

TEMPORARY ATHLETIC TEAM COACHES

The Superintendent or designee shall determine criteria in accordance with law for certifying the competency of all staff employed to coach or supervise District athletic teams.

Definitions

1. A "Temporary Athletic Team Coach" is a certificated or non-certificated employee, other than a substitute employee, hired to supervise or instruct interscholastic athletic activities as a temporary employee in a limited assignment capacity. The term is applicable to a certificated employee who supervises or instructs interscholastic athletic activities in addition to his or her regular assignment.
2. An "athletic team" as used in this AR is any team participating in any interscholastic athletic competition.
3. An "Interscholastic Athletic Competition" as used in this AR is an interscholastic competition involving two or more schools.
4. A "valid cardiopulmonary resuscitation (CPR) card" as used here is an unexpired CPR card obtained by successfully completing either:
 - a. One of the courses listed in Section 100026 of Title 22 of California Code of Regulations (CCR) (Two options being a course in cardiopulmonary resuscitation sponsored and/or approved by either the American Heart Association or the American Red Cross); or
 - b. Subject to the conditions set out in this subsection below, a course from an entity which, in the judgment of the Board of Education of the District, has provided the individual with CPR training that complies with the standards set out in Article 3 of Chapter 1.5 of Title 22 of the CCR, commencing with Section 100019.
 - (1) "Cardiopulmonary resuscitation" as it is used in this AR shall conform to the definition of "cardiopulmonary resuscitation" as defined in Section 10006 of Title 22 of the CCR entailing standards promulgated by the American Heart Association and the American Red Cross.
 - (2) An expired CPR or first aid card can be revalidated in accordance with the retraining requirement set out in Section 100025 of Title 22 of the CCR.
5. A "valid first aid card" as used in this article is any unexpired first aid card obtained by successfully completing either:

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- a. One of the courses listed in Section 100026 of Title 22 of the California Code of Regulations (CCR) (one option being a course in first aid sponsored and/or approved by the American Red Cross); or
 - b. Subject to the conditions set out in this subsection below, a course from an entity which, in the judgment of the Board of Education of the District, has provided the individual with first aid training that complies with the standards set out in Article 3 of Chapter 1.5 of Title 22 of the CCR, commencing with Section 100019:
 - (1) "First aid" as it is used in this AR shall conform to the definition of "first aid" as defined in Section 100008 of Title 22 of the CCR.
 - (2) An expired CPR or first aid card can be revalidated in accordance with the retraining requirements set out in Section 100025 of Title 22 of the CCR.
6. All voluntary, non-paid coaches are subject to all requirements outlined in these regulations.

Persons identified to serve as temporary athletic team coaches shall complete the requirements set forth in this section prior to service.

Competencies

Temporary athletic team coaches shall give evidence of required competencies by one or more of the means listed for each area below:

Area 1. Care and prevention of athletic injuries, basic sports injury first aid, and emergency procedures:

1. A valid sports injury certificate or first aid card, and a valid cardiopulmonary resuscitation (CPR) card including the signs, symptoms and appropriate response to concussions. In addition, prior to coaching an athletic activity, and every two years thereafter, athletic coaches shall complete an approved training course on the warning signs and care for sudden cardiac arrest.
2. A valid Emergency Medical Technician (EMT) I or II card.
3. A valid trainer's certification issued by the National or California Athletic Trainers' Association (NATA/CATA).
4. Practical experience under the supervision of an athletic coach or trainer or experience assisting in team athletic training and conditioning and both valid CPR and first aid cards.

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Area 2. Coaching theory and techniques in the sport or game being coached:

1. Completion of a college course in coaching theory and techniques.
2. Inservice programs arranged by a school district or county office of education.
3. Prior service as a student coach or assistant athletic coach in the sport or game being coached.
4. Prior coaching in community youth athletic programs in the sport being coached.
5. Prior participation in organized competitive athletics at high school level or above in the sport being coached.

Area 3. Knowledge of the rules and regulations pertaining to the sport or game being coached, the league rules, and, at high school level, the regulations of the CIF.

Area 4. Child or adolescent psychology as it relates to sports participation:

1. Completion of a college-level course in child psychology for elementary school positions and adolescent or sports psychology for secondary school positions.
2. Completion of a seminar or workshop on human growth and development of youth.
3. Prior active involvement with youth in school or community sports program. (Title 5, 5593)

Area 5. Substance abuse prevention, including but not limited to tobacco, alcohol, steroids and human growth hormones, as evidenced by the completion of a college-level course, workshop or seminar that includes instruction on:

1. Substance abuse prevention, and
2. The physical and psychological effects of steroids and human growth hormones.
3. Willingness to participate in a District or School-sponsored workshop on this topic.

In addition, non-certificated persons employed to coach or supervise district athletic teams must first be determined:

TEMPORARY ATHLETIC TEAM COACHES (continued)

- a. Not to have been convicted of any offense referred to in Education Code 44010, 44011 or 44424, or any offense involving moral turpitude or evidencing unfitness to associate them with children.
- b. To be free from tuberculosis and any other contagious disease that would prohibit certificated teachers from teaching, as verified by a written statement, renewable every four years, from a licensed physician or other person approved by the District. (Title 5, 5592)

Code of Ethical Conduct

TRUSTWORTHINESS

1. *Trustworthiness* – be worthy of trust in all I do and teach student-athletes the importance of integrity, honesty, reliability, and loyalty.
 - ❑ *Integrity* – model high ideals of ethics and sportsmanship and always pursue victory with honor; teach, advocate and model the importance of honor and good character by doing the right thing even when it’s unpopular or personally costly.
 - ❑ *Honesty* – don’t lie, cheat, steal or engage in or permit dishonest or unsportsmanlike conduct.
 - ❑ *Reliability* – fulfill commitments; I will do what I say I will do; be on time.
 - ❑ *Loyalty* – be loyal to my school and team; put the team above personal glory.
2. *Primacy of Education Goals* – be faithful to the educational and character-development missions of the school and assure that these objectives are not compromised to achieve sports performance goals; always place the academic, emotional, physical and moral well being of athletes above desires and pressures to win.
3. *Counseling* – be candid with student-athletes and their parents about the likelihood of getting an athletic scholarship or playing on a professional level. Counsel them about the requirement of many colleges preventing recruitment of student-athletes that do not have a serious commitment to their education, the ability to succeed academically or the character to represent their institution honorably.
4. *College Recruiters* – be honest and candid with college recruiters about the character and academic abilities and interest of student-athletes.

TEMPORARY ATHLETIC TEAM COACHES (continued)

RESPECT

5. *Respect* – treat all people with respect all the time and require the same of student-athletes.
6. *Class* – be a good sport, teach and model class, be gracious in victory and accept defeat with dignity; encourage student-athletes to give fallen opponents a hand, compliment extraordinary performance, and show sincere respect in pre-and post-game rituals.
7. *Taunting* – don't engage in or allow trash talking, taunting, boastful celebrations, or other actions that demean individuals or the sport.
8. *Respect Officials* – treat contest officials with respect; don't complain about or argue with official calls or decisions during or after an athletic event.
9. *Respect Parents* - treat the parents of student-athletes with respect; be clear about your expectations, goals and policies and maintain open lines of communication.
10. *Profanity* – don't engage in or permit profanity or obscene gestures during practices, sporting events, on team buses, or any other situation where the behavior could reflect badly on the school or the sports program.
11. *Positive Coaching* – use positive coaching methods to make the experience enjoyable, increase self-esteem and foster a love and appreciation for the sport. Refrain from physical or psychological intimidation, verbal abuse, and conduct that is demeaning to student-athletes or others.
12. *Effort and Teamwork* – encourage student-athletes to pursue victory with honor, to think and play as a team, to do their best and continually improve through personal effort and discipline. Discourage selfishness and put less emphasis on the final outcome of the contest, than upon effort, improvement, teamwork, and winning with character.
13. *Professional Relationships* – maintain appropriate, professional relationships with student athletes and respect proper teacher-student boundaries. Sexual or romantic contact with students is strictly forbidden as is verbal or physical conduct of a sexual nature directed to or in view of student-athletes.

RESPONSIBILITY

14. *Life Skills* – always strive to enhance the physical, mental, social and moral development of student-athletes and teach them positive life skills that will help them become well rounded, successful and socially responsible.

TEMPORARY ATHLETIC TEAM COACHES (continued)

15. *Advocate Education* – advocate the importance of education beyond basic athletic eligibility standards and work with faculty and parents to help student-athletes set and achieve the highest academic goals possible for them.
16. *Advocate Honor* – prominently discuss the importance of character, ethics and sportsmanship in materials about the athletic program and vigorously advocate the concept of pursuing victory with honor in all communications.
17. *Good Character* – foster the development of good character by teaching, enforcing, advocating and modeling (T.E.A.M.) high standards of ethics and sportsmanship and the six pillars of character.
18. *Role – Modeling* – be a worthy role-model, always be mindful of the high visibility and great influence you have as a teacher-coach and consistently conduct myself in private and coaching situations in a manner that exemplifies all I want my student-athletes to be.
19. *Personal Conduct* – refrain from profanity, disrespectful conduct, and the use of alcohol or tobacco in front of student-athletes or other situations where my conduct could undermine my positive impact as a role model.
20. *Competence* – strive to improve coaching competence and acquire increasing proficiency in coaching principles and current strategies, character-building techniques, and first-aid and safety.
21. *Knowledge of Rules* – maintain a thorough knowledge of current game and competition rules and assure that my students know and understand the rules.
22. *Positive Environment* – strive to provide a challenging, safe, enjoyable, and successful experiences for the athletes by maintaining a sports environment that is physically and emotionally safe.
23. *Safety and Health* – be informed about basic first aid principles and the physical capacities and limitations of the age group coached.
24. *Unhealthy Substances* – educate student-athletes about the dangers and prohibit the use of unhealthy and illegal substances including alcohol, tobacco and recreational or performance-enhancing drugs.
25. *Eating Disorders* – counsel students about the dangers of and be vigilant for signs of eating disorders or unhealthy techniques to gain, lose or maintain weight.

TEMPORARY ATHLETIC TEAM COACHES (continued)

26. *Physician's Advice* – seek and follow the advice of a physician when determining whether an injured student-athlete is ready to play.
27. *Privilege to Compete* – assure that student-athletes understand that participation in interscholastic sports programs is a privilege, not a right and that they are expected to represent their school, team and teammates with honor, on and off the field. Require student-athletes to consistently exhibit good character and conduct themselves as positive role models.
28. *Self-Control* – control my ego and emotions; avoid displays of anger and frustration; don't retaliate.
29. *Integrity of the Game* – protect the integrity of the game; don't gamble. Play the game according to the rules.
30. *Enforcing Rule* – enforce this Code of conduct consistently in all sports-related activities and venues even when the consequences are high.
31. *Protect Athletes* – put the well-being of student-athletes above other considerations and take appropriate steps to protect them from inappropriate conduct.
32. *Access* – help make your sport accessible to all diverse communities.
33. *Improper Commercialism* – be sensitive to and avoid unwholesome commercialism including inappropriate exploitation of my name or the name of the school and undue financial dependence on corporate entities. Make sure any affiliation or association with a corporate entity is approved by school and district officials.

FAIRNESS

34. *Fair and Open* – be fair in competitive situations, selecting a team, disciplinary issues and all other matters; and be open-minded and willing to listen and learn.

CARING

35. *Safe Competition* – put safety and health considerations above the desire to win; never permit student-athletes to intentionally injure any player or engage in reckless behavior that might cause injury to themselves or others.
36. *Caring Environment* – consistently demonstrate concern for student-athletes as individuals and encourage them to look out for one another and think and act as a team.

TEMPORARY ATHLETIC TEAM COACHES (continued)

CITIZENSHIP

37. *Honor the Spirit of Rules* – observe and require student-athletes to observe the spirit and the letter of all rules including the rules of the game and those relating to eligibility, recruitment, transfers, practices and other provisions regulating interscholastic competition.
38. *Improper Gamesmanship* – promote sportsmanship over gamesmanship; don't cheat. Resist temptations to gain competitive advantage through strategies or techniques (such as devious rule violations, alteration of equipment or the field of play or tactics designed primarily to induce injury or fear of injury) that violate the rules, disrespect the highest traditions of the sport or change the nature of competition by practices that negate or diminish the impact of the core athletic skills that define the sport.