

KEY COMPONENTS WHEN DEVELOPING A CODE OF CONDUCT

Irwin “Stosh” Schtierman, CAA
Athletic Director
Wicomico High School
ischtie@wcboe.org

Bryan Ashby, CAA
Supervisor of Athletics
Wicomico County
bashby@wcboe.org

Wicomico County Code of Conduct

Bullying and Harassment: It is the policy of the Wicomico County Public Schools to prohibit bullying, harassment, or intimidation of any person on school property or at school-sponsored functions or by the use of electronic technology of a public school. Students, parents and staff are encouraged to report bullying on the Bullying, Harassment, or Intimidation Reporting Form available in all schools, at the offices of the Wicomico County Board of Education and on the Wicomico County Board of Education website, www.wcboe.org

Disciplinary Offense	Primary Grades PK-2		Intermediate Grades 3-5		Middle Grades 6-8		High Grades 9-12	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
Bullying – Intentional negative actions on the part of one or more students, repeatedly and over time, on or off school property, that interfere with a student's ability to participate in or benefit from instruction or any school supported program.	PC	3 days	PC	3 days	1 day	EXP	1 day	EXP
Cyber Bullying – Bullying which occurs on or off school property through the use of telecommunications or other electronic means that interferes with a student's ability to participate in or benefit from instruction or any school supported program, including but not limited to text messages, blogs, websites, e-mails, papers, and/or digital cameras.	PC	3 days	PC	3 days	3 days	EXP	3 days	EXP
Sexual Harassment – Unwelcome sexual advances, requests for sexual favors and/or other inappropriate verbal, written, or physical conduct of a sexual nature, directed towards other students.	PC	3 days	PC	3 days	PC	EXP	PC	EXP
Harassment – Intentional negative actions on the part of one or more students that cause discomfort or identity issues in regard to race, color, national origin, gender, disability, sexual orientation, religion, or other distinguishing characteristics, and that interfere with a student's ability to participate in or benefit from instruction or any school supported program.	PC	3 day	PC	3 day	PC	EXP	PC	EXP
Gang Related Activities – Any group of three (3) or more persons who share an ongoing relationship and whose purpose is to commit illegal acts or to create an unsafe and/or hostile learning environment. The Wicomico County Public Schools prohibit all gang related activities including but not limited to: gang dress, use of gang symbols or signs, gang name graffiti to advertise gang affiliation, soliciting membership for a gang, threats, or acts of violence against any one individual or group.	PC	3 day	PC	5 day	2 days	EXP	3 days	EXP

Administrators have a range to work within

**Though in athletics
coaches “coach”/treat
players differently the
rules should be the
same for everybody
and enforced
consistently.**

Components that should be included when making a coach/player agreement.

Expectations

Attitude

Cell Phones

Attendance

Effort

Community
Clause

Punctuality

Academics

Social Media

Playing Time

Extra Help

Behavior in
School

**Words/Phrases to be
careful of using**

Will

Shall

Zero Tolerance

**If you say it! Preach it! Print it!
You better be prepared to
follow through!**

**If you use
running/extra
conditioning be careful
not to use words like:**

Suicides

Gassers

Sample Agreement

Philosophy

To make our program the premier program in the Conference.

We will be a well-disciplined team with each individual contributing in some way. No individual is greater than the team.

A player's priority should be as follows:

(1.) Family (2.) Academics (3.) Athletics

Players are expected to give maximum effort in the classroom, on the practice field, as well as in games.

Playing time will be determined by the following (not in order):

Skill, Effort, Commitment

Attendance Policies

Players are expected to be present and on time at each practice session.

If you are on time, you are late. If you are early, you are on time.

This means a player will be fully dressed and ready to go at the scheduled start time of practice. All issues with the trainer should be handled prior to practice.

No unexcused absences will be tolerated.

Driver's Education is not an excused absence.

Three unexcused absences (game or practice) will result in you being asked to leave the team.

In the event you cannot make a scheduled practice, a phone call to a coach is expected prior to the practice (NOT AFTER).

A teammate telling the coach is NOT ACCEPTABLE.

If a player is absent from school or signs in late and is not present for the entire day, school policy dictates that the player may not practice or participate in a game that same day. In the event an athlete is receiving extra tutoring after school, a note from that teacher stating the athlete was there and what time they left is expected. You are still required to show up to practice following tutoring.

Academic Policy

All team members must have a 2.0 GPA as of the time of the last report card to begin the fall sports season. If you make the team that means you have been declared “eligible.” Marking Term 1 does not end until October 29, at which time the GPA from the Term 1 report card becomes the GPA determining eligibility. Even if a student maintains a high academic GPA throughout the term, a student may be placed on academic probation at any time by decision of coaches, parents, and/or school administration. This could occur as a result of poor school/classroom conduct, poor academic grades in one or more subject areas, etc. Academic probation does not necessarily mean dismissal from the team, but rather that the student needs to fix the problems that are occurring within the school day first. This may lead to missed practices and/or games. All student athletes must be responsible for what takes place in the classroom before stepping onto the field!

Behavior Policy

A student athlete's behavior not only represents themselves but our team. Negative behaviors will not be tolerated in school or the community. **Team members can be suspended or removed from the team roster for actions that are considered to be severe by the coaches or administration.**

This includes social media and technology!

Additional Policies

Any situation not covered in this policy will be evaluated by the coaching staff as it occurs.

THE SIGNATURE BELOW IMPLIES THAT I HAVE READ THE ABOVE POLICIES AND UNDERSTAND THEIR MEANING AND INTENT, AND AGREE TO ABIDE BY THESE POLICIES.

What are some possible issues with these statements?

GAME DAYS - Player must report to locker room by 3:45 PM on Friday games and by 11:15 AM on Saturday games. If player is late; 1-5 minutes miss a $\frac{1}{4}$ of play, 6-10 minutes miss a $\frac{1}{2}$ of play, 11-15 minutes miss $\frac{3}{4}$ of play, more than 15 minutes forfeit game.

TUTORING – players may attend on Mondays & Tuesdays from 2:45 PM – 3:15 PM. Players must get a note from tutor with their Printed Name, Signature & Time.

**Each coach/player
agreement should
have
administrative
approval and
support.**

As far as we are concerned the days of coaches handling all discipline internally is over! High School Athletics MUST continue to have an educational based approach and MUST be philosophical aligned with your County/District/School Mission Statement & Athletic Procedures.

Code of Conduct Development or Revision

- Needs Analysis
- Research
- Committee Selection

Key Considerations

- Intent of the Code of Conduct
- Constituents
- Enforceability
- Other “Codes” in Place
- Affords Due Process

Components of the Code of Conduct

- ◎ Philosophy
 - Who you are
 - Why you have a code

Components of the Code of Conduct

⦿ Academics

- State Requirements
- Local Requirements
 - Time Away From Team
 - Study Tables
 - Tutoring

Components of the Code of Conduct

- ⦿ Attendance
 - School
 - Practice
 - Games

Components of the Code of Conduct

- ⦿ Behavior
 - In School
 - Out of School
 - In Uniform/School Gear

Consequences

- Non-Punitive
- Consequence Fits the Action
- Equitable Application

Vetting & Approval Process

- Coaching Staff
- Administration
- School Attorney
- School Board
- Community

Going Forward

- Immediate Need for Alterations
- Future Revisions
- “Living” Document

Rebecca Moran, CMAA
Assistant Director of Athletics
Homewood-Flossmoor HS
Flossmoor, IL
rmoran@hf233.org
(708) 335-5047

Questions??

