

Corvallis High School Athletics

COACH-ATHLETE-PARENT PACT



Communication Process for CHS Athletics

THE COACH, ATHLETE, PARENT PACT

CAP PACT Core Principles

- **Coach, Athlete, Parent Are In Partnership**
- **Partnerships are Built on Honest, Open Communication**
- **Communication is Two-Way and Based Upon Mutual Respect**
- **Disputes Are Resolved According to Specific Written Procedures**

Each section reflects what each constituent – **C**oach, **A**thlete, **P**arent – expects from the other.

Parent's Expectations of Coach:

1. Treat my child fairly.
2. Let me know if my child is experiencing any problems (physical, social, emotional).
3. Communicate clearly your expectations of me and my child.
4. Keep in mind that as parents we identify with our child's achievements.
5. Be a good role model.
6. Protect my child from bullying or social ostracism by cliques.

Coach's Expectations of Parents:

1. Recognize my commitment and that I am not doing it for the money.
2. Offer praise for accomplishments and support for my efforts.
3. Keep me informed of any home issues that might affect your child.
4. Follow established grievance guidelines when there is a problem.
5. Be an enthusiastic and respectful fan at games.
6. Support your child's efforts and commitment to the program.
7. Monitor your child's schedule to help avoid over involvement in diverse activities.
8. Screen your child from conflicting input from outside coaches and experts.
9. Do not gossip or complain about me at home, in the community, and/or in social media.
10. Do not substitute your agenda for your child's.

Coach's Expectations of Athlete:

1. Set realistic personal goals for yourself and follow them.
2. Be honest about your ability level.
3. Let me know if you have an injury or you are ill.
4. Understand that my feedback on your performance is constructive.

5. Take pride in your team.
6. Support your fellow athletes.
7. Let me know if you are having academic problems or issues with peers.
8. Let me know if issues or concerns exist in your home or personal life that might affect your participation.
9. Discuss with me if you are receiving conflicting advice about your performance from other coaches or your parents.
10. Show respect for my position as a coach and the need to make decisions that are in the best interest of the team.
11. Refrain from any use of illegal substances including alcohol.
12. Always display good sportsmanship to opponents and referees/judges.
13. Let me know if you are having conflicts with the scheduling demands of a job or other school related activities.

Athlete's Expectations of Coach:

1. Treat me fairly. Do not play favorites.
2. Do not embarrass me in front of my teammates.
3. Understand that the sport/team might not be as important to me as to you.
4. Understand the pressure I am under from my parents.
5. Understand the conflicts with school work and other activities.
6. Understand that my outside job is necessary for me and my family.
7. Praise me when I am doing something good.
8. Make sure that I am not bullied or harassed by cliques on the team.
9. Help me set realistic goals for myself.
10. Be there for me if I need advice about something personal in my life.

Athlete's Expectations of Parents:

1. Allow me to follow my dreams and goals in athletics. Don't live your unfilled dreams through me.
2. Find a way to support me without undue pressure.
3. Show the coach respect.
4. Have positive communication with my coach and if issues arise, follow the adopted process.
5. Understand the conflicts I have with school work and other activities.
6. Be a good listener, especially when you don't agree with everything I say.

CHS COACH, ATHLETE, PARENT COMMUNICATION GUIDELINES

Our goals are to facilitate communication between player and coach, then coach and parent/student and to address concerns in a collaborative, effective manner. If you are a student or parent who has a concern or complaint about a sport, coach or coaching style, please follow the prescribed CAP PACT.

Coaches cannot address a problem unless they know that a problem exists. Most of the time problems stem from miscommunication or misinterpretation of an issue. Therefore, we ask that your child talk first with the coach and address the problem directly. If the outcome of that meeting is not satisfactory, we ask that the parent and student meet together with the coach.

The CHS Athletic Department is here to work alongside parents to encourage an enjoyable experience for the student-athlete in CHS Athletics. We will do whatever it takes in working with parents to achieve that goal. When an issue or conflict arises, please give due diligence to, and follow the department communication protocol.

Remember the “24 hour” rule: Please wait 24 hours before approaching a coach either in person, by phone or through email. This allows all involved a “cooling down” period and also provides for a time for reflection.

Again, we are committed to effective communication and problem solving and look forward to meeting with students and parents to build and maintain top caliber athletic programs in CHS. We ask and encourage you to follow the procedures outlined below.

PARENT / COACH COMMUNICATIONS

Both parenting and coaching are difficult responsibilities. By establishing an understanding between coaches and parents, both are better able to accept the actions of the other and provide a more positive experience for everyone. Parents, you have the right to know, and understand the expectations placed on them and their children. Coaches have the right to know that if parents have a concern; they will discuss it with the coach at the appropriate time and place.

Communication, you as a parent should expect from his/her child's coach:

- 1) Coach's philosophy
- 2) Expectations the coach has for your child, as well as other players on the team
- 3) Locations and times of practices and contests
- 4) Team requirements, i.e., fees, special equipment needed, school & team rules, off-season expectations
- 5) Procedures that will be followed if your child becomes injured during participation

Communication coaches can expect from you as parents:

- 1) Concerns regarding your child expressed directly to the coach at the appropriate time and place
- 2) Specific concerns in regard to the coach's philosophy and/or expectations
- 3) Notification of any schedule conflicts well in advance

As your child becomes involved in interscholastic athletics, he/she will experience some of the most rewarding moments of their lives. As we all experience in life, there are times when outcomes are not as we had hoped. This will happen in athletic competitions and create lifelong learning opportunities for your child and the coach. Discussion and honest communication are needed at these times.

Appropriate concerns to discuss with a coach:

- 1) The mental and physical treatment of your child
- 2) What your child needs to do to improve
- 3) Concerns about your child's behavior
- 4) Concerns about grades
- 5) Physical or mental health issues
- 6) Issues that may cause a student to miss practices or games.

It is very difficult to accept your child is not playing as much as you may hope. Coaches make decisions based on what they believe and know is in the best interests of all students participating. Based on careful review of the items above, certain things can and should be discussed with your child's coach. Other items, such as the following items, must be left to the discretion of the coach.

Issues NOT appropriate for discussion with your child's coach:

- 1) How much playing time each athlete is getting
- 2) Team strategy
- 3) Play calling
- 4) Any situation that deals with other student-athletes

There are situations that may require a conference between the coach and parent. These are not discouraged, as it is important for each party to have a clear understanding of the others' position. When these conferences are necessary, the following procedure is suggested to help promote a respectful resolution to the issue.

COMPLAINT/CONCERN PROCEDURE

If you have a concern to discuss with the coach, the following procedure should be followed:

Step 1: Informal

- a. Parents must wait **24 hours** before approaching a coach either in person, by phone or through email to address any situation with coaches and administration unless there is imminent physical or emotional harm to your son or daughter. The 24 hour rule is in place to allow time for the parent to assess the situation, gather all information, and to determine if the concern is serious enough to warrant being formally addressed. The 24 hour rule also gives time for the situation to possibly resolve itself as it may be a situation the coach is already aware of and is in the process of addressing. During this 24 hour period the parent should communicate openly with their son or daughter encouraging them to address the situation directly with the coach before any formal steps are taken.

Step 2: Formal

- b. All correspondence to start the formal process **must be in writing** by email or letter. The email or letter should be addressed to the coach and athletic director. Concerns must be stated clearly, appropriately, and in a respectful manner. The coach will be allowed 3 days to respond to the parent's letter regarding the situation, their plans to address it, or steps they are already taking to resolve the issue. The coach will address the letter or email to the parent and the athletic director so all parties are kept informed.
- c. Parents will then allow 3 additional days from the time they receive the coach's response to allow the concern to be resolved between the player and the coach. During these 3 days the parent again should keep an open communication with their son or daughter encouraging them to continue to address and resolve the issue directly with the coach.

Step 3:

- d. If the issue or concern is still not addressed and or resolved by steps 1 and 2 then the parent can request further action by the athletic director. Upon receiving this written request from the parent the athletic director will conduct an independent investigation of the concerns and request a conference with the coach and parent if needed to seek further resolution of the situation.

Step 4:

- e. Parent/Coach Conference: The coach, athletic director, and parent will then agree to have a face to face meeting to respectfully resolve the concerns. The personnel required to attend the conference meeting are: the Coach, Athletic Director, at least one Assistant Coach, Parent, and the Student Athlete. The meeting will be held in the athletic director's office and during the coaches prep period.

Notes:

- *CHS Athletics CAP PACT does not replace the district's formal grievance process. For more information about the formal grievance process, please consult with the athletic director.*

Contact Information:

CHS Athletic Office, (406) 961-3201

Activities Director, Tyson Tucker, tyson@corvallis.k12.mt.us

ACKNOWLEDGEMENT

My signature indicates that I have read the CAP PACT and will adhere to the values, principles and practices contained in the document. I further acknowledge that if a dispute/problem arises I will follow the guidelines indicated in the Complaint/Concern Procedure that has been distributed with the CAP PACT.

I. Athlete

Name: _____

Date: _____

Signature: _____

II. Parent(s)

Name(s): _____

Date: _____

Signature(s): _____