APPENDIX N

DISCIPLINE OF ATHLETES

AND COACHES

**Discipline Guidelines of Athletes**

From the position as coach, you may provide one of the greatest opportunities to understand the need for discipline that a student may encounter in the total educational experience. Your turnout procedures, attendance regulations, and game tactics, as well as the manner in which you deal with rule violations, will reflect your disciplinary abilities and greatly determine your effectiveness as a coach. It is the weak coach who is the athlete's "buddy" instead of his teacher, leaving the discipline to others or neglecting it entirely.

The head coach is usually the judge of what shall be done when rules are violated, but the principal and athletic director should be kept informed at all times. Some standard guidelines might help to be more consistent when major infractions do occur:

1. We want to be firm, but to ensure that justice prevails.
2. We are concerned first with what is best for all athletes and second with what is best for individual.
3. Suspension is usually the best device where major discipline is needed because it is felt most strongly by the athlete and makes clear that the team will do without him/her if he/she does not live up to standards set.
4. Students/Athletes have a great responsibility in being good citizens in their school. **All students/athletes will be held to the school discipline policies of the Student Handbook.**
5. All discipline related issues should be outline in the programs rules, to include expectations and consequences.
6. Should discipline situation arise that are beyond the normal expectations, the Athletic Director must be notified in a timely manner.
7. Parents must be contacted when a suspension occurs - explain why athlete was suspended and length of time for suspension.
8. It is here that parents, teachers, and community may not always understand your actions (the athlete almost always understands quite clearly) and you must take care to fully explain.
9. A suspension may be fine for a definite time (day, week, month, season) or may be for an indefinite time --- until, in your opinion, a specific purpose has been realized.
10. It is in the areas of discipline that coaching efforts come to be taken seriously by administration, teachers, community, and most important, the athlete.

**Discipline of Coaches**

Coaches will be disciplined when their conduct either directly or indirectly jeopardizes the safety our students, act in an unprofessional manner, or significantly violate rules and regulations set forth by our governing bodies.

The following serves as a tiered system of discipline:

**First Offense:** Formal meeting with letter stating areas of concern

**Second Offense:** Formal meeting with letter of reprimand

**Third Offense:** Improvement plan will be implemented.

**Note:** The level of severity in which a coach has acted out of conduct may determine a more severe punishment.

**Suspension of a Coach**

Coaches may be suspended if their behavior or decision making affects the well-being of students, coaches, or spectators and/or is in a manner which detracts the Derry Area School District image.

**Termination of a Coach**

Termination of a head coach will be considered when the well-being of a student or employee is put at risk, policies and laws are broken, insubordination, or the performance of a team is so poor it requires a change of leadership. The school board decides has the ultimate decision in all personnel decisions.