

Coventry Public Schools

Department Goals: 2016-2017 School Year

Brian Maltese – Coventry Public Schools – Athletic Department

1. **Identify, define, and measure the critical skills and attributes that are required for success and align systems to continuously improve student performance and achievement.**
 - Develop a process that allows the athletic director to utilize student management systems to monitor and address academic success and concerns.

The Athletic Department has continued to review athlete's grades and progress through PowerSchool to identify students in need. Athlete grades are checked via PowerSchool on a weekly basis. When students are identified as in need, the athletic department staff and coaches implement extra help schedules for students. This includes weekly check-ins with teachers and attending extra-help sessions after school. Some students may continue the monitoring once their grades have improved, while others are removed. Over the course of the 3 seasons we identified 28 students to monitor over the course of their respective season. Students were selected if they had one grade below a 65 average. 92% of those students were successful in staying off of academic probation.

- Explore opportunities that teach sportsmanship, appropriate behavior, ethics, values, character development, leadership, and development of healthy lifestyles to all student-athletes and coaches.

The Athletic Advisory Council's main focus this year was to help increase parent and student awareness of sportsmanship. Coventry High School has elected to become a CIAC Class Act School. The CIAC's Class Act Schools initiative is designed to empower schools and particularly students to take ownership for all issues related to sportsmanship within the athletics department. The athletic department has created an established set of guidelines for behavior at sporting events, and creating a student-led group to monitor and address sportsmanship concerns within the school. Together with the student led group we work to promote, encourage, and monitor positive sportsmanship at all events. The guidelines are intended to create a consistent framework for acceptable behavior from all athletics stakeholders including participants, coaches, students, and parents. In choosing to be a part of the program we are defining what is considered acceptable actions within our athletic program and challenging our student leaders to address concerns they encounter.

2. Maintain and promote a positive and respectful learning community.

- Continue to collaborate with the technology department and athletic staff to enhance the athletic department website to make it more user friendly, informative and accessible to families.

In collaboration with the Coventry Public School's Technology Department, a newly designed website has been created for the athletic department. The athletics page of the school website has a landing page that can be accessed by selecting quick links and athletics on the main page or by selecting a specific school and then selecting athletics. Once on the landing page, you have the option of selecting Coventry High School or Capt. Nathan Hale School. The initial athletics page also contains the registration link for parents to register their children for athletics at both schools. Once a school has been selected, you are taken to the school's specific athletics information page. Athletics registration, tryout information and practice times, athletics forms and the CoventryCTPats twitter feed can be seen. Team pages for all three seasons can also be accessed. Once a team is selected, you have the option of viewing the schedule for the upcoming week or the full season schedule. The coach's contact information is also included on the specific team page. We have updated team pages on the website for all sports – fall, winter, spring, to the CIAC website so that any changes that are made to the schedule will automatically be updated on our school's website. We have also posted team pictures from throughout the current school year. Nick Cabral, a high school freshman, has helped develop a smartphone app for Coventry High School athletics. The free "Team App" can be downloaded onto your smartphone through your app store. Once "Team App" has been downloaded simply search for Coventry High School in the search bar and add CHS Athletics to homepage. Individual team schedules, monthly calendars, photo galleries, athletic forms, registration information and other important links can now be accessed through the app. The app is available today with a full launch set for the fall of 2017.

- Refine the Athletic Department's Emergency Action Plan to be implemented at all athletic practices and events.

The athletic department has revised the Athletics Safety Plan for Coventry Public Schools. In working closely with Integrated Rehabilitation Services, we have added a heat and cold weather policy to our safety plan. The extreme heat and cold in our region is a concern to the health and safety of our athletes. Heat and cold injuries cannot always be prevented, but with the education of coaches and controlled practice procedures, heat and cold related illnesses could be minimized. We have also added a Public Address

Announcement to be read when inclement weather is determined and suspension of play is needed. Teams and spectators will be notified of the suspension of play and will be directed to the closest safe area. We have also added signs to the athletic facilities to guide coaches, players and spectators in what to do in case of an emergency. This plan will continue to be discussed with the coaching staff at all pre-season coach's meetings. In addition to the Coventry High School safety plan, all coaches will now have a specific course of action should a situation arise.

- **Establish a protocol for the use of the outdoor concession building to provide a safe and healthy environment for our teams and families.**

The athletic department has created a procedure for all groups who wish to sign out the concession building at the Larry A Pietrantonio Field Complex. The concessions building procedures are to be followed to ensure proper maintenance, public health, and safety concerns are addressed. I analyzed the needs of all constituent groups that would need access to the building. A plan has been put in place to ensure that all group needs are met and there are no conflicts within the schedule. The athletic department will meet with the State Department Health Inspector prior to the beginning of the school year to obtain the initial food service permit. Groups are asked to request in writing to use the building no less than 14 days prior to the date of the contest. The athletic department will sign out the concessions building through the SchoolDude Portal for the designated dates and times. Groups will need to follow the detailed protocol after each contest when opening and closing the building.

- **Explore the possibility of adding irrigation to our existing fields by contacting a minimum of three vendors to determine cost and logistics.**

The athletic department has explored the possibility of adding irrigation to the Larry A. Pietrantonio Field Complex. Meetings were held with Department of Public Works and Field Maintainer Monica Bragdon and Facilities Director Bill Trudelle to determine logistics and discuss options. The field is currently being watered with a large water gun, placed off the playing surface. A portable pump is placed in the pond in back of the field and removed when complete. This manual system that require physically changing the gun location after each portion of the field is irrigated. This requires a member of the Department of Public Works to setup the initial zone and then come back every 1-2 hours to manually move the zone to the next zone and repeat the process until the entire field is irrigated. The above ground portable system takes time and labor to set up, but also ensuring adequate and uniform coverage can be difficult to maintain.

Water Wizards Irrigation located in Coventry, Beebe Landscaping in East Windsor, Wayne and Sons located in Windsor Locks and Winterberry Irrigation in Southington were contacted. These companies have added irrigation to local schools and communities and came highly recommended. It has been determined that two permanent irrigation systems are options. Option 1 details the adding of a pump system to the pond in back of the Larry A. Pietrantonio Field Complex similar to the existing method. This pump would be permanent. The existing outbuilding from the wind turbine can be used to hold the mechanicals and electrical components of the irrigation system. Underground piping would be installed from the pond to the field. The system would be put on a timing system so that the field would be watered throughout the summer and not dependent on the Department of Public Works schedule. Option 2 details the use of the existing well outside of the Veteran's Auditorium entrance. A pump system would be installed, as well as an outbuilding, to hold the mechanicals and electrical components of the irrigation system. Similar to option 1, underground piping would be installed from the pond to the field and the system would be put on a timing system. Option 2 comes with some added expenses. Trenches will need to be dug from the existing well. The existing well pump and wiring that is currently in the well and setup will require additional expense. It is unknown at this time how well the existing material functions. Water Wizards Irrigation's provided the bids at \$15,580 for option 1 and \$19,268 for option 2. Water Wizard's recently installed an irrigation system at Laidlaw Field.

Adding irrigation to the will increase the long term sustainability of the field. Water is not only essential for growth but necessary for conditioning turf to handle and recover from stress caused by heavy use and harsh environmental conditions. Our average rainfall during the summer is not sufficient to keep the field in good shape. We may go several weeks without significant rainfall and, during that time, the turf suffers. Because of heavy use of the field in the fall, irrigation is also needed to produce a thicker and more developed turf. We seldom allow a full season during the year for grass to develop or recover. Obtaining quality in such a short period almost always requires irrigation. The improvement of the fields will help with long term sustainability. This, in turn, could allow us to rent the field out and generate revenue. Currently, only the high school athletic teams are allowed to use the complex field.

3. Recruit, retain and develop high quality staff at every level.

- Expand our relationship with area colleges and universities to explore the possibility of recruiting certified coaches to volunteer or apply for open coaching positions within the Coventry Public School System.

The athletic department has contacted Sports Information Directors at Eastern Connecticut State University, University of Connecticut and University of Hartford to recruit qualified candidates for our open coaching positions. At the beginning of each season, we call the local school's to see if there are interested students who would like to apply for our open positions or volunteer. We also email our open coaching positions to them in the hope of recruiting highly qualified applicants for the positions. Our open coaching positions are also sent to the area athletic directors who may have a qualified person that would be interested in the position. We encourage all candidates to apply. All volunteer coaches must be certified by the State Department of Education (SDE), as well as complete our volunteer coach hiring protocol. We work closely with the State Department of Education and the Connecticut Coaching Education Program (CCEP) to help coaches earn or retain their coaching permit. We have contacted the director of the CCEP to enroll coaches in the 45-Hour Coaching Permit Course. We have also utilized the ctcoachinged.org website to train our coaches in a variety of different coaching modules to help retain their permit. We have worked directly with Integrated Rehab Services to certify prospective coaches in first aid, CPR and AED training. Our coaches have reached out to Coventry graduates who have a passion for sports and might want to help out at Coventry High School.

- Collaborate with area high schools, colleges and universities, Connecticut Interscholastic Athletic Conference (CIAC), and Connecticut Association of Athletic Directors (CAAD) to provide staff development programs for coaches to enhance and improve their professional growth and competence.

The athletic department has attended monthly NCCC and Pequot league meetings to support a smooth implementation of the athletic program in our conferences. The ability to network with area athletic directors and administrators is pivotal in helping the athletic department grow. Situations arise, whether it be scheduling concerns, program enhancement or funding and having the ability to network with colleagues has been a tremendous asset. The athletic department has involved coaches in the NCCC training on coaching modules. Each year at the Connecticut Association of Athletic Directors conference, the state's Connecticut Education Program develops a new module for coaches. These modules are needed for coaches to renew

their 5-year coaching permits. This year's module was related to the impact of stress on our youth and coaches. The athletic department recognize the value of interscholastic sports for its ability to instill strong and positive character in our students. Sports can help teach important life lessons, how to work hard, persevere, be a team player, set goals, and follow rules. Our coaches strive to achieve this on a daily basis.