

School Committee Roundtable



CRLS Athletics

May 22, 2018



Agenda

- 1 Interscholastic Athletics
- 2 Role and Responsibilities of Director of Athletics
- 3 Overview of CRLS Athletics Department Comparative Districts
- 4 Cambridge Facilities
- 5 School Committee Motions
- 6 Challenges and Initiatives
- 7 Discussion

Objectives



Interscholastic Athletics

Gain an understanding of interscholastic athletics; purpose and goals.



Learn about CRLS Athletics

Who we are? What we do? What makes up CRLS Athletics?



Discuss Motions

Discuss and address School Committee motions



Reach & Depth

Understand the vast reach and depth of CRLS Athletics.



Meet the Director

Hear about AD role and responsibilities

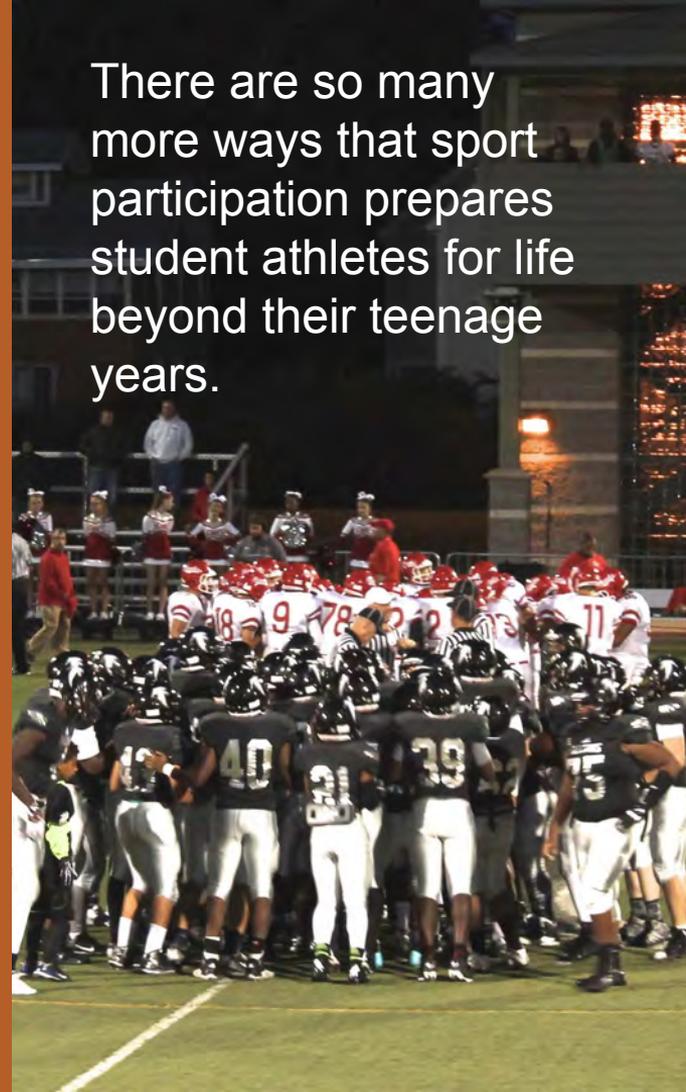
Purpose of Interscholastic Athletics

Interscholastic athletic competition is an extension of the classroom and an educational activity that provides outstanding opportunities to teach life lessons. Through participation in such programs, young people learn values and skills that help prepare them for the future. Leadership, goal setting, teamwork, decision making, perseverance, integrity, sacrifice, healthy competition, and overcoming adversity are inherent in the interscholastic athletic framework and also support the academic mission of schools. Student-athletes earn the privilege to participate by succeeding academically, and the resulting positive outcomes continue far beyond graduation. These programs exist to prepare young men and women for the next level of life, not the next level of athletics. Wins are achieved through athletics by developing successful athletes and teams, but more importantly, wins are achieved through the educational experience by developing successful and responsible students, leaders, and community members.

Examples of Relatable Life Skills

- **Teamwork:** Working with colleagues;
- **Communication:** In the work world and in personal relationships;
- **Punctuality for practice:** Develops self discipline for promptness and preparedness for professional meetings and personal obligations;
- **Fulfilling a team role i.e. practice player or substitute player:** Understanding the greater value one plays when working in a group, community, or family unit, being a good citizen, father, mother, brother, and sister.

There are so many more ways that sport participation prepares student athletes for life beyond their teenage years.



Responsibilities of the Athletic Director

SEASONAL



- Support 1250 student athletes over course of year
- Student Athlete Registration
- Coach Hiring, Coach Compliance
- Games schedules for each team
 - Team schedule: 800 events a year
 - Officials Schedules
 - Transportation Schedule: Estimated 400 trips per year
 - Facilities Permits/Scheduling
- Equipment/Uniform Purchase
- Coach Meetings/Evaluations

Responsibilities of the Athletic Director

WEEKLY / DAILY



- Supervision of Coaches/Student Athletes
- Coordination and communication with families and staff
 - Work with Deans, Safety Specialists to address or communicate concerns regarding student athletes
- Scheduling and logistics
 - Practice and games attendance
 - Schedule confirmations, buses, officials
 - Lunch duty
- Fiscal related responsibilities
 - Ticket reconciliation, cash deposits, and revenue transfer
 - PO Requisitions/Invoice Payments
 - Administer General & Grant Fund budgets
- Complete reports, special projects, daily concerns, issues which arise

Overview of CRLS Athletics

39

Varsity Programs (includes clubs)

Male (16), Female (16), Coed (7)

72 - 75

Total Team (Freshmen/Novice, JV, Varsity, Club)

110

Paid coaching positions

25+

Volunteer Coaches

Fencing, orienteering added to Athletic Department; 'Learn to' in the Fall and competitive seasons, as well.

CRLS Size/Student: 1965 students, 1023 male; 942 female

Student Athlete Participants: Approximately 1250 student athletes participating, 61% of student body participating

2014 - 2015: League Change to the Dual County League

Participation has grown each of the last four years. Added new sports, added sub varsity teams

Comparing enrollment and programs across schools

| SCHOOL | ENROLLMENT | PROGRAMS | TEAMS |
|-----------------|------------|----------|-------|
| Arlington | 1325 | 29 | 52 |
| Belmont | 1294 | 31 | 54 |
| Brookline | 2080 | 39 | 67 |
| Cambridge | 1965 | 39 | 72 |
| Lexington | 2212 | 32 | 58 |
| Lincoln Sudbury | 1529 | 30 | 55 |
| Newton North | 2148 | 33 | 59 |
| Newton South | 1893 | 33 | 54 |
| Waltham | 1620 | 27 | 51 |

Facilities available to student athletes

War Memorial

Gym, Fieldhouse, Pool, Weight Room, Multipurpose Room, Locker Rooms, Tennis Courts

Russell Field 2.3 MILES FROM CRLS

Two fields, Concession Stand, Weight Room, Storage Room

Danehy Park 2 MILES FROM CRLS

Four rectangular Fields, 3 Softball Field

St. Peter's 1.6 MILES FROM CRLS

Baseball Field, Softball Field

Rindge Field 2 MILES FROM CRLS

Baseball Field/ Pemberton Street
Tennis Courts

Fresh Pond 2.4 MILES FROM CRLS

Cross Country Course, Golf,

Other Facilities

Cambridge Boat Club, Community Boating Inc., Olympia Fencing, MIT, Simoni Rink, Boston University, and Reggie Lewis Center

Partners and Constituents

In School: Central Administration, COO, CFO, Facilities Department, Accounts Office, Human Resources, Payroll, CRLS Administration, Upper School Administration, Teachers, Safety Team, Custodians, Students, Parents, Coaches, Upper School Managers, and Coaches

In City: Parks and Recreation, Human Services, DPW, Youth Sports Organizations, CBC Board

In State: MIAA Representatives, Eligibility, Tournaments, Non League opponents

Out-of-School: Bus Company, Vendors, Crew Parent Board, FOCA, MIT

League: DCL opponents, Official Assignors

MIAA/State: Board of Directors, MIAA Rugby Committee, Eligibility Review Board, District A, Scheduling Commitments, Tournament Entries, Tournament Directors



Questions and Discussion



School Committee Motion C17-363

November 21, 2017

Thanksgiving Day Game

Understanding why game was moved to Thanksgiving Eve.

Goals

- Larger crowd for students playing in the game
- Larger revenue from gate
- Dealing with weather issues, preparation of a night game vs. waking up earlier to a weather cancellation
- Anticipation that this event would become a grander event

February 24, 2016 an ad hoc committee was formulated to discuss option of playing on Thanksgiving Eve. This committee included several coaches, alumni, community members, and student athletes. It was the unanimous recommendation of the committee to pilot Thanksgiving Eve for two years, one away game, and one home game.

Feedback from students: Student athletes playing who have played in the game have a mixed reaction.

Next Steps: Reconvene committee to review schedule and engage Somerville partners

School Committee Motion C17-378

December 5, 2017

Coach Hiring Process

Along the lines of the School Committee's desire, it is also the goal of the Director of Athletics to hire the best coach for each position at CRLS and to do so in a timely manner.

Goals

- Post position as soon as possible
- Attract multiple qualified candidates through multiple postings, email, and parent outreach
- For each interview committee: Include AD, Teacher/Coach, parent, and/or FOCA Member, student(s)
- Recommend hire to Principal / Superintendent at least three months prior to start of the season.

Challenges:

1. Size of coaching applicant pool
2. Teacher commitments and classroom responsibilities

24 Varsity Coaching Vacancies Since 2013

- 10 coaching vacancies when only one candidate applied
- Diving this past winter: No candidates
- Parents included on interview committees as part of process

School Committee Motion C17-399

December 19, 2017

Superintendent Roundtable to discuss concerns and issues expressed by coaches around athletic programs.

It is the goal of the Director of Athletics to keep open lines of communication for all.

Goals

- For coaches to feel free to communicate concerns, issues, suggestions, etc. at any time.
- Additionally for students, parents, community members, CRLS teachers, administrators, and staff to also communicate any concerns, issues, suggestions, etc.

- Open Door Policy
- Attempts to engage conversation, ask questions

Initiatives to encourage communication

- Open Coaches Meeting
- Open Student Athlete Meetings
- Student Athlete Leader Meetings
- Student Athlete Feedback Survey

School Committee Motions C18-060/062

March 6, 2018

Academic Policy and Communication

The goal of the Director of Athletics is to propose a fair Academic Eligibility Policy, encouraging students to achieve academically as to take part in the privilege of interscholastic sports.

Goals

- Propose updated Academically Eligibility policy which encourages students to strive for academic success for the benefit of playing sports
- Formally develop a communication process for student athletes & potential student athletes in need of academic support.

Advancement of Student Athlete Academic Mentor Program

- First year with dedicated funding to an academic support stipend staff (2017-18)
- Defining how we identify students
- Communicating not only with students, teachers, coaches, but also guidance counselors, and deans
- Track each student to monitor progress

Current MIAA Athletic Eligibility Standards

- **MIAA Standard**
 - Winter and Spring seasons: Pass 2 of 4 classes in the last quarter
 - Fall Season: it is 4th quarter plus earning 40 credits over the course of the previous academic year



- **CRLS Standard:**

Higher than that of MIAA

- Have at least 70 GPA
 - NCAA eligibility center standard
- Pass 3 of 4 in last quarter
- Must pass PE & English

- **Academic Probation Criteria**

- GPA between 67.5 - 69.49
- 95% school and class attendance
- No class cutting
- Attending Homework/Tutoring Center
- Two weeks of completed progress reports showing progress
- All assignments submitted on time
- Currently not able to participate throughout the probationary period



Proposed CRLS Athletic Eligibility Revisions

- **CRLS Standard** (Higher than that of MIAA)

- Pass 3 of 4 in last quarter
- Have at least 70 GPA

- ~~Must pass Physical Education~~

- ~~Must pass English class~~

- Eliminate specific classes to determine eligibility

- **Academic Probation Criteria**

- ~~GPA between 67.5 - 69.49~~

- 95% school and class attendance

- No class cutting

- Attending homework/tutoring center

- ~~2 weeks of completed progress reports showing progress~~

- All assignments submitted on time

- ~~Currently not able to participate throughout the probationary period~~

- GPA between 65 - 69.49

- Must attend school and class consistently

- Progress reports throughout season

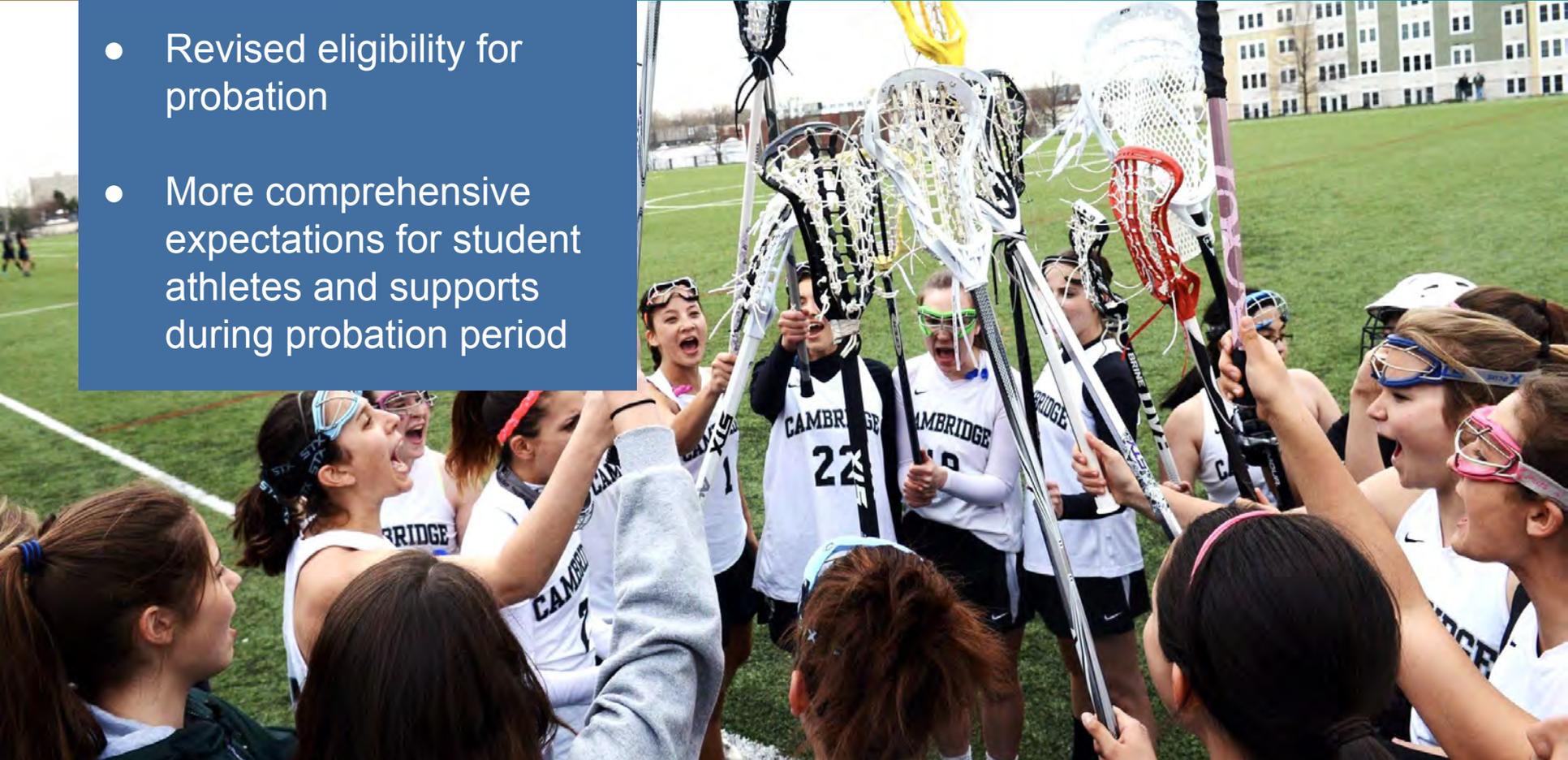
- Students may participate if meeting requirements of Academic Improvement Plan

Current

Proposed

Proposed CRLS Athletic Eligibility Revisions

- Revised eligibility for probation
- More comprehensive expectations for student athletes and supports during probation period



Proposed Academic Improvement Plan

CRLS Academic Probation Requirements

- Study Hall offered three days a week, and student must attend two per week
- Submit progress reports throughout the entire season signed by Dean and Counselor
- Student must be CRLS-eligible by next mid quarter progress reports
- End of season student must submit a reflection paper detailing what they learned, and their plan for maintaining their eligibility after the season ends
- Include families in communication

Questions and Discussion

