

**TRIAD CARDINALS
COACHES HANDBOOK
2020-2021**



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TRIAD ATHLETIC DEPARTMENT MISSION STATEMENT

The Triad Athletic Department's mission is to provide a rigorous athletic program that complements and supports a challenging academic program. Our department will create and foster an environment that provides opportunities for student-athletes to enrich their high school experience through participation on athletic teams. We are dedicated to providing opportunities, which will enhance the intellectual, physical, social, moral, and cultural development of the whole person, while conducting all activities with honesty and integrity in accordance with the principles of good sportsmanship and ethical conduct.

ASPECTS OF THE TRIAD ATHLETIC DEPARTMENT

OUR SCHOOL SPIRIT PHILOSOPHY MAY BE DIVIDED INTO THREE CATEGORIES:

1. **COURTESY** – toward teachers, fellow students and officials
2. **PRIDE** – in everything our school endeavors to accomplish and has accomplished
3. **SPORTSMANSHIP** – the ability to win and lose gracefully

OUR MASCOT: The Cardinal

OUR COLORS: Red, White, and Black

OUR ALMA MATER: Oh, Triad High, we praise thy name, Thy spirit never ends. 'Though years may pass and mem'ries fade, Still our devotion will remain. For the knowledge that you gave to us Shall be with us throughout our days. Oh, Triad High, we sing your praise And hold you forever dear.

OUR SCHOOL FIGHT SONG: We are the students of Triad High We have the vision that will reach the sky. And when we smile we smile the winning way. Wherever you may go, you'll recognize us and you'll say Now there's a school I'd like to know That's got that good ole spirit, pep and go. And just to play with them is such a treat Can't be beat Triad High, Hey!!! **OUR**

CONFERENCE: The Ohio Heritage Conference, established in 2001, is made up of Catholic Central, Cedarville, Fairbanks, Greenon, Greenview, Madison-Plains, Mechanicsburg, Northeastern, Southeastern, Triad, and West Jefferson and West Liberty-Salem. In 2016, the OHC voted to expand to a 12 member school conference and Fairbanks, Greenon, Madison-Plains and West Jefferson joined. The purpose of the OHC is to promote fair and wholesome competition and educational experiences among member schools; to promote sportsmanship at contests; to regulate and award championships in interscholastic activities as recognized by the OHC; to promote uniformity in the arrangement and control of all contests; to protect the mutual interests of the members of the association; and to develop and encourage the qualities of generosity, respect, fair play, and genuine concern for others among students, staff members, and fans."

The Athletic Program will be:

1. Subject to the same administrative control as the total educational program.
2. Subject to the Ohio High School Athletic Association and the Ohio Heritage Conference rules, guidelines, and regulations.
3. Conducted to provide student-athletes with quality experiences that will develop favorable habits and attitudes which will prepare them for adult life in society.
4. Constantly striving to develop leadership through the development of positive personality traits and citizenship; not in wins and losses.
5. Representing the Triad Local Schools, faculty, parents, fans, and community with positive attitudes towards officials, spectators, and the opponent.
6. Striving to achieve excellence and improve Triad Athletics.
7. Constantly providing adequate and natural opportunities for:
 - A. Physical, mental, and emotional growth.
 - B. Acquisition and development of special skills in activities of the student- athlete's choice.
 - C. Team play with the development of such traits as: loyalty to the team and district, cooperation, fair play, and sportsmanship.
 - D. Directed leadership and supervision that stresses the following: self-discipline, self-motivation, the drive for excellence, and the ideals that make winning and losing gracious with class and self-esteem.
 - E. A focus of interests in activity programs for the student body, faculty, and community that will generate a general feeling of unity and togetherness.
 - F. Provisions for personal fitness and worthy use of leisure time in later life either as a participant or spectator.
8. Striving to achieve the following standards of the Triad Athletic Program:
 - A. To emphasize the proper ideals of sportsmanship, ethical conduct, and fair play.
 - B. To show cordial respect to visiting teams, administration, fans, and officials.
 - C. To achieve a thorough understanding of the rules of the game.
 - D. To encourage leadership, initiative, fair play, and good judgment by players, teams, and coaches.
 - E. To recognize that the purpose of athletics is to promote the physical, mental, moral, social, and emotional well-being of the individual players.
 - F. To respect the integrity and judgment of officials.

REMEMBER: It is a privilege, not a right, to participate in athletics at Triad Local Schools.

ATHLETIC ELIGIBILITY

HIGH SCHOOL

- 1) To be eligible to participate in athletics at the beginning of the sports, season, the student must have passed five one-credit courses or the equivalent, in the preceding nine week grading period.
- 2) Maintain a 1.50 GPA.
- 3) A student who is declared ineligible at the end of a nine-week grading period during a sports season will be ineligible until the end of that grading period.
- 4) Individuals declared academically ineligible may not attend practices, games or travel with the team during the period of ineligibility unless approved by the head coach and administration.

MIDDLE SCHOOL

- 1) To be eligible to participate in athletics at the beginning of the sports season, the student must have passed five courses or the equivalent, in the preceding nine week grading period.
- 2) A student enrolling in the seventh grade for the first time will be eligible for the first grading period regardless of the previous academic achievement. Thereafter, in order to be eligible, a student in grade seven or eight must be currently enrolled in school the immediately preceding grading period and received passing grades that grading period in a minimum of five of those subjects in which the student received grades.
- 3) A student who is declared ineligible at the end of a nine-week grading period during a sports season will be ineligible until the end of that grading period.
- 4) Individuals declared academically ineligible may not attend practices, games or travel with the team during the period of ineligibility, unless approved by the head coach and administration.

ATHLETIC ATTENDANCE POLICY

Any student who reports to school late (after 11:00AM) will not be eligible to participate in any extra-curricular activity that night. This will affect the following activities to be specific. This rule applies to students who are under suspension or expulsion from school or whose absence is unexcused.

1. Athletic teams (boys and girls)
2. Dances, meetings, etc.
3. Clubs or organizations
4. Plays
5. Any other school-sponsored activities not covered in the above four.

The only exception to the above would be as follows:

1. Student has a doctor's appointment and returns with a note from that office
2. Dental appointment and is covered by a note
3. Driver training appointment dealing with testing for permits or license and covered by a parent note
4. Other good and just causes approved in advance
5. Attendance at co-curricular activities is exempt from this requirement.

RANDOM DRUG TESTING POLICY TRIAD LOCAL SCHOOLS

This drug testing policy was formed because of a concern that alcohol and illicit drugs may be used by TRIAD LOCAL SCHOOLS students. The TRIAD LOCAL SCHOOLS Board of Education desires to implement a policy which will attempt to provide this district with a safe and healthful student program.

This policy reflects the TRIAD LOCAL SCHOOLS Board of Education and the community's strong commitment to establish a truly drug and alcohol free school program.

The activities to be included in this policy are: all sports at all levels, cheerleading, and any students volunteered for testing by their parent/guardian.

PURPOSE OF THIS POLICY SHALL BE:

1. To provide a healthy and safe environment to all students participating in the athletic and extracurricular program.
2. To discourage all students from using drugs and alcohol. a. Students will assume all responsibility for regulating their personal lives in ways that will result in their becoming healthful members of a team and worthy representatives of the school and community.
3. To provide students with the opportunity to become leaders in the student body for a drug free school.
4. To provide solutions for the student who does use drugs and alcohol.
5. To provide the school with positive guidelines and disciplinary policies for violations of the drug free policy.
6. To encourage those students who participate in athletics to remain drug free and alcohol free. The program does not affect the current policies, practices, or rights of the District regarding student drug and/or alcohol possession or use, where reasonable suspicion is established by means other than drug testing through this policy. The drug testing policy is designed to be non-punitive. Students involved in extracurricular activities need to be exemplary in the eyes of the community and other students. The drug testing and education policy is designed to create a safe, drug free environment for students and assist them in getting help when needed. Although students risk the loss of continued participation in extracurricular activities, no student shall be suspended or expelled from school as a result of any certified "positive" test conducted by his/her

school under this program. No student will be penalized academically for testing positive for banned substances. The results of drug tests will not be documented in any student's academic record. Any student is grades nine (9) through twelve (12) and his/her parent(s) or legal guardian(s) must first sign a drug testing registration/consent form in order to be eligible to participate in any athletic program.

DEFINITIONS

1. **STUDENT ATHLETE** Any person participating in the TRIAD LOCAL SCHOOLS High School athletic program and/or contests under the control and jurisdiction of the TRIAD LOCAL SCHOOLS and/or the Ohio High School Athletic Association (OHSAA). This policy also includes cheerleaders.

2. **ATHLETIC SEASON** In-season start dates will begin as published by the Ohio High School Athletic Association or sanctioning organization and continue until the completion of awards program for that sport for the TRIAD LOCAL SCHOOLS. There are three athletic seasons: Fall, Winter and Spring.

3. **RANDOM SELECTION** A system of selecting athletes for drug and alcohol testing in which each athlete shall have a fair and equitable chance of being selected each time selections are required.

4. **ILLEGAL/ILLICIT DRUGS** Any substance included in U.S.C. 802 (6), which an individual may not sell, offer to sell, possess, give, exchange, use, distribute, or purchase under State or Federal Law. This definition also includes all prescribed and over-the-counter drugs being used in any way other than for medical purposes in accordance with the directions for use provided for in the prescription or by the manufacturer. We may also test for Nicotine and Steroids.

5. **ALCOHOL** Any intoxicating liquor, beer, wine, mixed beverage, or malt liquor beverage as defined in the Ohio 9 Revised Code Section 4301.01. The term "alcoholic beverage" includes any liquid or substance, such as "near beer" which contains alcohol in any proportion or percentage. The term "alcoholic beverage" does not include a substance used for medical purposes in accordance with directions for use provided in a prescription or by the manufacturer and in accordance with school district policy and rules related to the use of prescription and non-prescription drugs, provided the substance is a) authorized by a medical prescription from a licensed physician and kept in the original container, which shall state the student's name and directions for use or b) an over-the-counter medicine.

RANDOM TESTING

In-session random testing shall be done throughout the season. TRIAD LOCAL SCHOOLS will have up to 25% of its eligible students tested per random selection. A student may be tested more than once per season. In the event of a non-negative result, the specimen will be sent to a laboratory for confirmation of results and a certified Medical Review Officer will determine the results.

a. Random selection of student athletes: The Designated Vendor will use a system to ensure that students are selected in a random fashion. This system may include computer generated random numbers or names or by pulling numbers from a pool of numbers equal to the number of eligible student athletes.

b. Scheduling of random testing: Random testing will be unannounced. The day and date will be selected by the Designated Personnel and confirmed with the building administrator. Random testing may be done at any time.

DRUGS FOR WHICH STUDENTS MAY BE TESTED:

LSD, Alcohol, Marijuana, Amphetamines, Methadone, Anabolic Steroids, Methaqualone, Barbiturates, Nicotine (Tobacco), Benzodiazepines, Opiates, Cocaine, Propoxyphene (Darvon), or any substance included in U.S.C. 802 (6), which an individual may not sell, offer to sell, possess, give, exchange, use, distribute, or purchase under State or Federal Law. This definition also includes all prescribed and over-the-counter drugs being used in any way other than for medical purposes in accordance with the directions for use provided for in the prescription or by the manufacturer.

COLLECTION PROCESS EXAMPLE (Urine Screens)

The student will be notified to report to the collection site. A specimen from the student will be collected as follows and all students must follow this process:

All students must have a picture ID or be identified by the Designated Personnel or Principal. No exceptions will be allowed.

Drug testing area must be secured during the testing.

Only lab technicians, designated school administrator and students will be witness to the test.

Privacy must be kept for all students.

The Designated Personnel is responsible for ensuring that all of the forms are completed and signed by both parent/guardian/custodian and student. No student is to enter the collection site until forms, money and proper ID are completed.

When students arrive and cannot give a sample, they will need to start drinking water, pop or juice. After 36 oz. the human body will need to urinate.

No bags, backpacks, purses, cups, containers or drinks will be allowed to enter the collection area. All coats, vests, jackets, sweaters, hats, scarves or baggy clothing must be removed before entering the collection site. Only pants and t-shirts or dresses may be worn in the collection area. Any infringement of the rules will result in the student taking the test over.

Students processed by the lab technician who cannot produce a sample will be kept in a secured area to wait until they can test. If they leave this area they will not be allowed to test. They are not to have contact with anyone until after the sample is given.

The bathroom personnel will add a dye to the toilet.

Students will be asked to urinate directly into the collection cup given to them by the lab personnel. The lab technician will stand outside the stall and listen for normal sounds of urination.

Any and all adulterations of the specimen will be detected and considered the same as a test refusal or 1st time infraction. (The lab checks every sample for adulteration, such as additives you drink or add to urine to change the sample.)

Adulterations: We will treat adulterations and diluted samples as first time offenses. They are not called positives but have the same consequences.

Any suspicion of tampering with the sample will be brought to the tester's attention. The sample will be screened or sent to the lab for immediate confirmation of tampering.

The sample must be taken in one attempt and be at least 30 ml in size. The student must hand the cup to the lab technician.

Students are not to flush the toilets or urinals. In the event that a student flushes the toilet he or she will be required to give a new sample immediately or the sample will be invalid.

With student watching, the lab technician will recap the sample and hand it to the student who must then return it to the intake technician. In the event that the student does not hand the cup directly to the intake technician, the sample is invalid and a new sample must be taken. The student will note the specimen number and sign the specimen intake sheet verifying the specimen number and student identity. If the student leaves the collection area or has contact with anyone, the sample will be invalid and the student will have to give another sample.

This collection procedure is subject to change because of procedural requirements by the testing agency. School administrators reserve the right to change the collection procedure to coincide with the testing guidelines set forth by the testing agency.

When using rapid screens, all non-negative screens will be sent out with a chain of custody to a certified laboratory for confirmation. A Certified Medical Review Officer will verify the positive test.

Any student that tests positive will have to be tested weekly for the term of a five week program with drug counseling at the expense of the student and or parent. Testing will be done by Great Lakes Biomedical only so long as this is the company the school selects.

RESULTS OF A POSITIVE TEST

Any positive urine drug test results will be made known to the building administrator, who in turn will notify the parents/guardians/custodians and student.

IF A POSITIVE TEST OCCURS:**The 1st Violation**

For the first positive result, the student participant will be denied participation in all extra-curricular activities for 180 school days. If the student so chooses, he/she can request a reduction of the denial of participation to 50% of the current and/or next schedule of extra-curricular contests/performances, provided they do the following:

- A. Evidence of completion or satisfactory progress towards the completion of an appropriate drug/alcohol abuse program sponsored by an agency designated by the principal. The parent/guardian/custodian is responsible for all expenses and for providing the principal with documentation.
- B. A research paper no less than five (5) pages in length on the topic of the harmful effects of substance abuse. The paper will meet the commonly accepted standards for a term paper as specified by the English Department.
- C. A statement that the student is passing in all subjects, has no unexcused absences, and has not been suspended from school since the date of the infraction.
- D. A letter of recommendation from a current head coach or advisor.
- E. A letter of recommendation from all teachers of classes in which s/he is enrolled.
- F. A letter of support from the parent(s) indicating acceptable behavior is being exhibited at home.
- G. A negative drug/alcohol test paid for by the student/parents
- H. The student may be required, at parent/guardian/custodian expense, to submit to weekly or random testing for the remainder of the current athletic season.

The 2nd Violation

The student is denied participation for one calendar year from the date of notification of the violation.

The 3rd Violation

The student is permanently denied participation in athletics in the TRIAD LOCAL SCHOOLS extracurricular program.

Violations are cumulative throughout the student's secondary school career. (Grades 9-12).

SELF REFERRALS

A student may self-refer once per year, not to exceed twice in four years. Self-referrals will only be taken before testing is announced. Counseling and additional testing are required and no other punitive action is taken.

TRIAD LOCAL SCHOOLS INFORMED CONSENT AGREEMENT

STUDENT NAME _____ GRADE _____

AS A STUDENT:

I understand and agree that participation in extracurriculars is a privilege that may be withdrawn for violations of the TRIAD LOCAL SCHOOLS Drug Testing Policy.

I have read the Drug Testing Policy and thoroughly understand the consequences that I will face if I do not honor my commitment to the Drug Testing Policy.

I understand that when I participate in any extracurricular program I will be subject to random urine drug and alcohol testing, and if I refuse, I will not be allowed to participate in any extracurricular contests or performances. I have read the informed consent agreement and agree to its terms.

I understand this agreement is binding while I am a student in the TRIAD LOCAL SCHOOLS system.

STUDENT SIGNATURE

DATE

AS A PARENT/GUARDIAN/CUSTODIAN:

I have read the TRIAD LOCAL SCHOOLS district drug testing policy and understand the responsibilities of my son/daughter/ward as a participant in extracurricular activities in the TRIAD LOCAL SCHOOLS district.

I pledge to promote healthy lifestyles for all students in the TRIAD LOCAL SCHOOLS system.

I understand that my son/daughter/ward, when participating in any extracurricular program, will be subject to random urine drug and alcohol testing, and if he/she refuses, will not be allowed to participate in any extracurricular contests or performances. I have read the informed Consent Agreement and agree to its terms.

I understand this agreement is binding while my son/daughter/ward is a participant in extracurriculars in the TRIAD LOCAL SCHOOLS district.

PARENT/GUARDIAN/CUSTODIAN SIGNATURE

DATE

PARENT GUARDIAN/CUSTODIAN PRINTED NAME WORK PHONE

INFORMED CONSENT AGREEMENT

We hereby consent to allow the student named on the reverse side to undergo urinalysis testing for the presence of illicit drugs, alcohol, or banned substances in accordance with Policy and Procedures for Drug 14 Testing of the TRIAD LOCAL SCHOOLS District. We understand that testing will be administered in accordance with the guidelines of the TRIAD LOCAL SCHOOLS District Drug Testing Policy.

We understand that any sample taken for drug testing will be tested only by a Board approved company.

We hereby give our consent to the company selected by the TRIAD LOCAL SCHOOLS Board of Education, its employees, or agents, together with any company, hospital, or laboratory designated to perform testing for the detection of drugs.

We further give our consent to the company selected by the TRIAD LOCAL SCHOOLS Board of Education, its employees, or agents, to release all results of these tests to designated School District employees or agents. We understand that these results will also be available to us upon request.

I, the student, hereby authorize the release of the results of such testing to my parent/guardian/custodian.

We hereby release the TRIAD LOCAL SCHOOLS Board or Education, its employees or agents from any legal responsibility or liability for the release of such information and records.

This will be deemed a consent pursuant to the Family Educational Rights and Privacy Act of 1974, 20 U.S.C. 1232g as amended, and the Ohio Revised Code 3319.321, for the release of the test results as authorized by the Informed Consent Agreement or as required by law

“Opt In” Student Drug Testing Program

Triad Local Schools is pleased to provide affordable access to student drug testing at the request of the parents or legal guardian. With our Opt In student drug testing program we allow students not currently involved with extracurricular activities, as requested by parents within our school districts, to participate in the district’s random student drug testing program. Results are 100% confidential and reporting goes directly to the parents.

How the program works

The parent/guardian can obtain our Opt In student drug testing consent within your district's office.

Read and sign the Informed Consent Agreement. The student must also sign this agreement.

Turn in the signed agreement and payment for the cost of the student drug testing. Identification of students may be required at the time of testing.

Upon completion of the testing, the Medical Review Officer will finalize results and will notify the parent/guardian of any positive testing results. Results will not be released to any other party without written consent of the parent/guardian.

If a positive test result occurs, the parent/ guardian may request counseling or follow up testing within the program.

Our Opt In program is available to any student who is enrolled within the district. Great Lakes Biomedical will not attempt to diagnose substance abuse problems. We only want to provide another tool to parents and guardians in making informed decision on what might need to be done to help their children

Opt In Student Drug Testing Consent

STUDENT NAME _____ GRADE _____

AS A STUDENT:

I understand that I may be drug tested with my parents' consent under the Opt In student drug testing program. I understand this agreement is binding while I am a student in the school system.

STUDENT SIGNATURE

DATE

AS A PARENT/GUARDIAN/CUSTODIAN: I understand that by signing this consent I will allow the school district to perform drug and/or alcohol testing on my son or daughter, the results of which will be released to me and only me.

PARENT/GUARDIAN/CUSTODIAN SIGNATURE

DATE

PARENT GUARDIAN/CUSTODIAN PRINTED NAME,

PHONE, ADDRESS

DRUG, ALCOHOL AND TOBACCO POLICY

Research has shown that the use of tobacco, drugs and alcohol have harmful effects on social and intellectual development of children and on their mental, physical and emotional health.

Therefore, regulations concerning tobacco, drugs and alcohol will be in effect for all athletes year round (365 days), 24 hours a day, while the student is enrolled at Triad grades seven through twelve.

1. A student shall not possess, use or transmit any alcoholic beverages, dangerous or controlled drugs, counterfeit drugs, narcotics, vapes/electronic cigarettes, inhalants, or volatile liquids. The students shall not possess any paraphernalia (this includes T-shirts) that relate to or advertise the use of alcoholic beverages, dangerous or controlled drugs, counterfeit drugs, narcotics, inhalants or volatile liquids, tobacco and vapes/electronic cigarettes. This rule applies in school buildings, school grounds, school buses, and/or during school activities.
2. The purchasing, possession, of use tobacco products in any form is prohibited.
3. Selling or distributing tobacco, drugs and/or alcohol is prohibited.

THESE RULES APPLY 365 DAYS A YEAR, 24 HOURS A DAY

VIOLATIONS OF THE DRUG, ALCOHOL AND TOBACCO POLICY

A. **FIRST VIOLATION:** For the first violation the student athletes will be denied participation for 30% of the athletic contests for that sport, beginning with the next contest for that sport. The athlete must attend all practices and games with the team during the suspension period. If the athlete is currently not participating in a sport, the penalties for the first violation will be enforced during the athlete's next sport season. If there are less than 30% of the contests left in the season in which 30% penalty is enforced or the penalty is null and void and will then be applied to that athlete's next sport season. If the athlete's plays both junior varsity and varsity contests in a given date or weekend those games shall count as one total contest. (i.e. An athlete may not consider the JV and varsity game as two contests.) For clarification 30% of the contests for each sport are listed below:

High School:

Sport	30%	Based on
Football	3 games	10 games
Volleyball	7 games	22 games
Cross Country	4 games	13 games
Fall Cheerleading	3 games	10 games
Golf	6 contests	20 contests
Basketball	7 games	22 games

Winter Cheerleading	7 games	22 games
Wrestling	6 points	20 Points
Track & Field	5 meets	16 meets
Baseball	8 games	27 games
Softball	8 games	27 games

Middle School:

Sport	30%	Based on
Football	2 games	8 games
Volleyball	6 games	20 games
Cross Country	4 games	12 games
Fall Cheerleading	2 games	8 games
Basketball	5 games	16 games
Winter Cheerleading	5 games	16 games
Wrestling	5 Points	17 points
Track & Field	4 meets	12 meets

Note: The number of games is rounded to the next highest total. Scrimmages and previews do not count toward suspension fulfillment.

B. SECOND VIOLATION: For the second violation the student athlete will be denied participation in athletics for one calendar year. All awards they may have earned in that sport are forfeited.

C. THIRD VIOLATION: A student found in violation for the third time shall lose eligibility for the rest of his/her career. All athletic awards they have earned are forfeited.

D. These penalties will be enforced if the student-athlete is caught, observed, or found to be in violation of a rule by a law enforcement officer, a coach, an administrator, or staff member, or by any certificated personnel of Triad Local Schools.

E. The student will be granted proper due process prior to any disciplinary action being taken.

F. Following verbal notification of any denial of participation or dismissal to the player and his/her parents, the action shall be reduced to writing explaining the violation, the penalty and granting the parents/or the player a hearing with the coach, the athletic director and the principal involved. Notification for an appeal must come from the student-athlete or his/her parents within five days following the denial of participation.

Triad Athletic Department

Social Media & Guidelines for Student-Athletes

The use of email messages, text messages, blogs, websites, or other electronic communications to make inflammatory or derogatory comments, and/or inappropriate descriptions or pictures regarding another team member, another student, a coach, another school or team, or other staff member is strictly prohibited.

Examples of inappropriate and offensive behaviors concerning participation in online communities may include or presentations of the following:

- Photos, videos, or comments showing personal use of alcohol, drugs and tobacco e.g., no holding cups, cans, shot glasses etc.
- Photos, videos, and comments that are of a sexual nature. This includes links to websites of a pornographic nature and other inappropriate material.
- Pictures, videos, or comments that condone drug-related activity. This includes but is not limited to images that portray the personal use of marijuana and drug paraphernalia.
- Content online that is unsportsmanlike, derogatory, demeaning or threatening toward any other individual or entity (examples: derogatory comments regarding another institution; taunting comments aimed at a student-athlete, coach, or team at another institution and derogatory comments against race and/or gender). No post should depict or encourage unacceptable, violent or illegal activities (examples: hazing, sexual harassment/assault, gambling, discrimination, fighting, vandalism, academic dishonesty, underage drinking, and illegal drug use).
- Content online that would constitute a violation of NFHS, OHSAA, or OHC rules
- Information that is sensitive or personal in nature or is proprietary to the Triad Athletic Department, which is not public information (examples: tentative or future team schedules, student-athlete injuries, and eligibility status).

If a student-athlete's profile and its contents are found to be inappropriate in accordance with the above behaviors, he/she will be subject to the following penalties:

1. Written warning by the Triad athletic director and or principal
2. A meeting with student-athlete, parents, and head coach
3. Penalties as determined by the athletic department, including but not limited to possible suspension from his/her athletic team.

SPORTSMANSHIP

The Triad Athletic Department believes that interscholastic competition involving member schools of the Ohio High School Athletic Association should be governed by the basic principles of good sportsmanship. This document has been prepared to insure that all participants have a common understanding of those basic principles.

We believe that participation is more important than winning. The promotion of sportsmanship is the obligation of all school personnel (principals, athletic directors and coaches) and is directed to the behavior of spectators, coaches, and players.

We believe the development of good sportsmanship through the practice of ethical behavior and moral reasoning is one of the acknowledged objectives of interscholastic athletics. We therefore expect school administrators, coaches, athletes, cheerleaders, and spectators to know and embrace the following fundamentals of sportsmanship.

1. Respect should be demonstrated for an athletic opponent and for their school at all times. Triad should treat visiting teams and their supporters as guests and accord them the consideration all human beings deserve. Visiting schools should respect the property and dignity of their host school and its athletic teams.
2. Respect should be demonstrated for the officials at all times. Officials must be assumed to be and accepted as impartial arbiters who are trained to do their job and can be expected to do the job to the best of their ability.
3. Knowledge of and a proper respect for the current rules of the contest should guide the behavior of all participants. Rules are essential for a fair contest. Good sportsmanship suggests the importance of conforming to the spirit as well as the “letter” of the rules.
4. All participants should strive to maintain self-control at all times. The desire to win should not be accepted as a reason for abandoning rational behavior. A proper perspective must be maintained by all if the potential educational values of athletic competition are to be realized.
5. All participants should learn to recognize and appreciate skill in performance regardless of affiliation. Recognition of the good performance of an opponent is a demonstration of generosity and goodwill that is encouraged in all member schools. In order for good sportsmanship to prevail, it is essential that all participants understand their individual responsibilities and expected modes of behavior before, during, and after contests.

EJECTION FROM ATHLETIC CONTESTS

PLAYERS/CHEERLEADERS/STUDENT MANAGERS

By adoption of the OHSAA, any player ejected or disqualified for unsporting conduct or flagrant foul shall be ineligible for all contests for the remainder of that day. In addition, the player shall be ineligible for all contests at all levels in that sport until two regular season/tournament contests (one in football) are played at the same level as the ejection or disqualification.

In the sport of wrestling, any player ejected or disqualified for unsporting conduct or flagrant foul shall be ineligible for all wrestling contests for the remainder of that day and event. In addition, he/she shall be ineligible for all contests at all levels in wrestling until two regular season/tournament contest points or two event days at the same level as the ejection or disqualification have been completed.

A student who has been declared ineligible for two games (one in football; see wrestling policy above) may be on the sidelines/team bench, accompany and/or travel with the team but may not participate in pregame warmups and may not wear a team warmup or game uniform while on the sidelines/team bench, accompanying and/or traveling with the team. When ejection or disqualification of a player results from illegal substitution in baseball, softball or basketball, the two contest ineligibility does not apply.

Any player ejected or disqualified for unsporting conduct during a scrimmage or preview shall be ineligible for all scrimmages or previews for the remainder of that day. If a scrimmage occurs prior to the season, the player shall also be ineligible for the first regular season contest (previews are only permitted prior to the first regular season contest). If a scrimmage occurs after the first regular season contest, the player shall be ineligible for the next regular season or OHSAA tournament contest.

If the ejection or disqualification occurs in the last contest of the season, the student shall be ineligible for the same period of time as stated above in the next sport in which the student participates.

A student who is ejected or disqualified a second time in a scrimmage, preview, regular season contest or OHSAA tournament contest shall be suspended for the remainder of the season in that sport. A student who has been ejected or disqualified for unsporting conduct for the second time in the season during the last contest shall be ineligible for a period of time/number of contests subject to the discretion of the Executive Director. The period of ineligibility shall commence during the next sport in which the student participates.

It is the responsibility of the local school authorities to ensure this regulation is enforced. When an ineligible student is allowed to participate, forfeiture of the contest is mandatory. This regulation shall apply to all regular season and tournament contests and shall in no way limit the discretionary authority of the Executive Director as specified in the OHSAA tournament regulations. In accordance with Bylaw 8-3-1, the decisions of contest officials are final.

Triad Local Schools believe that each participant should be committed to upholding the ideals of good sportsmanship put forth in this document.

COACHES

By adoption of the OHSAA, any coach ejected from an interscholastic contest for unsportsmanlike conduct shall be suspended from coaching in contests for the remainder of that day as for all contests in that sport until two (2) regular season/tournament contests are played (one contest in football). If the ejection occurs in the last contest of the season, the coach shall be ineligible for the same period of time as stated above in the same sport during the following season in the next school year.

A coach who has been suspended from coaching may attend the contest, but must be seated in the spectator area and may not give instructions to players or to the individual who has been assigned to coach the team any time prior to or during the contest, including half-time or any intermission. A suspended coach shall not travel with the squad to an away contest.

A coach who has been ejected for unsportsmanlike conduct for the second time shall be suspended indefinitely and required to attend a mandatory conference with the commissioner at the OHSAA headquarters. The principal of the school shall be required to attend the conference as well. Any penalty shall be determined in accordance with OHSAA Bylaw 12.

This regulation shall apply to all regular season and tournament contests in no way limit the discretionary authority of the commissioner as specified in the OHSAA Tournament Regulations. In accordance with OHSAA Bylaw 8-3-1, the decisions on contest officials are final.

Triad's Athletic Department

Student-Athlete Code of Ethics

The Triad Local School District provides a number of extracurricular athletic opportunities for all our students. Athletics are an important aspect of the educational system. All school activities, curricular and extracurricular, in the classroom and on the playing field, must be congruent with Triad's mission statement and philosophy. Through athletics, favorable habits and attitudes that are essential to the total personality can be developed which can prepare the student-athlete for their adult life in society.

Participation in athletics at Triad is a privilege and must be comprehended as such. Therefore, the major objective for our student-athletes is to develop good sportsmanship, self-discipline, pride, unity, dedication, and positive mental health. At all times, athletics at Triad provide an educational atmosphere where students learn the importance of hard work, sacrifice, and loyalty to a team. Foremost, a student-athlete has a responsibility to adhere to the Triad Student-Athlete Code of Ethics.

Triad student-athletes represent their school, community, and most importantly themselves and their families. Every effort should be made to project the positive image of Triad student-athletes, not only from performance in competition, but also by example in everyday activities.

The Code of Ethics provides general behavioral guidelines consistent with the responsibilities of participation, representation, and public exposure outlined above. The Code applies to any and every Triad student who is considered to be a member of an interscholastic team(s), whether that sport is in season or not. In simple terms, any conduct that brings dishonor to a team and/or to the Athletic Department is considered a breach of the Code.

Players: Because players are admired and respected, they exert a great deal of influence over the actions and behaviors of the spectators. As a student-athlete, I understand that it is my responsibility to:

1. Place academic achievement as the highest priority.
2. Show respect for teammates, opponents, officials, and coaches
3. Treat opponents with respect and as fellow human beings not as enemies.
4. Exhibit fair play, sportsmanship and proper conduct on and off the playing field.
5. Maintain a high level of safety awareness.
6. Refrain from the use of profanity, vulgarity and other offensive language and gestures.
7. Adhere to the established rules and standards of the game to be played.
8. Respect all equipment and use it safely and appropriately.
9. Refrain from the use of alcohol, tobacco, illegal and non-prescriptive drugs, anabolic steroids or any substances to increase physical development or performance.
10. Know and follow all state, section and school athletic rules and regulations as they pertain to eligibility and sports participation.
11. Accept both victory and defeat with pride and compassion. Congratulate opponents in a sincere manner following either victory or defeat.

12. Maintain a proper balance between family, work, social relationships, and athletics.
13. Do not place an overemphasis on winning.
14. I will take responsibility for my own behavior.
15. I recognize that I am representing Triad and will act accordingly.

Players should avoid the following behaviors.

1. Taunting officials, opponents or spectators.
2. Ejection from contest.
3. Use of profanity.
4. Damage/destruction of school property.
5. Theft of school or personal property.

Disciplinary Actions:

1. Benching of participant.
2. Removal from contest.
3. Suspension of a portion of the season.
4. Restitution of damages
5. Conference/hearing with school officials.
6. If ejected from contest, suspension from contest(s) as required by OHSAA.

As a Triad student-athlete, I agree to abide by the rules, regulations, and responsibilities established in the Triad Code of Ethics. I also agree to abide by the rules adopted by the Triad Board of Education and, at all times (in-season and out of season) to follow all federal, state, and local laws.

I understand that participation in athletics at Triad is a privilege, and as a student athlete, have taken the responsibility of being a role model. It is my responsibility to project a positive image in everything that is expected as a Triad Student-Athlete.

Student Athlete Signature

Date

Parent/Guardian Signature

Date

Triad's Athletic Department

Coaches Code of Conduct

The coaches bear the greatest responsibility for the development of sportsmanship as they have the greatest influence on the attitude and behaviors of players, the student body, and the community. Coaches must value sportsmanship and teach it through their words and through example. Therefore, coaches should embrace the following appropriate behaviors:

1. Instruct their players in the fundamentals of sportsmanship.
2. Teach the value of conforming to the spirit, as well as the letter of the rules.
3. Make sportsmanship behavior a matter of team discipline, with appropriate consequences for team members who display unsportsmanlike behavior.
4. Remind the student body at every opportunity that visiting teams must be treated with respect.
5. Demonstrate publicly the ideals of good sportsmanship by such acts as shaking hands with opposing coaches before and after contests.
6. Do not place an overemphasis on winning.
7. Maintain a proper balance between family, work, social relationships, and athletics.
8. Refrain from use of drugs and/or alcohol when on the playing field.
9. Promote the emotional, physical, academic and athletic dimensions of the athlete.
10. Place the emotional and physical well-being of the athlete ahead of any personal desire to win.

Coaches should avoid the following inappropriate behaviors:

1. Use of profanity and/or obscenity.
2. Ejection from contest.
3. Berating the officials or players.
4. Inciting spectators/players to inappropriate behavior.

Disciplinary Actions:

1. Conference/hearing with school officials.
2. Growth plan for improvement.
3. Possible suspension/termination.
4. If ejected, suspension from contest(s) as required by OHSAA rules.
5. Other discipline as provided in accordance with Board Policy and the negotiated agreement.

Coach Signature

Date

Athletic Director Signature

Date

Triad's Athletic Department

Spectator Code of Ethics

A large extent of a school's reputation is determined by the behavior and reactions of their spectators. Spectators should be reminded that athletes are friendly rivals as members of opposing amateur teams. They are to be treated as such. Spectators should be reminded, too, that the contest should be between teams engaged in the competition and not between their supporters. It is important that all spectators:

1. Know and demonstrate the fundamentals of sportsmanship.
2. Respect, cooperate, and respond enthusiastically to the cheerleaders, coaches, and athletes of all teams.
3. Censure fellow spectators whose behavior is unsportsmanlike.
4. Adhere to the established rules and standards of the game to be played.
5. Be positive toward players and coaches regardless of the outcome of the contest.
6. Respect the judgement and the professionalism of the officials and coaches.

Spectator inappropriate behavior:

1. Verbal/physical abuse of officials.
2. Berating players, coaches or other spectators through chants, signs, and cheers.
3. Interruption of contests including throwing objects on the playing surface, entering the playing area, and disruptive behavior.

Disciplinary Actions:

1. Removal from contest.
2. Conference/hearing with school officials.
3. Removal from school premises.
4. Suspension of the privilege of attending extra-curricular events.

Attending a Triad athletic contest voluntarily affixes a spectator to this Code of Ethics. Spectators attendance signifies they have read, understand, and will do their best to fulfill the Code at every Triad athletic contest.

ATHLETIC BUDGET AND FUNDRAISING

The purpose of the athletic account is to financially support the interscholastic athletic programs of Triad Schools and maintain their operation. Coach's salary is paid by The Board of Education; all other expenses of the athletic department are paid through gate receipts, sponsorships, or donations. Currently, Triad is one of the few districts that do not have some sort of fee attached to the athletic programs. Fundraising is an alternative means of obtaining funds for a special need that cannot be achieved through the general athletic budget or booster club. All fundraisers must be approved by the Athletic Director or the Principal. Coaches who wish to conduct fundraisers shall submit a formal request by April 1 of the preceding year. Each individual sport is permitted to conduct a maximum of two fundraisers per year and a youth clinic.

TRIAD HIGH SCHOOL SPORT UNIFORM ROTATION SCHEDULE

Sport		20-21	21-22	22-23	23-24	24-25	25-26	26-27	27-28	28-29	29-30	30-31
Baseball	Uniforms	X				X				X		
Boys Basketball	Uniforms		X				X				X	
Girls Basketball	Uniforms				X				X			
Cross Country	Jersey				X				X			
Football	Jersey/Pants		X (Away)	X (Home)			X (Away)	X (Home)			X (Away)	X (Home)
Golf	Polo	X		X		X		X		X		X
Softball	Uniforms			X				X				X
Track	Uniforms				X				X			
Volleyball	Uniforms	X				X				X		
Wrestling	Singlets			X				X		X		X
Cheer	Uniforms (MS)/ HS Warm-Ups			X				X				

Uniforms worn by the athletic teams at Triad High School will be purchased on a rotation, with the approval of the Principal and Athletic Director. Replacement uniforms will be purchased as needed, but proper care of uniforms must be maintained. The Triad Middle School will purchase uniforms as needed. All uniform purchases are dependent upon funds available.

WEIGHT ROOM POLICY

All athletes who use the weight room will follow the following guidelines:

1. No athlete is to use the weight room without the proper supervision of a member of the coaching staff.
2. When in use by athletes, the weight room is to be kept clean and orderly.
3. When using mats, athletes shall at all times use a clean towel and a clean shirt as covering.
4. When use of a certain weight station has been concluded, it is the athlete's responsibility to return the plates to the proper rack. Do not leave plates on the bars or on the floor.
5. Language of a harassing, intimidating, obscene, profane and/or foul nature is prohibited and shall not be tolerated in the weight room.
6. Students with infections or communicable disease should refrain from use of facilities

INDIVIDUAL COACHES RULES

Each coach is encouraged to set team rules in addition to the rules in the Athletic Handbook. Rules and penalties for tardiness, curfew violations, inappropriate practice/game dress and misconduct are examples of acceptable coach's guidelines. The individual coach may determine punishment in addition to school policy of an athlete who has received an office referral, detention, Thursday Night School, In School Suspension, or is Suspended. The coaches will notify the athletic director and the principal of any additional punishment. These rules should be given in writing to all athletes, parents and the athletic director at the beginning of each season.

TRAINING AND LOCKER ROOM POLICY

The following are training room and locker room guidelines.

1. Tape is for first aid, not for holding up pants or socks.
2. No athlete is permitted to be in the training room without the direct supervision and/or permission of one of the coaches.
3. Taking first aid supplies is prohibited.
4. Misuse of first aid supplies is prohibited.
5. Horseplay in the training room and locker room is prohibited and will result in disciplinary action.
6. Lockers assigned to athletes shall be kept in a clean, sanitary and orderly manner during their use.
7. Vandalism and thievery on the part of any Triad athlete is prohibited and will be subject to disciplinary action.

8. Language of a harassing, intimidating, obscene, profane and/or foul nature is prohibited and shall not be tolerated in the training or locker areas.

LOCKERS

Section 3313.20 of the Ohio Revised Code authorizes a board of education to adopt a policy which authorizes an administrator to search any student's locker and the contents thereof upon reasonable suspicion that the contents contain evidence of a criminal or school rule violation. Lockers remain the property of Triad Local School District while on loan to students and are, therefore, subject to supervision and inspection by school authorities when and where necessary. It is the student's responsibility to use lockers for school purposes only and to use a lock to secure all belongings. Lockers are not to be used for articles which may be of such nature as to be harmful, dangerous, in violation of school or legal restrictions or disruptive to the school process. Such articles are subject to confiscation. Students are not permitted to mark or deface the outside of lockers. In such cases, the students breaking locker rules will be assessed a fine.

REQUIRED FORMS

The following forms must be completed and on file in the Athletic Office or submitted online via Final Forms prior to the first day of practice or try-outs (in cut sports):

Please note: Item number one will be completed in paper form and turned into the Athletic Office and items 2-21 will be submitted via Final Forms.

1. OHSAA Pre-Participation Physical Form-this form must be printed and completed by a certified physician and kept on file with the Athletic Office.
2. Contact Information
3. Health History & Medical Profile
4. Emergency Medical Authorization
5. Supplemental Information
6. Acceptable Use Policy
7. Chromebook Guidelines
8. Bus Riding Made Easy
9. Technology Use Agreement
10. Student/Athletic Handbook
11. Release of Non-Vital Information
12. Release & Publication of Photo/Image
13. Application to Drive
14. Random Drug Testing Policy
15. OHSAA Preseason Meeting Presentation
16. OHSAA Student Athlete Eligibility
17. Concussion Acknowledgement
18. Impact Testing Consent
19. Sudden Cardiac Arrest Awareness
20. OHSAA Authorization
21. OHSAA PPE Physical

TWO-SPORT PARTICIPATION

Athletes may participate in more than one sport at Triad Local Schools in any one sport season (fall, winter, or spring) **if both coaches concur and cooperatively** work out details of practices, games, etc. with the athlete. The athlete who is attempting to “double up” must declare one of the sports as a “sport of first priority” to the athletic director. This means the athlete will attend all “events” (contests, practices, meetings, etc.) connected with that squad. The athlete can participate with the other squad during the time there are no obligations to the sport of first priority. Student-athletes have a responsibility to avoid continuous conflicts.

HOME-EDUCATED STUDENT PARTICIPATION

All students enrolled in chartered or non-chartered nonpublic schools are permitted to participate in a particular extracurricular activity if the student is of appropriate age and grade level: (1) the student is entitled by law to attend the schools of this District; and (2) the chartered or non-chartered nonpublic school in which the student is enrolled does not offer the particular extracurricular activity. Students who meet these criteria are permitted to participate in the particular extracurricular activity at the district school to which the student otherwise would be assigned during that school year provided that the student meets the eligibility requirements stated in the student and/or athletic handbook.

It shall be the parent/guardian’s responsibility to obtain appropriate documentation for the Superintendent or designee, to verify the student’s eligibility prior to the start of the first practice or other activity of the extracurricular activity in which the student chooses to participate. Thereafter, the parent/guardian of a student participating in an extra-curricular activity under this policy shall obtain additional verification of eligibility every nine (9) weeks on or before 5:00 p.m. of the fifth school day at the beginning of the nine (9) week period until the conclusion of the extracurricular activity in which the student is participating. All documentation related to a student’s eligibility shall be verified by the school in which the student is currently enrolled. A student will be deemed ineligible to participate in extra-curricular activities until all eligibility requirements are met and verified. For the purpose of this policy, “parent/guardian” also means a student that is eighteen years of age.

PROCEDURE TO RESOLVE CONFLICT

Whenever a complaint is made directly to the Board as a whole, a Board member as an individual, the Superintendent, Principal, or other administrator, it will be referred to the appropriate building administrator. A coach who is the object of a complaint will be informed promptly.

STEP ONE: DIRECT CONVERSATION

- A. If a student-athlete (complainant) has a disagreement or misunderstanding with a coach, the complainant should address the concern to the specific coach directly involved with the circumstances surrounding the concern. The coach will meet with the student-athlete as soon as possible, but in no case longer than three calendar days after the coach has been notified of the concern (subject to change by mutual agreement).

- B. If the complainant or the coach is not satisfied with the outcome of Step 1(A). The coach will meet with the student-athlete's parent/guardian as soon as possible, but in no case longer than five calendar days after the coach has been notified of the concern (subject to change by mutual agreement).

STEP TWO: FACT AND POSSIBLE RESOLUTION

If the complainant or the coach is not satisfied with the outcome of Step No.1, or the complainant or coach is unwilling to meet independent of an administrator, a meeting with the coach and athletic director will be arranged at a mutually convenient time, but in no case more than five calendar days after the meeting in Step 1. This step is to be informal and verbal. No further action will be taken beyond Step No. 2 unless the complainant submits in writing a signed and dated statement of facts giving rise to this concern, the name of the coach involved and the remedy sought.

STEP THREE: FORMAL PROCESS

If a complainant's concern is not satisfactorily resolved at either the first or second level, the complainant should then refer this concern to the principal in writing. At that time another meeting will be arranged at the convenience of the complainant and coach directly concerned, but in no case more than ten calendar days (subject to change by mutual agreement). The coach has the right to be at all meetings with or without a representative as he/she so determines.

DISPOSITIONS:

Dispositions at Step 3 will be sent in writing to all parties within ten calendar days of the meeting reasons stated.

DECISION:

The decision of the principal is final. Students will be further informed that participation in interscholastic sports is a privilege and not a right, and that they may be prohibited from all or part of their participation in such activities by authorized school personnel without further notice, hearing and/or appeal rights.

ATHLETE QUITTING A TEAM

Any athlete who quits/is removed from a team (as defined by OHSAA) will not be permitted to practice, participate, or play with another Triad team during that season. If this is the case, the following procedure must be followed:

1. Talk with your immediate school coach and then the head coach.
2. Return all equipment issued.

Being unable to participate as a result of quitting or being removed from a team includes but is not limited to any conditioning, open gyms, practices, scrimmages, games, etc. that is in preparation for another athletic program and/or as a member of another in-season program. However, a variance of this rule may be granted given unusual circumstances and only with the agreement of all involved coaches and the Athletic Director.

EQUIPMENT

The athlete is responsible for the proper care of equipment issued to him or her. All equipment not returned in good condition at the end of the season will be subject to a financial penalty.

1. All equipment issued to a player is to be worn only at practice or scheduled games or scrimmages involving the particular sport. Exceptions must be approved by the coach (i.e. jerseys/warmups).
2. The athlete must secure permission from the coach before any item is attached, added to, removed from or worn with a uniform that is issued to an athlete for a specific sport.
3. Each athlete is responsible for all equipment issued. Keep it clean and in the best possible condition. The Triad Local School District is not responsible for lost or stolen equipment. It is suggested that athletes use a lock on athletic lockers to avoid theft.
4. All athletic equipment is the property of the Board of Education and the Athletic Department. Therefore, school equipment may not be taken from the building for the use of any other organization or for personal use. Any exception must be approved by the coach or athletic director.
5. All equipment issued to an athlete must be returned at the end of the athletic season. Equipment that is not returned for any reason or that is damaged beyond normal wear and tear must be paid for at current replacement cost. Any athlete who has not returned or paid for lost equipment within one week will be denied the right to participate in athletics until the equipment is returned or paid for. In addition, these costs will be added to the school fees owed to the school.
6. Under certain circumstances, equipment (i.e. uniforms) may be sold to team members at the end of the season. The sale will be controlled by the head coach and athletic director. The price will be set by the athletic director and will be the current replacement cost of the item. The money will be collected by the head coach prior to equipment being given to the athlete.

BUS TRIPS

The bus trip guidelines are as follows:

1. All athletes must ride to and from a contest on the bus. If a parent chooses for their son or daughter to ride home with them, they must sign a release form, which will be in the coach's possession following the contest. Under no circumstance may a student athlete leave a contest with someone other than their parent or legal guardian, unless prior arrangements have been established with the Athletic Director/coach. The Athletic Director is responsible for informing the coach of the arrangements.

*Individual coaches may require student athletes to always ride to and from a contest.

2. Proper bus conduct is expected at all times. The athletes will follow the same rules they follow when they ride the bus to and from school.

3. No shoes other than those that are soft soled may be worn on the bus. Cleats and spikes are prohibited on the bus.

4. Keep the aisles clear at all times. No one should be permitted to be moving or standing on the bus until the completion of the trip.
5. No athlete is to put their arms, legs, etc. out any bus window nor should any object(s) be thrown out of the bus. Windows should be closed when the trip is completed.
6. No horseplay of any kind will be tolerated.
7. No unauthorized person should sit in the driver's seat.
8. Athletes shall not move from seat to seat while the bus is in motion.
9. Absolute quiet must be maintained at railroad crossings or other danger areas.

PRACTICE SESSIONS

The following guidelines are to be followed with respect to practice sessions:

1. There should be no Sunday practice. Extenuating circumstances may necessitate having a Sunday practice. Coaches must secure permission from the superintendent, principal and athletic director to have a Sunday practice.
2. In order for a holiday game/practice to occur, Board approval must be received. This takes a written proposal from the Building Principal to be presented to the Board of Education. If there is insufficient time for the Board to meet, the Building Principal or designee may make the decision.
3. There should be practice no Thanksgiving or Christmas day.
4. Teams and athletes are to be supervised at all times, including in the locker rooms, on fields (or gymnasiums), and buses to and from scrimmages/games.
5. The regularly scheduled practice dates begin and end according to Ohio High School Athletic Association guidelines.
6. Teams will be allowed to practice and/or participate in interscholastic competition on a day school has been cancelled due to inclement weather. For practices or an interscholastic contest to occur approval must be granted from the athletic director and building principal.
7. The Triad Board of Education agreement with regard to practice sessions is to be followed at all times except with those situations that have been discussed and have been approved by the athletic director and/or Building Principal. No Middle School student shall practice more than five times in a week.
 - All Middle School Sports- maximum 2 hours
 - Football- maximum 3 ½ hours (two sessions per day are allowed prior to the opening of school)
 - Golf- maximum 4 hours or 18 holes
 - Baseball, Basketball, Cheerleading, Cross-Country, Softball, Track, Volleyball, Wrestling- Maximum 2 ½ hours
8. The Athletic Director or a designee has the responsibility of scheduling the Triad High School gymnasium during the Winter Sports season. Triad Middle/Elementary School Principal will schedule the gymnasium for his/her building.

RISK OF PARTICIPATION

All athletes and parents or guardians must realize the risk of serious injury, permanent disability or death which may be a result of athletic participation.

AWARD SYSTEM

The Wearing Of Awards

- A. No person should wear any emblem not earned by the wearer.
- B. No person should wear an athletic emblem not awarded by Triad High School.

J.V./ Freshman Awards:

- 1. 1st sport J.V./freshman- Numerals, certificate
- 2. 2nd sport J.V./freshman and after- certificate

Note: All freshmen will receive numerals.

The Presentation of Awards- Varsity Athletics

First Year:

- 1. 1st sport only- 7" letter T
- 2. Emblem depicting the sport
- 3. Certificate

Second Year:

- 1. Silver Medal depicting the sport
- 2. Certificate

Third Year:

- 1. Gold Medal depicting the sport
- 2. Certificate

Fourth Year:

- 1. Plaque
- 2. Certificate

The Presentation of Awards- Middle School

- 1. All participants, including managers and statisticians, will receive a certificate.
- 2. All members of a team that were conference champions or undefeated will be awarded a metal.

Note:

- 1. Any student who receives four certificates of participation will earn a varsity letter in that sport.

2. Managers/Athletic training student-aides must attend all practices and games to receive a varsity letter. Any absence must be with prior approval of the head coach/athletic trainer (Must be a current Triad High School student).
3. Statisticians must attend all games for two years to receive a varsity letter. Any absence must be with prior approval of the head coach (Must be a current Triad High School student).
4. All members of a team that were conference champions or undefeated will be awarded a chenille patch.
5. All members of a team that were sectional, district, regional, state championship, or state runner-up will receive one patch indicating the highest level attained by the team.
6. HS/MS sports awards programs will include only the presentations of awards for each season unless there is a championship and/or undefeated team that qualifies for state tournament during that sports season; if a team performs at this level a meal is permissible.
7. Parents' Night for both fall and winter sports will recognize only senior athletes, marching band members, and their parents. Statisticians would be considered as part of the athletic team.

TRIAD HIGH SCHOOL VARSITY AWARDS

The following criteria will be used to determine varsity award winners in the respective sports:

BASEBALL:

1. Must participate in at least one-third of the total number of games played.
2. In the case of injury, the award may be given at the coach's discretion.
3. Pitchers and seniors may be given the award without meeting the above requirements at the coach's discretion.

BASKETBALL (BOYS & GIRLS):

1. Participate in at one-half total quarters played and 90% of the practices.
2. Graduating senior at the coach's discretion.

CHEERLEADING:

1. Participate in 80% of the quarters during the scheduled athletic contest as a varsity cheerleader and 90% of the practices.
2. Graduating senior at the coach's discretion.

CROSS COUNTRY (BOYS & GIRLS):

1. Participate in at least two-thirds of regularly scheduled meets and have met one of the following Criteria:
 - A. Be one of the top seven varsity runners by time or average.

B. A graduating senior at the coach's discretion based on attitude, good attendance and service to the team.

FOOTBALL:

1. Must have played in at least one-half of the total number of quarters.
2. A graduating senior at the coach's discretion.
3. In the case of injury, the award may be given at the coach's discretion.

GOLF:

1. Must have played in at least one-half of the scheduled varsity matches.
2. Qualify for and play in one or more tournaments.
3. A graduating senior at the coach's discretion.

SOFTBALL:

1. Must participate in at least one-third of the total number of games played.
2. A graduating senior at the coach's discretion.

TRACK (BOYS & GIRLS):

1. Must attend 90% of the scheduled practices and meets and have met one of the following criteria:

A. score at least 20 points on the season.

B. Score in two league, invitational, or state run meets in events where there are more teams / participants than places.

C. Coach's discretion based on attitude, good attendance, service to the team, terminating injury and/or senior participation.

VOLLEYBALL:

1. Must participate in at least ten games.
2. Graduating senior at the coach's discretion.

WRESTLING:

1. Acquire 15 team points. Point values are as follows:
 - A. Pin, default, disqualification of an opponent - 6 points
 - B. Superior decision - 5 points
 - C. Major decision - 4 points
 - D. Decision - 3 points
 - E. Tie 2 points f. Lose - 1 point
2. Wrestlers not accumulating 15 points may be awarded a letter if:
 - A. Graduating senior at the coach's discretion.
 - B. Two boys sharing the weight class have displayed the potential of earning fifteen (15) points, but have not because of inter-squad competition.
 - C. An injury to a varsity wrestler terminates his season.

Note: If a student-athlete quits, is suspended from a team/squad, or is ineligible he/she will NOT receive any varsity awards.

TRIAD HIGH SCHOOL OUTSTANDING ATHLETIC AWARDS

ACADEMIC ATHLETIC AWARDS- A silver certificate will be presented to student-athletes who maintain a 3.00 GPA or better in all subjects on their schedule during their respective sports season. A gold certificate will be presented to student-athletes who maintain a 3.00 GPA or better in all subjects on their schedule during two sports seasons. A plaque will be presented to student-athletes who maintain a 3.00 GPA or better in all subjects on their schedule during three respective sports season. The Bill McDaniel award will be presented annually to a graduating male and female student-athlete who lettered their senior year and has maintained at least a 3.5 GPA. Athletes will be voted upon by the head varsity coaches of all sports. The athletes chosen for this award should possess a tremendous team-first attitude and display excellence in the classroom while participating in the Triad athletic program.

* Two-sport participation counts as one season pertaining to any academic athletic awards.

OUTSTANDING MALE & FEMALE ATHLETES- A special plaque will be awarded to the male and female athlete with the highest number of points accumulated in the current year (spring sports included). Student-athletes' names will be placed on a perpetual plaque in the wall of fame.

Criteria for Obtaining Points:

1. Participation: 1 Point
2. Letter: 2 Points
3. Special Sport Award: 2 Points

4. 1st Team OHC: 3 Points
5. Specialty Team or Honorable Mention OHC: 1 Point
6. State recognition will be counted only in breaking a tie.

SPECIAL SPORT AWARD (any awards given that are not listed will be done at the expense of the coach) Triad High School students will receive a plaque. Triad Middle School student-athletes will receive a certificate:

BASEBALL:

1. Defensive Fighting Cardinal
2. Offensive Fighting Cardinal
3. Coach's Award
4. Most Improved

BASKETBALL (BOYS & GIRLS):

1. Defensive Fighting Cardinal
2. Offensive Fighting Cardinal
3. Coach's Award
4. Most Improved

CHEERLEADING (FALL & WINTER)

1. Most Spirited
2. Most Improved
3. Coach's Award

CROSS COUNTRY (BOYS & GIRLS):

1. Boy's Fighting Cardinal
2. Girl's Fighting Cardinal
3. Most Improved Boy/Girl
4. Coach's Award Boy/Girl

FOOTBALL:

1. Defensive Fighting Cardinal
2. Offensive Fighting Cardinal
3. Coach's Award
4. Most Improved
5. Clarence Hunter Award

GOLF (BOYS & GIRLS):

1. Fighting Cardinal Low Average- Boy
2. Fighting Cardinal Low Average- Girl
3. Most Improved Boy/Girl

4. Coach's Award Boy/Girl

SOFTBALL:

1. Defensive Fighting Cardinal
2. Offensive Fighting Cardinal
3. Coach's Award
4. Most Improved

TRACK (BOYS & GIRLS):

1. Track and Field Fighting Cardinal
2. Coach's Award
3. Most Improved

VOLLEYBALL:

1. Defensive Fighting Cardinal
2. Offensive Fighting Cardinal
3. Coach's Award
4. Most Improved

WRESTLING:

1. Bear Award
2. Most Improved
3. Coach's Award

TRIAD HIGH SCHOOL WALL OF FAME PICTURES

INDIVIDUAL: An individual's picture will be put in the "Wall of Fame" for any of the following achievements:

Being selected to the first or second, "all-state" (where posted) by the approved rating committee for that sport.

Being selected at least twice in your high school career as a Varsity All-American Cheerleader in a sanctioned UCA cheer competition.

- Cross Country: Placing 1-25 is considered 1st team all-state
- Golf: Placing 1-10 is considered 1st team all-state
- Wrestling: Placing 1-8 is considered 1st team all-state
- Track: Placing 1-8 is considered 1st team all-state

Student-athletes receiving Special, Honorable Mention All-State, All-American Cheerleader or who qualify for state competition will have their names placed on a perpetual plaque.

*Club sports or any non-sanctioned Triad High School sport/team will not be recognized.

NOTE: Hall of Fame photos of individuals are a privilege and not a right: therefore, the athletic council with a 2/3 vote from active members reserves the right to remove any individual from the “hall of fame” for reasons that may include, but may not be limited to: felony convictions, failed drug tests, ineligibility, any act that is unbecoming of a Triad Athlete, and/or reflects negatively against Triad Local Schools.

TEAM: A team’s picture will be put in the “Hall of Fame” for any of the following achievements:

- Winning a league Championship
- Winning a district Championship
- Placing in the top eight in state tournament competition.
- Achieving a rating in the top eight teams in the state by the approved rating committee for that sport.

TRIAD HIGH SCHOOL ATHLETIC HALL OF FAME

Award Categories

A member elected to the Hall of Fame can either be a(n):

- Student – Athlete
- Coach
- Team
- Contributor/Community Member

Nomination Criteria

- Student-Athlete
- Must be a graduate of Triad High School,
- Must have graduated from the school district at least five (5) years prior to selection to the Hall of Fame.
- Must have played a minimum of two (2) seasons at the Varsity Level.
- May have demonstrated leadership and outstanding character in school and in the community. Former coaches’ discretion/input.
- Had a significant Impact on athletic programs.
- Awards/Honors: All State, All Region/District, All Conference 1st team, Team MVP, Multiple Sport “Star”.

Coach

- Must have demonstrated an unusually high degree of success relative to his/her particular sport. Success in the program is not always measured by wins and losses, but may be determined by the degree of respectability given the person or program by other people.

- Should have displayed outstanding character and leadership qualities in our school and community.
- Has coached a specific sport for at least five (5) seasons and has not left the sport or the Triad Local School District for reasons detrimental to the image of the district.
- Must have left the coaching position for at least three (3) years prior to selection to the Hall of Fame, but may still be serving the school district in another capacity.

Team

- An individual team may be elected into the Hall of Fame if having met the following criteria: Team has displayed significant success as determined by the Hall of Fame Committee. This will count as only one nominee. Members of said teams may still be nominated as individuals

Contributor (Community Member)

- Individual who has made a significant contribution to the Triad athletic program. Not strictly monetary.
- An individual that has been an innovator in the development of new ideas, which were beneficial to the student-athletes of Triad.
- An individual who has provided long periods of outstanding support and or service to the Triad athletic programs.

Nomination Guidelines/Procedures

- Nominations are due no later than November 1st of each year, or must be post marked by this date.
- A nomination shall consist of a completed Triad nomination form, mailed to the Triad athletic department or completed online. Optional supporting materials can be included as part of the nomination. Please do not send original clippings or photos, or other materials, as they will not be returned.
- The athletic department and/or member(s) of the selection committee will research any claims made on the nomination forms.
- Nomination procedures and requests for the Hall of Fame will be publicized at the beginning of September and October in advance of the November 1st deadline for submitting nomination forms.
- Hall of Fame nominating forms may be picked up at the High School Main office or completed online under the athletic department for Triad Local School.
- A nominee may be deceased; however, deceased nominees must have passed away at least two (2) years prior to nomination.
- If a nominee is not selected within a period of five years, he/she is automatically removed from the list of active nominees. A second nomination shall remain active for a period of three years; after which time it will be placed on a permanent inactive status.
- No nominee may nominate his or her self. No Hall of Fame Committee Member is eligible to be nominated.

The Selection Committee

- The committee will be chaired by the Director of Athletics. He/She shall have the authority to appoint a designee on an as needed basis to serve and assist in this capacity.
- People may be reassigned to the committee each year.
- The committee will consist of seven (7) members:
- The Director of Athletics (Chair)
- The Superintendent or designee
- The High School Principal or designee
- Single member of the Board of Education which can rotate every year
- Three (3) members of the Triad Local School District who have a historical knowledge of Triad Local School District athletics. If a committee member is unable to fulfill his/her commitment; in which case the person appointed as a replacement by the committee will fulfill the remaining term of the vacated position.
- This group shall serve as the executive committee for the Hall of Fame.
- A secretary will be appointed by the chairperson to record the meeting minutes and deliberations of the committee.
- The selection committee must ensure the timeliness of the process.
- A simple majority, four (4), of members in attendance is necessary to conduct business and or vote.
- The executive committee has the responsibility to insure the attendance of the members of the committee. Meetings will normally be held in December, January and two (2) in February.
- In order for a committee member to vote on the specific year's nominees, he/she must attend two meetings before the election.
- Confidentiality Statement and Agreement (see attachment).

Selection Procedures

- After a review of all properly completed nomination forms, the committee will then determine which candidates are worthy of consideration. The committee will then vote for the nominees they feel qualify for induction into the hall. The vote needed for selection is four (4) out of the seven (7) members.
- In the event of a tie the committee members will vote for only one of the nominees that are tied, with the majority carrying the vote.
- After the initial class of inductees, which shall have a maximum number of (6) inductees, the following years shall have a maximum number of four (4) inductees.
- No more than one coach or contributor may be inducted per year.

Ceremony

- The athletic department will release the information to the school and the local news media.

- The Induction Ceremony will be held in spring each year at a convenient time, and will be open to the public.
- The Ceremony/Banquet will be held at a suitable facility as selected by the selection committee.

Awards

- Upon selection of a student-athlete and/or coach, the new member's name, sport(s), and years of participation, along with a picture will be permanently and prominently displayed on a plaque in the School Hall of Fame area.
- Upon the selection of a contributor, the new member's name and a brief description of his/her contributions, along with a picture, will be permanently and prominently displayed on a plaque in the School Hall of Fame area.
- Each individual or, if deceased, the appropriate next of kin or friend, will receive a plaque bearing the Triad Athletic Hall of Fame logo.
- Each individual will receive a lifetime Triad athletic pass inscribed with the individual's name and date of presentation.

Amendment Procedure

- Amendments to this document must be approved by a simple majority vote of the Selection Committees membership at that time.

Records

- The Athletic Director or designee will keep accurate records of all nominees, inductee, committee membership, and other pertinent information. All generated income and expenditures shall be held in a separate activity account administered by the Triad Local Schools and subject to audit.

Miscellaneous

- The Ceremony/Banquet should include a, master of ceremonies.
- Finances for the Hall of Fame will be generated through the sales of banquet tickets, program advertisements, patrons, sponsors, and a fundraiser if needed.
- The Hall of Fame shall be self-supporting. The fiscal year for the Hall of Fame shall run the same as the Triad Local School.
- Past inductees of previous years will be awarded one (1) complimentary banquet ticket and an invitation for each year's banquet will be sent to them.

Triad Athletic Hall of Fame

Nomination Form for Selection as an Athlete

Requirements for Selection: Student Athlete:

- Must be a graduate of Triad Local School District.
- Must have graduated from the school district at least five (5) years prior to selection to the Hall of Fame.
- Must have played a minimum of two (2) seasons at the Varsity Level.
- May have demonstrated leadership and outstanding character in school and in the community. Former coach’s discretion/input.
- Had a significant impact on athletic programs.

Student-Athlete’s Name: _____

Address: _____

Phone Number: _____

Year of Graduation: _____

Varsity Sports Participation (include years of participation and # of letters earned):

Honors and Awards (be specific and complete with this information)

Nominator's Name: _____

Address: _____

Phone #: _____

Date: _____

Please submit completed form to: Triad Local Schools

Athletic Director

8099 Brush Lake Road

North Lewisburg, Ohio 43060

Triad Athletic Hall of Fame
Nomination Form for Selection as a Coach

Requirements for Selection: Coach

- Must have demonstrated an unusually high degree of success relative to his/her particular sport. Success in the program is not always measured by wins and losses, but may be determined by the degree of respectability given the person or program by other people.
- Should have and still display outstanding character and leadership qualities in our school and community.
- Has coached a specific sport in our school district for a minimum of five (5) seasons, and has not left the sport or the Triad Local School District for reasons detrimental to the image of the district.
- Must have left the coaching position for at least three (3) years prior to selection to the Hall of Fame, but may still be serving the school district in another capacity.

Coach's Name: _____

Address: _____

Phone #: _____

Email: _____

Sport (s) Coached: _____

Years Coached: _____

Successes, Contributions, Honors, and Awards (be specific and complete with this information):

Biographical Information (Other achievements and types of recognition)

Nominator's Name: _____

Address: _____

Phone #: _____

Email: _____

Date: _____

Please Submit completed form to: Triad Local Schools

Athletic Director

8099 Brush Lake Road

North Lewisburg, Ohio 43060

Triad Athletic Hall of Fame

Nomination Form for Selection as a Contributor/Community Member

Requirements for Selection: Contributor/Community Member

- An individual who has made a significant contribution to the Triad athletic program(s).
- An individual that has been an innovator in the development of new programming beneficial to the student-athletes of the Triad Local School District.
- An individual who has provided long periods of outstanding support and or service to the Triad Local School District.

Contributor's Name: _____

Address: _____

Phone #: _____

Email: _____

State reasons, including years of service, nature of contribution, and any other pertinent information that makes this nominee a viable candidate for the HOF.

Biographical Information (Other achievements and types of recognition):

Nominator's Name: _____

Address: _____

Phone #: _____

Email: _____

Date: _____

Please submit completed form to: Triad Local Schools

Athletic Director

8099 Brush Lake Road

North Lewisburg, Ohio 43060

Triad Athletic Hall of Fame
Confidentiality Statement and Agreement

Any information revealed to Board Members during their involvement with the Triad Athletic Hall of Fame program is strictly confidential.

Such information must only be shared with other Board Members or their designee.

All past Board Members shall keep all information acquired through their association with the Triad Athletic Hall of Fame confidential and not disclose the information to any other party, unless the Chairman of the Board gives approval.

Those possessing privileged information are reminded of the personal responsibility they carry to guard against casual indiscretion. Breaches of confidentiality are deemed to be actionable.

Any breach of confidentiality may lead to removal from the Triad Athletic Hall of Fame Board and involvement in any HOF activities.

SIGNED: BOARD MEMBER _____

SIGNED: WITNESS _____

DATE: _____

Triad Athletic Council

1) Purpose

The purpose of the athletic committee is to integrate all interscholastic athletics of the junior high and high schools within the total educational program of the school district.

2) Function

- a) The athletic committee will establish athletic policy for the entire interscholastic athletic program of the school district, subject to the approval of the Board of Education.
- b) The athletic board will approve and recommend the annual athletic budget to the Board of Education for their approval.
- c) The athletic committee will exist as an open forum for the discussion of the athletic concerns of the coaching staff and student athletes.

3) Prohibited Functions

- a) The athletic committee shall not function in any way that will interfere with the duties and responsibilities of the local superintendent, the high school and junior high school principals or the Board of Education.
- b) The athletic committee will not review any personnel for employment, re-employment, transfer of duties or termination of employment.

4) Membership

- a) The athletic committee shall be composed of a) the superintendent of schools or representative, b) a member of the Board of Education, c) the athletic booster club president, d) the high school principal, e) the high school athletic administrator, f) a varsity boys coach, g) a varsity girls coach, h) the junior high principal or athletic administrator, i) a junior high school coach, j) a varsity boys letter winner, and k) a varsity girls letter winner.
- b) The high school principal shall serve as the chairperson. d) The athletic administrator shall serve as the secretary.

5) **Meetings**

- a) The athletic committee will meet in August, November, March, and May.
- b) The secretary (athletic administrator) shall notify all members of the date, time and place of all meetings.
- c) Meetings are open to all coaches, or interested parties who may present athletic items for discussion.
- d) The chairman may call special meetings.
- e) The chairman may cancel a meeting by notifying all committee members if there is not sufficient business to warrant a meeting.
- f) The proposed budget for the upcoming year shall be prepared by the athletic administrator to be submitted to the athletic committee at the May meeting for their approval.

Triad's Athletic Department

Coach Hiring Policy

Coach Selection Process

The following process has been developed to ensure a fair and equal selection of coaches at Triad Local Schools. The coach selection process has been approved by the Board of Education. The overall goal of the process is to obtain the best candidate for each coaching position. Throughout the selection process all stakeholders must be concerned about how each candidate can benefit Triad student-athletes.

Step-One: Review Current Coaches

The athletic director will be responsible for identifying all coaching vacancies for an upcoming school year. Coaching vacancies can result from departures, terminations, or retirements. The athletic director will survey all coaching staffs in March of each year to determine coaches' intention for the following year. The athletic director will notify each fall and winter coach in April, if a contract extension will be recommended to the Board of Education. The athletic director will notify each spring coach in June, if a contract extension will be recommended to the Board of Education. If a coaching vacancy becomes available for any sport the following procedure will take place for each position.

Step-Two: Review Job Description

The athletic director will be responsible for updating or adding additional changes to the current Board approved job description. If additional changes are needed, the Board of Education will discuss and vote on the changes at the monthly Triad Board of Education Meeting. If changes are approved, the new job description will be adopted.

Step-Three: Open Community Forum

The athletic director will be in charge of organizing and communicating to all district residents of an open forum for the coaching vacancy. The form will give community members an opportunity to list important coaching attributes they want to see in a head coach. The attributes will be used in the selection process.

Step-Four: Posting Vacancy

Each coaching vacancy will be posted for a minimum of five calendar days.

Step-Five: Phone Interview/ Background Screening

The athletic director will conduct phone interviews with all potential applicants from the internal and external job posting. The interview will consist of a set of questions concerning educational background, coaching experience, leadership qualities, coaching style, and team management techniques. The athletic director will use an interview rubric throughout the phone interview. The rubric will generate an overall score for each potential applicant. The athletic director will use rubric scores to narrow the applicants down for the next step of the interview process.

Step-Six: Interview Committee/ 1st Round of Interviews

The athletic director will form a committee consisting of parents, student-athletes, coaches, and administrators. The committee will interview all applicants separately. During the interview process the committee members will use a hiring rubric. The rubric will be used to compare candidates. At the conclusion of the interview process, the committee will narrow potential applicants down to a maximum of five and a minimum of two applicants. The remaining applicants will move onto the second round of interviews.

Step-Seven: 2nd Round of Interviews

The second round of interviews will consist of the superintendent and administrator/s. All interviews will be conducted separately. At the conclusion of the interview process, a decision will be made collectively on who to recommend to the Board of Education for hiring.

Step-Eight: Board Approval

The recommended candidate will be put on the Board agenda to be approved for the coaching vacancy at the next Triad Board of Education Meeting.

Step-Nine: Position Reposted

If there are no acceptable candidates for the coaching position the job process will revert back to step-four.

Steps can be disregarded at the discretion of the administrator if hiring is time sensitive

Coach Evaluation Policy

The purpose of coaching evaluations is to provide a method for evaluating coaching performance throughout the entire athletic season. The evaluation process prevents wins and losses as the primary basis for retention and dismissal. The goals of all Triad Athletics is to provide quality coaches who serve as positive role models, provide a drug/alcohol free environment, serve the community, and develop each student-athlete physically, emotionally, and mentally. With this in mind coaching evaluations allow the Triad Athletic Department to accomplish the following:

1. To recognize and reinforce outstanding coaching.
2. Identify accomplishments and identify areas of improvement.
3. Develop an improvement plan for coaches who are not meeting expectations.
4. Determine if a contract extension is warranted.

Coach Evaluation Procedure

The following procedure has been developed to ensure Triad Local Schools consistently develops athletic coaches. The coach evaluation procedure has been approved by the Board of Education. The overall goal of the process is to help coaches formulate strategies that will help them improve the various parts of the program that are considered weak. The athletic director will complete the following procedure for each individual varsity coach.

Step-One: Pre-Season Coaching Meeting

At the beginning of each athletic season the athletic director will lead a mandatory coaching meeting for all head Triad varsity coaches. The purpose of the meeting is to discuss the Board approved coaching evaluations. The athletic director will brief the coaches on the evaluation process and answer any questions or concerns.

Step-Two: Individual Coaching Meetings

The athletic director will meet individually with each coach before the start of their athletic season. The athletic director will discuss logistics, specific goals for the coach, and schedule a mid-season meeting.

Step-Three: Evaluations

The athletic director is responsible for completing the coaching evaluation rubric for each head varsity coach. Each varsity coach is responsible for completing an assistant coaching rubric for all assistant coaches at the middle and high school level. Evaluations should be completed over the course of the entire season and will be examined at the end of year coaching meeting.

Step-Four: Walk-Throughs

The athletic director will complete weekly walk-throughs for all varsity sports. The athletic director will be focused on the following elements during each walk-through:

1. Engagement. Are all athletes engaged and involved?
2. Instruction. Is the coach giving effective instruction to student-athletes?
3. Organization. Is the coach utilizing a written practice plan?
4. Motivation. What are the tools used to motivate and encourage student-athletes?
5. Safety. Has the coach created a safe environment for all student-athletes?

After the 3-5 minute walk through the athletic director will email the head coach to set up a follow up meeting within 24 hours of the walk-through. The follow up meeting will provide feedback to the coach concerning the initial walk-through.

Step-Five: Mid-Season Coaching Meeting

The athletic director will send a reminder email to the head coach one week before the scheduled mid-season meeting. The athletic director and head coach will discuss the goals from the start of the season and communicate any concerns going forward.

Step-Six: Student and Parent Survey

The athletic director will send home/email a survey to all varsity student-athletes at the end of the season. The survey will be asked to be completed by student-athletes and their parents. When the surveys are completed they will be sent back to the athletic director's office. The surveys will be used for the final coach evaluation.

Step-Seven: Head-Coach Self Evaluation

At the end of the athletic season the athletic director will give the head coach a self-evaluation survey. The coach will have a minimum of seven days to reflect and complete the self-evaluation before the final end of season meeting.

Step-Eight: End of Season Meeting

The athletic director will send a reminder email to the head coach one week before the scheduled end of season meeting. The athletic director and head coach will use the final evaluation and the coach's self-evaluation as a discussion tool throughout the meeting. The athletic director and coach will develop an action plan for the coach and also the athletic program. At the conclusion of the meeting the principal, athletic director, and coach will sign the final evaluation.

Step-Nine: Final Evaluation

The final coaching evaluation will be sent to the Triad Board office. A copy will also be placed in the coach's individual file.

Triad Local School District

Evaluation of Head Coach

Name of Coach: Sport: Season:

Rating of Coaching Performance on Job Description Areas:

(Code: O= Outstanding, M= Meets Expectations N= Needs Improvement U= Unsatisfactory
NA= Not Applicable)

Administrative Duties

1. Cooperates with athletic director in submitting participant lists, parent permission and physical slips, year-end reports, and program information. (O, M, N, U, NA)
2. Attends clinics/seminars to increase knowledge of sport. (O, M, N, U, NA)
3. Understands and follows rules and regulations set forth by all governing agencies: OHSAA, Board of Education, and the OHC. (O, M, N, U, NA)
4. Attends all evaluation meetings. (O, M, N, U, NA)
5. Evaluates all assistant coaches and provides feedback. (O, M, N, U, NA)
6. Thoughtfully completes self-reflection evaluation. (O, M, N, U, NA)
7. Has team fundraisers to supplement Boosters' Club and school funds allotted for team needs (O, M, N, U, NA)
8. Follows proper procedure for purchase of equipment (O, M, N, U, NA)

Section I- Summary

O: _____ M: _____ N: _____ U: _____ NA: _____

Comments:

Goals:

Professional & Personal Relationships

1. Develops rapport and communication with coaching staff, teachers, administration, and parents. (O, M, N, U, NA)
2. Is appropriately dressed at practices and games. (O, M, N, U, NA)
3. Develops sound public relations. Cooperates with the media, booster club, other organizations, and the public. (O, M, N, U, NA)
4. Participates in Parents' Night, banquets, Award Nights, pep assemblies and athletic council meetings. (O, M, N, U, NA)
5. Accepts and implements athletic department decisions and policies. (O, M, N, U, NA)

Section II- Summary

O: _____ M: _____ N: _____ U: _____ NA: _____

Comments:

Goals:

Leadership Qualities

1. Carries out the philosophy for the sport set by the athletic director and school.
(O, M, N, U, NA)
2. Displays enthusiasm and promotes all sports in the athletic program attempting to foster school spirit. (O, M, N, U, NA)
3. Genuine concern for those they coach and teach. (O, M, N, U, NA)
4. Sets a positive role model for students in appearance, language, expectations, and communications. (O, M, N, U, NA)
5. Instruct participants in proper sportsmanship responsibilities and demand that they make sportsmanship and ethics the No. 1 priority. (O, M, N, U, NA)

Section III- Summary

O: _____ M: _____ N: _____ U: _____ NA: _____

Comments:

Goals:

Coaching Performance/Practice & Game Management

1. Carries out a written practice schedule and utilizes players to their maximum potential. (O, M, N, U, NA)
2. Provides for individual as well as group instruction. (O, M, N, U, NA)
3. Is prompt in meeting team for practices and games. (O, M, N, U, NA)
4. Shows evidence of the development of player/team skill in keeping with the readiness of the student athletes involved. (O, M, N, U, NA)
5. Works toward overall team performance consistent with the capability of the student athletes involved. (O, M, N, U, NA)
6. Cares for equipment, including proper issue, inventory, and storage. (O, M, N, U, NA)
7. Understands scouting responsibilities. (O, M, N, U, NA)

Section IV- Summary

O: _____ M: _____ N: _____ U: _____ NA: _____

Comments:

Goals:

Team Management

1. Consistently follows the written rules set for the athletes. (O, M, N, U)
2. Provides proper supervision and administration of locker room, training room, and bus on trips. (O, M, N, U, NA)
3. Has individual and team discipline control. (O, M, N, U, NA)
4. Shows interest in athlete's grades, attendance at school, and off-season activities. (O, M, N, U, NA)
5. Knows the medical aspects of the position including injury policies, working with trainers and the team/family doctor. (O, M, N, U, NA)
6. Provides a drug/alcohol free environment. (O, M, N, U, NA)
7. Is cooperative in preparation of non-league schedules. (O, M, N, U, NA)
8. Is cooperative in sharing facilities and schedules. (O, M, N, U, NA)
9. Does his/her part in keeping facilities clean and well-maintained. (O, M, N, U, NA)
10. Carries out other duties in the off-season including weight-lifting, summer camps, and other responsibilities. (O, M, N, U, NA)
11. Strong overall vision for their program, starting with youth programs. (O, M, N, U, NA)

Section V- Summary

O: _____ M: _____ N: _____ U: _____ NA: _____

Comments:

Goals:

Coaching Style

1. Has knowledge in the sport. (O, M, N, U, NA)
2. Works with the overall coaching staff to enhance the development of student athletes. (O, M, N, U, NA)
3. Is innovative in using new coaching techniques and ideas in addition to sound, proven methods. (O, M, N, U, NA)
4. Encourages all potential athletes to participate in the sport provided they are not involved in other sports at the same time. (O, M, N, U, NA)
5. Develop each student-athlete physically, emotionally, and mentally. (O, M, N, U, NA)
6. Ability to motivate student-athletes to their best possible performance. (O, M, N, U, NA)
7. Clearly communicates the importance and expectation of winning. (O, M, N, U, NA)

Section VI- Summary

O: _____ M: _____ N: _____ U: _____ NA: _____

Comments:

Goals:

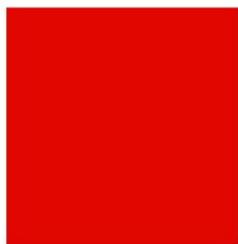
Brand Guide

The following document provides the Triad Athletic Department specifications to accurately utilize the Triad High School brand elements. Triad High School brand has been designed to reflect our all-around standard of excellence in academics and athletics. It will also serve to reinforce the core essence of our school pride, accomplishments, and spirit. It is critical that all parties utilizing any of the Triad High School brand elements follow this document with attention to detail in order to preserve and protect the Triad High School brand image. Additionally, it is imperative that Triad High School brand elements are used properly on all merchandise, web, printed materials, signage, etc. in a quality manner. When using the Triad High School brand elements, whether the item on which the element is applied is for internal use, departmental use, organization use, being publicly displayed, being sold or otherwise distributed in commerce, all specifications for usage must be met and visually approved by an authorized party within Triad High School.

Approved Logos:

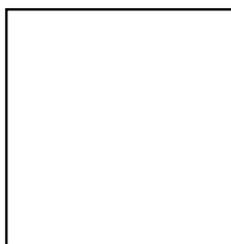


Approved Colors:



Red

Pantone: 2347 C



White

White



Black

Black