

# **ESPWF&C COACH ROLE – CODE OF CONDUCT**

Coaches must understand while they are in a voluntary position that they are working as professionals, in an educational setting. Winning will not be a priority but a by-product of commitment, discipline, understanding and belief in our system. This obligates our program to provide adequate equipment and facilities, provide well-trained and experienced coaches, as well as equalized contests with skilled officials. The coaches on all levels will run every practice as a progressive plan to ensure a learning process. The emphasis of this program is to teach the rules, offensive and defensive strategy and movement patterns for skills related to football. The ESPW coaching staffs will teach fundamental football rather than scheme ensuring each player has a foundational physical, mental knowledge and understanding of the game.

## **1. Coaching Responsibilities**

### a) Mission / Philosophy

- 1) Coaches must be educators and must promote an education first philosophy and guide players to become responsible students and persons.
- 2) Coaches must love and teach the game of football, ensuring players become responsible members of a team and have fun.
- 3) Coaches must make all decisions based on teaching not personal preference or one –side of the ball. If we win or die on the field we win or die together.
- 4) Coaches must have a personal set of ethics and morals consistent with the community standard.

### b) Colleague Relationships

- 1) Coaches must be loyal and know their role (x's and O's or Jimmies' and Joes); work hard for each other on the staff; and must never take business personally and never burn bridges to get ahead.
- 2) Coaches must be fair and honest with each other / What is fair isn't always equal and telling the truth hurts sometimes.
- 3) Coaches must not give negative statements to outsiders about anything to do with the program and keep all situations contained to us.
- 4) Coaches will coach the assigned players they are responsible to instruct. They will not cross-over/coach or comment on other coaches responsible players.
- 5) Coaches will not argue/ contradict each other while on the field. This is an immediate grounds for dismissal. If something is unsound it should have been discussed prior, not in front of the team.

### c) Coaching Style

- 1) Coaches must be teachers and must be prepared every practice w/ a plan, paying attention to detail to adjust player learning as needed.
- 2) Coaches must teach every play for the next play and establish benchmarks / objectives with and for players to develop.
- 3) Coaches must teach specific progressions, organizationally precise in presentation and in simplest terms
- 4) Coaches must teach a better way, so know your current theory and apply it to the practice.
- 5) Coaches must continuously evaluate, develop and assess and re-teach players how to reach their full potential as people and players.

### d) Player Rapport

- 1) Coaches must learn to be critical of behavior not a player's personality.

- 2) Coaches must build a rapport with all players in the program and should never fake genuine interest / commitment to players.
- 3) Coaches must earn their players respect by being consistent in presence and behavior and fair and uniform in expectation and rule enforcement.
- 4) Coaches must create a safe environment (emotionally, socially and physically) for their players. Never cuss or rage at a player.
- 5) Coaches will use a positive ratio of interaction ensuring they praise effort, correct drilling and technique.
- 6) Coaches must know their players home, social and academic lives.
- 7) Coaches cannot be player's friend or confidant. You must maintain a line of professionalism in being a role-model to your players.

e) General Duties

- 1) Helps in the planning, implementation and supervision of both in-season and out-of-season weightlifting and conditioning programs.
- 2) Must be timely to and supervise all practices, games and team trips. Takes all necessary measures to safeguard each participant.
- 3) Implements school and football code of conduct. Contacts parents, head coach and athletic administration when a student is alleged to have violated the football code of conduct. Players are not to be punished with physical conditioning. Sanctions are as follows for the violation including but not limited to attitude, timeliness or violations of football policies, rules or expectations:
  - a. Player cannot practice. (1/2 hour = a quarter)
  - b. Player cannot play in the game.
  - c. Player cannot suit for the game
  - d. Player cannot participate on the team.
- 4) Scout opponents. Attends to and carries out scouting and grading assignments as outlined by the coordinator / head coach.

f) Practice Duties

- 1) Practice Attire includes sweats / shorts, team collared or tee shirt, and must be in team colors. Appropriate hats/ glasses are acceptable.
- 2) Must be timely to all scheduled practices with organized plan / agenda.
- 3) Must always coach the fundamentals of blocking and tackling in every practice for the entire season.
- 4) Know and understand the entire offensive/defensive / special team frameworks and specific scheme to position assignments.
- 5) Know assigned areas of coaching (terminology, techniques and progressions for position rules and responsibility)
- 6) Develop, implement and run specific position specific drills that enhance player fundamentals and technique within the scheme.
- 7) Coach every play/ scenario. Concentrate your coaching to your specific responsibilities. Coach the actual not the probable.

g) Game-Day Duties

- 1) Game Day Attire includes Khaki / Docker Style slack or short, collared team shirt, school hats and appropriate shoes. Coaches should be clean shaven w/ hair and facial hair / beards trimmed.
- 2) Know your assigned responsibilities; assist in the overall programming of players, equipment, and field set-up/take-down.
- 3) Have your game plan ready/ exchanges set / coaching assignments and only keep assigned / approved personnel on the sidelines.

- 4) Maintain your professional composure at all times during a contest. Be calm, do not yell at players / coaches / staff or officials; never speak at a rival coach or opponent during the contest.

## **2. Additional Duties**

### a) Equipment and Facilities:

- 1) Monitors locker and equipment rooms and authorizes who may enter and supervises student-athletes at all times.
- 2) Permits the athletes to only be in authorized areas of the gym facilities at appropriate times.
- 3) Examines locker rooms before and after practices and games, checking on general cleanliness of the facility.
- 4) Secure all doors, lights, windows and locks before leaving building if custodians are not on duty.
- 5) Instills in each player a respect for equipment and school property, its care and proper use.

The Head Coach and Assistant Coach recognizes they will participate in an observation and assessment process conducted at a reasonable number of practices and contests by the board / athletic director. Both written and oral assessments will be provided to the Head Coach in addition to survey results.

The Head Coach and Assistant Coach understand that this agreement provides no assurance of renewal for the following year or season. The school administration is not obligated to provide any rationale for the non-renewal of this agreement. There is no appeals process for the non-renewal of this agreement.