provided by your head coach in the player / parent handbook
3. Copies may be requested by contacting your head coach directly by email.

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Quitting the Team

The Lehman Athletic Department strives to discourage athletes from quitting a sport during the season. It is in the best interest of the student/athlete to learn to finish what they start. If a student/athlete decides to quit:

1. The student-athlete must bring a signed parental consent to the head coach, and
2. Meet with the head coach for an exit interview to determine the reason and review the athletic rules on quitting.

GOOD STANDING

The student/athlete has completed the competitive season and/or is participating in off season.

OR

The athlete decided not to play prior to the end of a trial period date not to exceed 30% of the preseason and regular season schedule.

The athlete has met with the head coach prior to when the athlete stops coming to practice.

The athlete has displayed class and character under all circumstances related to their decisions not to play.

POOR STANDING

The student/athlete did not complete the competitive season and is not currently participating in off season.

OR

The athlete decided to quit after the initial trial period of 30% of the preseason and regular season schedule.

The athlete did not meet with the head coach, but rather stopped coming to practice.

The athlete showed poor class and character in the manner in which they conducted themselves when they quit.

Any player who quits a sport in poor standing is not eligible to participate in another until the first sport is complete. Any player who quits a sport forfeits all rights to any post season awards or honors.

If an athlete quits in poor standing, he must complete make up work for the remaining portion of the season, before being allowed to participate in another sport or off season.



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Stealing

Stealing Beliefs:

1. Stealing is not tolerated by the LHS Athletic Program and may result in the immediate removal from the program.
2. All athletes will be provided a personal lock and secured place to store their personal items.
3. Any items that will not fit in the locker, may be stored on a temporary basis in the coach's office.
4. **It is the responsibility of the student / athlete to secure their personal items. Coaches will assist with trying to locate the missing items, but ultimately it is the student / athlete's responsibility.**
5. All missing items should be reported immediately to the head coach.

Minimum Penalty:

Competition suspension and two weeks of conditioning.

Maximum Penalty:

Indefinite removal from athletics.

All cases will be reviewed by the Athletic Coordinator / Assistant Principal and Principal.

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Alcohol & Drugs

The HAYS CISD athletic department discourages the use of drugs and alcohol. Any use of drugs or alcohol will be punished and may result in the removal from the athletic program.

All cases will be reviewed by the Athletic Coordinator, Head Coach, and Principal. Consequences will take into consideration all relevant school and athletic policies.

Illegal Drugs

- Use of illegal drugs will result in the removal from the athletic program for a maximum of one year. Selling of illegal drugs will result in an indefinite removal from the athletic program.
- Possession of illegal drugs in a non-useable amount as deemed by the District will result in a suspension in conjunction with the school suspension. The student-athlete will be required to make up any time missed prior to competition as well as enter a probationary contract.
 - First Offenses: Disciplinary conditioning.
 - Second Offense: Disciplinary contract and competition suspension.
 - Third Offense: Automatic removal from the athletic program for one calendar year. Re-entry will be conditional based upon a disciplinary contract.

Alcohol:

- First Offenses: Disciplinary conditioning.
- Second Offense: Disciplinary contract and competition suspension.
- Third Offense: Automatic removal from the athletic program for one calendar year. Re-entry will be conditional based upon a disciplinary contract.

On campus violations (to include school sponsored events) of the alcohol policy will result in make up work in conjunction with the school suspension. All time missed must be made up prior to competition, as well as enter into a probationary contract.



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Bullying & Hazing

Bullying & Hazing Beliefs:

Lehman Athletic Program does not tolerate bullying or hazing.

- Minor offenses will result in student-athlete reprimand.
- Persistent minor offenses will result in a student/athlete and parent conference, as well as a player contract and conditioning program.
- Major offenses will be deemed as bullying or hazing and will result in immediate removal from athletics for an indefinite period

All acts of bullying or hazing will be reported and referred to the campus principal.

Determination of bullying and hazing will be in conjunction with local policy and consistent with the school's ruling.

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Uniform & Game Wear

1. All Uniforms must be in the school colors of Royal Blue and Silver.
2. Trim colors can be either of the school colors and or neutral colors of black and / or white.
3. All Jersey purchases must be submitted to the Athletic Coordinator for approval..
4. Game shoes should consist of school colors and / or uniform when we have the opportunity to offer them.
5. All other accessories (head bands, arm sleeves, hats etc. should be in school colors and / or consistent with the rest of the teams.
6. Exceptions to this must be approved by the Head Coach and Athletic Coordinator.

Trims, inserts, collars, piping, numbers or shadowing must be Royal Blue, Silver, Black or White.

All numbers should be a solid contrasting color.

School and athlete name only on back shoulder name plates.

Base Jersey Color must be Royal Blue, Silver or



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Athletic Coordinator Approval
Head Coaches are responsible for designing their jerseys.

A design of the jersey should be printed off in color.

The Athletic Coordinator is responsible for approving all Jersey designs.

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LOYALTY

“If you work for a man, in heaven’s name work for him. If he pays you wages which supply bread and butter, work for him; stand by him; speak well of him and stand by the institution he represents. If put into a pinch, an ounce of loyalty is worth a pound of cleverness. If you must vilify, condemn and eternally disparage — resign your position, and when you are outside, damn to your heart’s content, but as long as you are part of the institution, do not condemn it. If you do that, you are loosening the tendrils that are holding you to the institution, and at the first high wind that comes along, you will be up-rooted and blown away, and probably will never know the reason why.”

Elbert Hubbard, early 20th century American writer

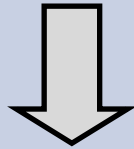


RIDE FOR THE BRAND

Chain of Command

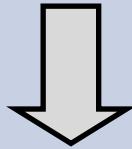
POSITION COACH

(PLAYER / TEACHER CONTACT)



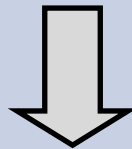
HEAD COACH

(SPECIFIC SPORT / PARENT CONTACT)



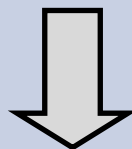
ASSISTANT COORDINATOR / GIRLS COORDINATOR

(TAYLOR GREENE — ROBERT YOUNG)



ATHLETIC COORDINATOR

(BRUCE SALMON)



LEHMAN HS PRINCIPAL

(KAREN ZUNIGA)