



RAIDERS

Handbook for
Interscholastic
Athletics

WHAT IT TAKES TO BE 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 marks of a champion.

MENTAL TOUGHNESS

Mental toughness is a will refusing 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 who 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 they 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?



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 it will foster your growth, not only in your particular sport, but in your personal development as well. Life-long lessons learned through sports involvement will benefit you well beyond your years at U-32. However, interscholastic competition demands a serious commitment. It requires long hours of dedication and perseverance but will enable you to learn to work within a group to achieve a collective goal.

This handbook has been put together specifically for the student-athlete and their 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, ext 5113.

GO RAIDERS!!

Derek Dunning
Athletics and Activities 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 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 every enrolled student has the opportunity to explore and develop their individual interest and potential as well as 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 an 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 to provide 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 to provide each student with many opportunities to explore their 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 as many individual students as possible are given an opportunity to participate.

While the ideal is full student access to 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 ensuring 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. Regarding 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

middle school 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.

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 submitted via Healthy Roster a complete and digitally signed Athletic Participation Consent Form.
6. Student must complete ImPACT baseline testing if in grades 9 or 11.

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.

“To accomplish great things,
we must not only act, but also dream;
Not only plan, but also believe.”

- Anatole France

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 won't be easy to contribute and add to such a great athletic tradition. To compete for U-32 may mean you will have to say "no" to temptations an athlete cannot afford. When you wear the Blue and White, we assume you not only understand our traditions, but are also willing to assume the responsibilities to 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're 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 a strength of character. As a student-athlete, you have a choice every day regarding the attitude 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 them know they’re accomplishing something simply by being part of the team.
2. Encourage your child to work hard, reach their potential and contribute to the team’s efforts. Don’t offer excuses for your child if they’re not playing as much as they 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 their parent’s criticism. This situation merely erodes your child’s effectiveness and lessens their 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 the 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 their academic abilities, not their athletic abilities.
6. Sport is a game, and games are supposed to be fun. Don’t 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 their opponent and demonstrate the maturity necessary to show class. Self-respect begins with self-control.
9. Remember officials are professionals who occasionally make mistakes. When a coach, player or official participates in a contest,

they are always trying to do their best. Please respect the contributions and feelings of all officials.

10. Emphasize “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.

U-32 Interscholastic Athletic Teams

FALL	VARSITY	JUNIOR VARSITY	MIDDLE SCHOOL	BOYS	GIRLS	INTRA- MURALS
Cross Country	X	X	X	X	X	
Field Hockey	X	X	X		X	
Football	X	X	X	X		
Soccer	X	X	X	X	X	
Golf	X			X	X	
WINTER						
Basketball	X	X	X	X	X	X
Ice Hockey	X			X	X	
Alpine Ski	X			X	X	
Nordic Ski	X		X	X	X	
Indoor Track (club)						X
Wrestling (Harwood Co-op)				X	X	
SPRING						
Baseball	X	X	X	X		
Softball	X	X	X		X	
Track & Field	X		X	X	X	
Lacrosse	X	X	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

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

- Tony Calabrese

ACADEMIC OBLIGATIONS:

1. Students who participate in co-curricular activities at U-32 have all of the same academic obligations as other students. They should never use their participation in co-curricular activities to shirk academic responsibilities.
2. Students who participate in co-curricular activities at U-32 must carry a minimum of seven (7) academic courses at all times. Athletic or dramatic credit is not counted in this academic expectation. A U-32 student who isn't meeting the minimum academic expectation is ineligible and may not practice or perform in any U-32 credit-bearing co-curricular activity.
3. 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 Student Services office for deadlines.
4. To participate in co-curricular functions (i.e. a game/practice or a performance/practice for a musical), students must attend a full day of school or school-related activities. Student attendance must be accounted for no later than 8:00 AM (or the beginning of TA). In some circumstances, exceptions may be made at the discretion of the Director of Co-Curricular Activities after consultation with relevant adults including parents/coaches/teachers/theater directors.
5. If a student is absent or tardy on the day of a game (or practice) they won't be allowed to play or practice that day. If students are absent or tardy to school and compete in an athletic competition, practice or performance, they'll be ineligible to compete in the next competition/practice/performance and may not travel with the group if the event is off-campus.
6. Students who participate in co-curricular activities at U-32 and who are absent on Friday (or the last day of the academic week) must have permission from the Director of Co-Curricular Activities to play, practice or perform on Saturday. Please note the Director of Co-Curricular Activities may not be at school on a Saturday to grant permission so inquiries should be made on Friday.
7. Students who have practices in the morning before school must attend all scheduled classes including TA. Failure to attend classes after

attending a morning practice will result in a suspension from the next scheduled team activity (game, practice or performance).

8. Students who fail to attend classes (cut classes) during the day will be ineligible to compete in the next competition/practice/performance.
9. If a student is unable to participate in a physical education class because of an injury or ill health, they will not be permitted to participate in a school sport that day.
10. A student may not be able to participate in any co-curricular activities on any day they're obligated to serve LOFT, spend time in the planning room, detention, in-school, or out-of-school suspension.

ATHLETIC PARTICIPATION REGISTRATION (Healthy Roster)



Students must be registered before they may tryout or practice. Registration for U-32 Athletics is completed online via Healthy Roster or with the Healthy Roster free mobile app. Healthy Roster is HIPAA Compliant so all personal health information (PHI) is stored securely.

To register, parents/guardians should request a HealthyRoster invitation by emailing U-32's Athletic Trainer, or healthyroster@u32.org, with the following information:

- 1) Parent/Guardian Email
- 2) Parent Name
- 3) Student-Athlete Name
- 4) Student-Athlete Date of Birth
- 5) Student-Athlete Choice of Sport(s)

(Only ONE parent/guardian account is needed for homes with multiple students attending U-32.)

The date of the student's last physical*, insurance information and allergy/medication information must be provided in Healthy Roster.

**The physician's Physical Form can be obtained on U-32's website or by calling U-32's Athletic Director or Athletic Trainer.*

BOOSTERS CLUB

We're 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 contact Katina Johnson at 802.595.1507 or by email: kjohnson_398@comcast.net.

CAPTAINS

Whether elected or appointed, captains play an essential role in the leadership of the team. U-32 expects 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 vital for a team to develop the cohesion essential for success.

CLUB SPORTS

We understand students frequently participate in sports outside of school. However, U-32 expects the commitment to U-32 teams to be the students' first priority should a conflict arise. Students choosing to participate in a non-school team event in favor of a U-32 team event should expect to face consequences as decided upon by the coach - including potential suspension and/or dismissal from the team. The coach must be informed of any such conflicts well in advance, in writing, but we do want to make it very clear all student participants are expected to honor their commitment to our teams for the duration of the season.

CREDIT FOR CO-CURRICULAR ACTIVITIES

Upon satisfactory completion of a credit-bearing co-curricular activity, a high school student can expect to receive a passing grade and $\frac{1}{4}$ credit toward the graduation requirement. This credit is not counted for eligibility purposes while it is being earned. Passing grades will be based on uniform return, attendance, effort, sportsmanship and teamwork, not on skill level.

The difference between a
successful person and others is not a
lack of strength nor lack of knowledge,
but rather a lack of will.

– Vince Lombardi

ELIGIBILITY

1. VPA eligibility rules apply to all students, all genders, 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.
2. 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 they're officially enrolled. Students may participate in meets as individuals, but may not participate as a member of another team.
3. 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.
4. Transfer students are eligible at once, provided 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.
5. A student who competes in any VPA sanctioned activity must be under nineteen (19) years of age, except a student whose nineteenth (19th) birthday occurs on or after August 1st is eligible for all activities in the succeeding school year. Students who have reached the age of nineteen (19) prior to August 1st shall be ineligible for all VPA sanctioned activities.
6. Students are ineligible if they've graduated from any course of study in a secondary school comparable to a Vermont system.
7. 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.
8. No student may participate in the same sport for more than four (4) seasons.

All of your dreams can come true if
you have the courage to pursue them.

– Walt Disney

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.

Students who receive an I or E are not eligible for Honor Roll status.

A special note about equipment as "souvenirs": Equipment and uniforms are the property of the school and very costly. It's also very hard to replace just 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 protecting the privacy of student education records. The law applies to all schools receiving 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 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 don't want your student-athletes 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's the policy of the U-32 School District to maintain a learning and working environment 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 meant to persecute or harass with meaningless, difficult, or humiliating tasks. Actions hindering 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 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 attacking 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 each student demonstrate they have 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 occurring 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, they must obtain a doctor's signed permission in order to return to the activity.

ATHLETIC TRAINING INFORMATION

There will be a Certified Athletic Trainer associated with every team at U-32. Our ATC 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 athletic training room, please contact:

Justin Fontaine at 802-229-0321, ext. 5122.

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 they wish 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.

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 aren't common in supervised school athletic programs, it's impossible to eliminate the risk. Participants can, and have the responsibility to help reduce the chance of injury. Participants must obey all the 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's 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 Student Services Office.

*Success is the sum of small efforts,
repeated day in and day out.*

- Robert Collier

PARENT/COACH COMMUNICATION PLAN

Communication 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 potentially resulting 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, they'll experience some very rewarding times. It's important to understand there may also be times when things don't 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's very difficult to accept your child isn't playing as much as you, or they, may hope. Coaches are professionals; they make judgment 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 student 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, ext. 5556) 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 beginning as early as elementary school. Being on a varsity level

team is in itself a major accomplishment. It doesn't happen without hard work and dedication. It's 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 for every hour of competition, the amount of time spent practicing and preparing for competition maybe ten-fold. It's during practice 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 to every level of preparation and play.

When it's 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'll 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 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 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 & 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 & 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 aren't 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 aren't being treated fairly or don't understand what's expected of them they should, at an appropriate time, approach their coach. If they have difficulty doing so, or aren't 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're asked to play as a team member acceptable relative to playing time. If this is the case, a student should consider alternative programs more 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 itself is an accomplishment. Realize your expectations aren't 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's 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's your opportunity to question a coach on their expectations, procedures, and goals. At the end of the season, you're 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's 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 don't 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 who 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, vans and buses. 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 by 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 people the opportunity to expand their educational horizons by experiencing fair and friendly competition with peers. Ingrained in 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.
- interscholastic activities provide an arena for participants to grow, excel, understand and value the concepts of sportsmanship and teamwork.
- good sportsmanship is defined as those qualities of behavior which are characterized by unselfishness and genuine concerns for others.
- 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 who engage in acts of poor sportsmanship requiring the coach or official to suspend them 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 and skiing, 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 the sport season. The student remains eligible for practices and possible credit. The coach and the Athletic Director will meet with the student to define their status during this period.

Additional school consequences may be deemed necessary if the student-athlete has been found in violation of the school's policy on fighting.

Sports don't build character.
They reveal it.
- Haywood Hale Broun

SUBSTANCE ABUSE:

CO-CURRICULAR DRUGS, ALCOHOL & TOBACCO PROCEDURES

Philosophy

U-32 is concerned with the health habits of the students of this community. Participation in co-curricular activities and the use of drugs, alcohol, and tobacco are not compatible. Substance abuse negatively affects curricular and co-curricular performance by interfering with learning processes and brain development and increases the chance of physical injury. Research indicates early use of drugs, alcohol, and tobacco increases the occurrence of addiction in adulthood. Students must not use these substances.

Participation in co-curricular activities is a vital part of a student's educational experience. Since participation in co-curricular activities at U-32 is a privilege, it's important students, parents, and coaches/advisors are aware of the necessary policies, rules, and regulations.

U-32 prohibits the use of alcohol and drugs (as defined in Policy C2), and tobacco and vaping (as defined in Policy B7). These policies prohibit the use of alcohol, drugs, and tobacco in any form for any student involved in co-curricular activities. This procedure covers student behavior from the date of the first official activity/practice/meeting, through the conclusion of the final event/competition/meeting. Students are not considered in-season between the end of their final competition and the start of the first practice of the next season as defined by the VPA.

The signature of the students and parents on the co-curricular participation agreement, signifies both the importance of their commitment and their understanding of U-32's intention to promote a healthy lifestyle and good choices. When students do violate this policy and are sanctioned, they learn a difficult but valuable lesson about the consequences of making poor choices.

- A. A student participating in co-curricular activities must not use or possess drugs, alcohol, and tobacco product or otherwise be in violation of Policy C2 or B7 including paraphernalia. This will begin with the first official activity/practice/meeting and end with the last activity/practice/meeting, including personal conduct at all times during this period whether during school hours or not and whether

school-related or not. Students and their parents will commit to this when they sign the co-curricular agreement.

1. If a student is suspected of violating this agreement, the student's case will be brought to the attention of the principal/designee and assistant principal/dean of students. They will hear the student's case and choose either to drop the inquiry or initiate the following steps.
2. If a student has broken the agreement, the student will immediately be suspended from the co-curricular activity for a minimum of one week. This suspension will begin immediately after any school suspension has been served. During this suspension, the student will not participate in any practice or contest, but the student must attend as a non-participant.
3. The student will undergo a substance abuse assessment before the end of the one-week co-curricular suspension. The student will comply with the recommendations of the assessment as a condition of reinstatement.
4. After the one-week co-curricular suspension, the student will enter a one-week probationary period. During the probation, the student will be an active member of the co-curricular activity through participation in practices, rehearsals, or meetings. However, the student will not be allowed to participate in competitions or performances of the co-curricular activity.
5. If by the end of the probation, the student has complied with the recommendations of the substance abuse assessment and followed other requirements of the procedure, the student will be reinstated, upon recommendation of the principal/designee, as a full participant of the activity. If at any time the conditions of reinstatement are not being fulfilled, the student may be removed from the activity for the balance of the co-curricular activity.
6. A student who has violated the agreement and has not been reinstated will not be allowed to join any other co-curricular activities until the substance abuse assessment has taken place and all relevant obligations concerning the violation have been met.

- B. A second infraction of this procedure during the student's U-32 career will result in removal from the activity and the loss of co-curricular eligibility for one calendar year. To be reinstated the student must undergo a second substance abuse assessment and comply with the recommendations of the assessment.
- C. A third infraction of this procedure during the student's U-32 career will result in the loss of the privilege to participate in any co-curricular activities. However, after one year's time a student who feels they're now capable of following the terms of the co-curricular participation agreement may appeal to the principal/designee for reinstatement of co-curricular eligibility. The principal/designee's decision on reinstatement will be based on whether reinstatement is in the best interest of the student and the school. In making this determination the principal/designee may consult with any of the following: substance abuse counselor, principal, assistant principal, athletic director, coach, faculty advisor for the co-curricular activity, TA, parent(s)/guardian and/or the student. Others may also be consulted, as appropriate.

The principal's determination may be appealed to the Board, whose decision will be final.

References: Tobacco & Vaping Prohibition – Policy B7
Student Medications – Policy C30
Student Drugs & Alcohol – Policy C2

TEAM RULES

All teams at U-32 are expected to abide by general School Policies and Athletic 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 buses.
7. It's expected team members will place all trash in a trash bag (and not on the floor). Buses will look the same at the end of a trip as in the beginning of one.

If one advances confidently in the direction of their dreams and endeavors to live the life they've imagined, they will meet success unexpected in common hours.

– David Thoreau

TEAM PLACEMENT & TRYOUTS

Each sport or team is unique unto itself. It's 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 which 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 as inclusive as possible as outlined under the co-curricular mission statement and operational policies (F-12). It's understood some interscholastic sports programs may require a selection process within a set of written standards in order to operate in a way beneficial for both 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 choosing 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 to enable a team the best chance to compete at the highest level achievable in high school athletics for that sport. It's a requirement 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.

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 a manner protecting 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 doesn't 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 isn't successful at making a varsity team through try-outs, they may ask the athletic director for junior varsity status under the following criteria:

- Placement at the junior varsity level doesn't 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.

First-time Senior Players

Seniors requesting to participate at the varsity level for the first time may do so only if they don't 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's expected 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 doesn't 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 student 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's any potential conflict, we suggest speaking to the coach immediately.

It's expected 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.*

It's a funny thing about life:
If you refuse to accept anything but
the best, you very often get it.

– Somerset Maugham

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's 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 SCHOOL ADMINISTRATION.**

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 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 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's 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

Sportsmanship from A - Z

Accept and abide by the decisions of the contest officials.

Be a good host to opponents and treat them as guests.

Cooperate with the coach, players and cheerleaders in trying to promote good sportsmanship.

Do unto others as you would have them do unto you.

Encourage players to play hard and fair.

Follow the rules of the contest at all times.

Good sportsmanship is the "golden rule" in action.

Help an opponent off the floor.

Intervene to let others know inappropriate jokes, racial or religious slurs, taunting, trash talk and intimidating behavior will not be tolerated at events sponsored at your school.

Judgment calls on the part of the officials are not subject to question or discussion.

Know, understand and appreciate the rules of the contest.

Lose without excuses; win without boasting.

Model language and behavior that's non-biased and is inclusive of individuals regardless of ethnicity, religion, gender or disability.

Never criticize players or coaches for the loss of a game.

Opposing coaches, participants, cheerleaders and fans must be respected at all times.

Provide opportunities for informing students and adult spectators of their responsibility to uphold the standards of sportsmanship.

Questioning an official's call or making negative comments about an official is unacceptable behavior.

Recognize and show appreciation for an outstanding play.

Shake hands with opponents after the contest and wish them good luck.

Teach sportsmanship and demand players be good sports.

Use cheerleaders and other student leaders to help develop a sportsmanship program.

Victory celebrations should not be permitted.

Work cooperatively with officials and other contest personnel.

eXercise self-control and be a good example for players and spectators.

Yelling, booing or heckling an official's decision is unacceptable behavior.

Zero in on sportsmanship - it's priority number 1!

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;

And there's a little one who's dreaming
of the day they'll be like you.

You're the little one's 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 grown-up just like you.

There's a wide-eyed little one
who believes you're always right;
and their ears are always opened
as they watch day and night.

You are setting an example
every day in all you do;

For the little one who's waiting
to grow up to be just like you.

- Anonymous

TEAMWORK

If a team is to reach its potential,
each player must be willing
to subordinate their person goals
to the good of the team.

–Bud Wilkinson



U-32

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school calendar :: <http://u32.tandemcal.co>

school website :: www.U32.org