



## Coaching Mission Statement

...a relentless pursuit of excellence!

My mission as a head coach is to:

- ...create habits that will lead to successful individuals on and off the court.
- ...help athletes see the importance of education and how it comes first before athletics.
- ...teach life lessons through the game of basketball, so my players will make winning decisions on and off the court.
- ...motivate each individual player to achieve his potential on and off the court.
- ...mentor and empower my staff members to develop their leadership skills so that they can achieve their career goals and make a positive impact on our program.
- ...instill an inner pride in my staff and players so that they expect excellence of themselves and their peers.
- ...work relentlessly to give back to the community through community service projects.
- ...give back to youth coaches by having clinics to shape the future Highland Ram Basketball players.
- ...have a growth mindset and always working to improve my coaching and teaching craft by attending clinics and reading personal development books.

Welcome to the 2019-2020 Highland Boys Basketball Season!

The following packet of information is designed to introduce players and parents to the guidelines and expectations of the Highland Boys Basketball program. While at first glance this packet may seem overwhelming, I have found that the more information provided at the start of the season, the fewer road bumps we will experience along the way. To that end, this player manual is an attempt to orient our players, parents, and coaches to our program standards for the 2019-2020 basketball season.

## Coaching Staff Introduction

**Ty Pearson, Head Varsity Coach** This will be my 17th year coaching basketball, and my 4th year as the head coach at Highland High School. I am married to Chelsea Pearson and together we have 5 amazing children, London, Kensington, Bristol, Harlow and Brixton. If you see them in the stands this season please reach out they would love to meet you. I love the game of basketball and am extremely passionate about helping others improve playing the game and in all areas of life. Below is my coaching manifesto.

### My Coaching Manifesto

Mission- To help everyone in the program and myself become who they were meant to be.

Success- Everyday I try to find moments to help others grow. Live up to my core values, principals, and commitments.

Core Values- Selfless, Vulnerable, Competitive

Principles- Control the controllables, See everything as an opportunity to learn and grow, Compete don't compare, Lean in-to hard conversations, show gratitude.

### **Ryan Pearson, Varsity Assistant**

This will be Ryan's fourth year helping coach at Highland. He was a three year starter in basketball at Pocatello High School.

A Message from Ryan:

*I love the game of Basketball. It is a passion for me to play and I enjoy watching it on TV or in person. The next closest thing to playing is coaching. I love to compete and fight. Coaching brings out the feelings of playing again. I love seeing kids succeed on and off the court. Being able to coach them on the court to be their best and then to see them succeed off the court is a cherished moment*

*I coach because of my big brother. I have watched him coach for years and I would dream of the day when I could coach beside him. My big brother was my coach all growing up. I wanted to be just like him. I coach because I get to coach next to my hero. I get to change lives and help kids succeed next to my best friend. This is why I coach.*

*I look forward to this year to winning. Not only winning on the court but winning in practice, winning in drills, winning in everything they do. " anything you do is everything you do" I want to*

*help and see these kids win.*

**Rob Fackrell, Varsity Assistant**

This will be Rob's First year coaching at Highland. He was previously coaching at Century and was on the 1986 State Championship Basketball Team at Highland High School.

A Message from Rob:

**Troy Bell, Varsity Assistant**

This will be Troy's first year coaching basketball at Highland. Troy was all state player in football and basketball. Troy was on the 1994 State Championship Basketball Team at Highland High School.

A Message from Troy:

**Jawan Frasure, J.V. Head Coach**

This will be Jawan's 4th year helping at Highland and his first year as the Head J.V. coach. He is a former player at Highland.

A Message from Jawan:

*I coach not only for the love of the game but for the experiences & the love I have for the player's. I never want to take coaching for granted, and I understand that it's a privilege to coach these great young men and coach around great coaches. I am excited to watch and help each player develop and improve on and off the floor. I am very thankful for this opportunity and am excited to see our progress throughout the season. I appreciate Ty for letting me experience my first head coaching job & Go Rams!*

**Cam Flabel, J.V. Assistant**

This will be Cam's first year helping at Highland. He is a former player at Mountain View High School in Boise Idaho.

A Message from Cam:

*I am coaching because I love the game of basketball and want to be a positive role model for the players. I've had some great and not-so-great coaches who have shaped me into the person I am today, so giving back is only fair. I'm really excited to develop the players and work with the team this season. Looking forward to getting to know each and every player in the program. Going to be a great season!*

**Cody Kalco, J.V. Assistant**

This will be Cody's second season at Highland.

A Message from Cody:

*Basketball has always been my passion ever since I was little. Being asked to coach something I love was really not a question in my mind. Being able to see these kids grow and succeed on and off the court is the best part of it. I want to be able to support and inspire the players and see them be all they can be.*

**Jarius Fields, Freshman Head Coach**

This will be Jarius first year at Highland. He was previously coaching in Cedar City, Utah.

A Message from Jarius:

*The reason why I'm coaching is because I believe that I have an obligation to teach and spread the benefits that basketball has to offer. I was touched by basketball in a special way, and now that I know the impact that it has to offer, I would be completely out of line to not extend my services and help spread the game in any way that I can. I'm pursuing a professional career as an Athletic Director for the exact same reason, I truly believe in this. Basketball prepares you to battle with your inner self, teaches you how to understand rules and how to succeed within them (just as you have to do in the game of life), provides you with a life-long and worldwide fraternity, and provides you with physical benefits as well. It can be a really powerful asset to a person's life. As of right now, I know I'm just the freshman coach but I know that if I do this job right, we're going to form a life-long brotherhood. That's what I'm most excited about, it's like getting 13 new younger brothers. Short-term, I'm very excited to see if we (the coaching staff) can cultivate the Highland basketball culture and create something truly special here. I'm also excited to take my coaching ability to another level. I learned so much information throughout my first season coaching and attended an awesome Nike coaching clinic over the summer so I've been pretty eager to apply what I now know, to say the least. There are very few things that I'm more confident in than the group of guys we have in our program right now, top to bottom. I don't take the opportunity lightly, I'm very excited to go through this season's journey.*

### **Jared Godfrey, Freshman Assistant Coach**

This is Jared first year at Highland High School, he was an assistant last season at Alameda, and has coached for many years from youth basketball to AAU.

#### A Message from Jared:

*I care about the success of our players on and off the court. I want to help them get to where they want to be as a team, player and person I believe that learning to play sports, especially basketball, the right way is great practice that will help overcome adversity and tough life lessons. I would like to emphasize these three aspects of the game: Communication, Teamwork, Sportsmanship. If we can get better at these three areas, we will be able to win and lose the right way. I am looking forward to getting to know all of the players and coaches and having a lot of fun coming together as a team and winning.*

## **Coaching Contact Info**

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## **Program Mission Statement:**

Be **giving** and **work everyday** to be a **better** version of myself, **trust** the **process** and be **positive**.

## **Program Vision Statement:**

Become a **leader** in the community, the classroom and on the court, through **positive habits**, **sacrifice**, **commitment**, and **giving**.

## **Program Goals**

We have 3 main emphasis as coaches:

1. Make sure players understand the importance of education and how it comes first before athletics.
2. Get better as a team , with skill development and “bigger, faster, stronger”
3. Become better individuals ready to handle real life situations after the game of basketball.

“There is a choice you have to make, in everything you do. In the end, the choice you make, makes you! The Choice You Make Also Makes Our Team! Your Future is Made by Your Choices, Not by a Chance!”

## Program Pillars:

### **NOT ABOUT YOU**

Be giving on and off the Court. (bigger picture) Understand that how you do anything is how you do everything.

### **EXTREME ACCOUNTABILITY**

Always the fault of the better player. (no gray)

### **LOVE AND EFFORT**

Playing for each other and giving your best in everything you do.

## **Basic Expectations for Players and Parents**

This packet of information is designed to make you familiar with the rules and expectations we have for our players this season. We also have high expectations for our parents because we know you play a vital role in the success of our program. We understand that we cannot succeed without the service and support of our parents.

We hope the DNA of our program is based on our two core values: Love & Effort. While we spend a significant amount of time talking about these values with our team, we also want to invite parents to participate in our culture by finding ways to be supportive.

**Love** – Love is a word that is not typically used in a sports context, but it is the best word to describe how we expect our players and coaches to interact with one another. The way we encourage, support, and appreciate one another is what makes the basketball experience special. It is what we want our teams to be known for. What does that look like as a sports parent?

- Support your son’s effort, commitment, and sacrifice. Support his investment in the process, his growth and character as a person, and his dedication to the team regardless of what he can do with a ball.
- Be kind to the media and thank them for their coverage.
- Introduce yourself to others and thank them for coming to our games.
- Celebrate the effort and contributions of every player, not just your own.
- Studies show that what players want most from their parents is to hear these words:  
“I am so proud of you.”  
“I love to watch you play.”
- Studies also show that a player’s most dreaded time with their sports parent is the car ride home and the coaching that comes with it. Our players they were nearly unanimous in their response to the best way their parents can support them this season:

- 1) Be there
- 2) Be supportive
- 3) Be positive

Finally, research indicates that an athlete's inner dialogue is shaped by the voices they hear most frequently and most intensely. In a basketball context, that means the voices that are most likely going to impact their inner dialogue (and consequently their confidence, mistake response, etc.) are those of her parents, coaches, and teammates. This is not a responsibility that we take lightly. In fact, it's an opportunity to enhance your son's performance by helping him positively respond to the challenges and struggles that are inevitable in one's high school career.

*Your child's success or lack of success in sports does not indicate what kind of parent you are. But having an athlete that is coachable, respectful, a great teammate, mentally tough, resilient, and tries their best IS a direct reflection of your parenting.*

**Effort** – When our players hear this phrase they understand that we expect them to do everything with great effort. Whether we are watching film, lifting weights, practicing, eating, or playing some of our team games – we expect to give our best effort at all times.

As parents we greatly appreciate all that you do to support our team and this program. Here are ways that your efforts can contribute to our players experience experience:

- Be a crowd-builder. Invite people to our games – bring people to road games.
- Host or help provide a team meal.
- Communicate when things are going outside of basketball that are affecting your son (sickness, struggles at home, in the classroom, etc)
- Volunteer in the concession stand, at the youth tournament, etc.
- Positively promote the program through social media. We are going to try and use social media more and would love your support with this. We will try and add updates, stats, and videos on our social media outlets:(we will email out you these links at a later date.)

You are the most influential voice representing our program to the public. Please be good representatives of your sons efforts to excel at his role. We encourage you to celebrate his commitment to the TEAM regardless of what his role may be.

Keep in mind that basketball is an imperfect game, played, coached, and officiated by imperfect people. We trust that everyone is giving their best effort to succeed, but mistakes will be made! Therefore we ask that even when we miss a layup, call a bad play, or an official blows an "obvious" call that we give our best effort to accept it and move on. In Julian Edleman's biography he describes Tom Brady at being the greatest ever at moving on immediately after a disappointment to whatever is next. I hope we can do the same.

All parents, players, and coaches are representatives of Highland High Schools Basketball Program. Our every word and action reflects upon the school, your son, this team, and the community. Please choose to represent us well!

As coaches we will strive to demonstrate our commitment to this basketball team by building positive relationships with our players, by taking an interest in their lives outside of basketball, and by being organized and prepared for every practice and every game. We will be committed to our athletes to the

extent that we expect them to commit to our program. And in the process we will enjoy the greatest reward of any profession – helping our young players develop into successful adults and encouraging them to use their unique qualities to make a positive difference in the world.

If you have any questions or concerns as the season progresses, please don't hesitate to contact us. As a coaching staff, we would ask that any conversation about your son's playing time be conducted respectfully, and at the appropriate time. **These conversations should not take place on a game night, or in the midst of a practice.** Our preference is to first communicate with the athlete directly on how to best improve his skills. Please remember that our role as coaches is to make decisions that are best for the team. We will do our best to be consistent and fair with all athletes and stakeholders.

Please feel free to contact us with any questions, concerns, or celebrations as the season progresses. Hopefully we can work together to encourage our athletes to accomplish their very best.

Looking forward to the start of an enjoyable season!

## **19-20 Highland Basketball Standards**

### **Practice Policies**

It is the belief of the coaching staff that the most critical component of our success on the court is practice. We will never play better than we practice. Therefore it is critical that we practice with the same intensity and effort that we would expect to give in a game. Everyone is expected to give their best effort in every practice for the benefit of the TEAM. Each player must accept her role during practice and perform that role to the best of her ability. Because we believe that each player fulfills a vital role to the TEAM, all practices and film sessions are mandatory. Playing time is earned at practice. Therefore, it is absolutely essential that all players attend every practice. In order to reinforce this belief, we are instituting the following attendance policy:

#### **Excused Absences will include:**

- School Absence. If a player is absent for any portion of the school day that is not pre-approved by the office, the player will not be allowed to practice.
- School Functions. School functions that cannot be scheduled at another time will be excused. Students have many responsibilities in the classroom, and to other activities. However, it is expected that players will schedule meetings, practices, test make-up, etc. around basketball practice whenever possible. *Please notify the head coach in advance when potential schedule conflicts arise.*
- Injury. If a doctor, because of injury or illness, withholds a player from practice, she is still expected to come to practice to continue to learn and to encourage the TEAM. Players will consult with the training staff for treatment as necessary.
- Family Emergencies. Obviously there are situations in life that we cannot always anticipate. However, if a player is going to miss practice for a family- related reason, *please contact the head coach before the beginning of practice if at all possible.*

All other absences, *unless specifically cleared by the head coach in advance*, will be considered unexcused.

**Consequences of Unexcused Absences:** Unexcused absences and other disciplinary issues will be handled on an individual basis at the discretion of the coaching staff. Possible consequences may



include, but are not limited to, suspension, conditioning, temporary reduction of role, or dismissal from the team.

2) *Players who miss practice jeopardize their starting status and / or playing time. Team repetitions are critical for our success on the court and cannot be duplicated through making up practice.*

***“The path of least resistance is rarely the path of greatest reward.”***

3) Players who miss practice may be asked to make-up the practice session by attending an optional practice or workout, doing a book report, or helping with a lower level practice. Those who miss practice due to illness or school functions will not be required to make-up time.

4) Players may not start the following game after missing a **pre-game practice** for any reason. Note – If there is a weather dismissal and the administration still allows us to practice, any player who chooses to go home rather than stay for practice will not be penalized in any way.

**Important: These policies apply to all practices and film sessions. This includes weekend, holiday, and morning practices.**

### **Practice Rules**

- 1) **Be on Time:** Players should be in the gym ready to stretch before the buzzer sounds to begin practice.
- 2) Absolutely **NO PROFANITY** will be tolerated!
- 3) All players must wear a reversible practice jersey to all practices.
- 4) **Productive Complaining- Finding Solutions.** If a player has a complaint they should bring it to the coaching staff or captains at the appropriate time. We are available to meet with or listen to players anytime during the day (before or after school, before or after practice, on the bus, etc.). We hope that players will communicate their frustrations with the coaching staff so that solutions can be found. However, complaining during practice is counterproductive and we ask that it be kept to a minimum during that time (see the next page for tips on complaining). Our goal with all frustrations is to change complaints into solutions, and that can only happen if players and coaches work together for the betterment of the team.
- 5) There will be absolutely **NO TEXTING** or cell phone use without prior permission during practice hours.

As a coaching staff, we believe in creating habits that will help you in all avenues of life . When you become part of a team, you make a commitment to yourself, other teammates, and the coaches. In doing this, there is no room for individual, or family selfishness that might hinder the progress of the entire team. Plan your personal schedule to be at every practice and meeting. Be on time and be prepared to do your best.

### **Practice Expectations**

In order for us to become the best team we are capable of being, we must make the most of our limited practice time. We expect our players to give maximum effort during every practice, and all film and weightlifting sessions. We expect all players to set aside any distractions from the day and to focus solely on basketball during this time. As we have repeatedly said, players will be expected to work hard, care for their teammates, and pursue excellence within our system of play.

Below are the basic expectations we have for all athletes during our practice sessions:

**Live & Protect our Culture:** The most important aspect of our basketball program is who we become, and who we are as a team. As previously mentioned, our most important values are **Love & Effort**. We expect these to permeate everything we do together as a team.

**CONCENTRATE:** The primary focus during practice should be on BASKETBALL. Research indicates that “concentrated repetitions” are the single most efficient way to learn motor skills. This means players must be AWARE of what they are supposed to be doing and how they are to do it.

**Communicate:** Players who are not actively participating in a drill or game should be actively communicating with those who are. Players that are not engaged while out of a drill will not find themselves in the drill!

**Concentration includes Active Listening:** When a coach speaks, players are expected to listen with their full attention. Side conversations, interruptions, bouncing basketballs, or any other distractions will not be tolerated. Eye contact should be given to coaches and teammates who are speaking at all times.

**EFFORT:** Players are expected to give their best effort mentally and physically at all times.

**ENCOURAGE:** Practices will be hard. They will be demanding. Practices are designed to teach, to challenge, and to prepare. *“Nothing is ever accomplished without enthusiasm,”* so players are expected to be positive and to encourage one another for the good of the TEAM.

**SERVICE:** Because we have players with a wide range of knowledge and experience it is important that we take responsibility for each other when it comes to organizing our practices, drills, etc. We must be in the habit of helping one another!

*When players value practice time, practice time becomes more valuable!*

### **Mental Health Mondays**

As we progress through the season we will invest a great deal of time in the growth and development of our players beyond what they can do with a basketball. For the past four years we have dedicated time after practices to building our unique culture and learning mental, relational, and leadership skills to help our players grow as people within the context of the game.

We will continue that this season. Our Mental Health days will include all players, 9th-12th grade this year. Players will be divided into “Mental Health Groups” that they will meet with weekly for discussion, activities, etc. These groups will be comprised of 5-6 players from different grade levels to encourage sharing, relationship building, and mentoring.

Below is a sample of some of the topics we may cover:

- Building Your Confidence
- Navigating Outside Expectations
- Handling Pressure
- Playing Present
- Embracing Your Role
- Controlling Your Inner Monologue • The Power of High Fives
- How to Build a Basketball Crowd
- Mistake Response
- Learning to Compete

- The Power of Appreciation

Our weekly lessons will involve videos, activities, discussions, and even the occasional interview with someone outside of our program. We are dedicating time to teach our culture and to learn about the mental-emotional side of performance.

### Substitutions & Playing Time

Playing time at the varsity level is always intended to field the best possible TEAM at all times. Though we typically rotate 7-9 players, the minutes assigned to each player may vary greatly. It is possible that some players may play the entire game while others share minutes as necessary. There are countless, unpredictable variables that affect substitutions on a game-by-game basis. We prefer to settle into a regular rotation when possible, though that rotation can certainly change throughout the season.

It is important to note that in order to be considered for varsity playing time, individual players must understand the responsibilities of their position, their role while on the court, and the game plan for that particular opponent before they will be inserted into a game situation. This knowledge is demonstrated in practice.

**3 Tier System:** Playing time will generally be organized into the following “tiers:”

**Starters** – We will start each game with the five players who form the best TEAM. Basketball is played and won as a TEAM. The best individual players are NOT guaranteed to start. Starters will have the first opportunity to play the most minutes during a game. As a team, and as a program, we value TEAM success over starting status. It is possible that we will use numerous starting lineups over the course of the season. What we accomplish together as a TEAM is far more important than the individual recognition one receives when starting.

**Rotation Players** – Rotation players may be regularly substituted into the lineup to keep starters fresh, or to add a new dimension to the TEAM (rebounding, shooting, running the floor, etc.). Rotation players must be prepared to play starter minutes every night. Their minutes may be widely unpredictable night in and night out. They must be prepared to take the place of a starter in the event of injury or foul trouble. Rotation players will be expected to play with the same enthusiasm and effort as if they had started the game. They must understand that some nights they will be asked to play 20 minutes or more, while other nights they may play sparingly, or not at all. **The interests of the TEAM must come before any player’s individual desire for playing time for us to be successful.**

**Reserves** - The remaining players who do not find themselves in the regular rotation play a vital role to the varsity TEAM. Though they may receive as much playing time as the other varsity players, they have many critical responsibilities that benefit the TEAM. Undoubtedly, there will be situations during the season when our reserves will be asked to play in crucial situations and they must always be ready. **Important:** Starting positions are not guaranteed. They do not belong to individual players. Rotation players may move into starting roles. Reserve players may move into the regular rotation. **For our program to improve, we must continue to compete for these positions everyday, in every practice.**

### Who Starts and Who Plays

The most important part of our program is the TEAM. Everyone has an equal commitment to, and responsibility for, the TEAM. Everyone is an equally important member of the TEAM, but each of us will have our own individual role. For some this role will be as a starter, for others it may be as a reserve who plays little in games, but who provides a quality effort in every practice to prepare us for our next

opponent. We all must realize the importance of fulfilling our role to the best of our ability for the good of the TEAM. Listed below are the criteria we have set as a coaching staff in relation to playing time:

**The best players at each position that form the best TEAM will start.** We will play our best players, no matter what grade they are in school. This will be directly determined by a player's performance and production, and not by a player's potential, past experience, etc.

However, the best players may **FORFEIT** their starting position or playing time for many reasons including, but not limited to, those listed on the page entitled "*Playing Time Disqualifiers.*"

**Other variables influencing starting positions and playing time decisions include: An individual's hustle, attitude, and work ethic in practice, the weight room, and watching film.** We expect players to perform in practice as they would in a game.

**An individual's ability to perform the responsibilities of their position.** This includes understanding his job, and executing it to the best of his ability. Players must be aware of their role, and must perform that role at a high level. When on the bench, this also includes being aware of what offensive and defensive strategies are being employed should the player be substituted into the game.

**An individual's health and injury status.** We want to be successful, but we must always consider the health of our athletes, especially in relation to the amount of season that is left. When in doubt, we will error on the side of safety to protect the health and well being of the individual athlete.

**The four fundamental requirements one must demonstrate to play varsity basketball are:**

1. An ability to get back on defense.
2. An ability to stay in front of an offensive player (to contain a dribbler).
3. An ability to handle the basketball reliably (dribbling, passing, catching).
4. Knowledge of the player's individual responsibilities within our system of play

***"Teamwork is the ability to work together toward a common vision. It is the fuel that allows common people to attain uncommon results."***

### **Playing Time Disqualifiers**

- **Breaking TEAM rules** for game-day dress code, conduct at school, attendance at practices, walkthroughs, film sessions, etc.
- **Demonstrates lack of effort** – usually evident on DEFENSE by not sprinting the floor, standing up in the defensive stance, or not getting back to defend the goal.
- **Does not understand or execute the responsibilities of her position.** Players must know WHAT they are supposed to do offensively and defensively at all times. Those who do not know their responsibilities will not play until they do.
- **Players must demonstrate enthusiasm for the TEAM** while on the bench. Those players who do not applaud their teammates' effort, or do not demonstrate that they are "into the game" (paying attention to the game, during timeouts, etc.) will not be substituted into the game.
- **Displaying ANY attitude detrimental to the TEAM** in practice, on the bench, in the locker room, on the bus, etc. Players MUST put the TEAM FIRST in all situations. Those that complain or speak negatively of their teammates or coaches may disqualify themselves from playing in the game.
- **Failure to manage frustration.** When athletes allow frustration to fester their performance will inevitably decline. This is detrimental to the team's ability to compete and will result in a substitution until the player has regained control of her emotions.
- **Showing disrespect** toward coaches, teammates, officials, or our opponents. Examples would include, but are not limited to, complaining to the officials, receiving a technical foul, playing

“dirty,” taunting, using profanity, not helping others up (from both teams), not retrieving the ball for the official, etc.

- **Violating the school’s eligibility policy.**

\*\*\*These behaviors may result in immediate substitutions in game situations. Regardless of skill or status, a player who violates any of these rules may FORFEIT playing time and / or a starting position. It is vital that players understand these policies.

\*\*\***IMPORTANT**\*\*\*

We expect players to demonstrate character, respect, and integrity at ALL times. We must always remember that our behavior, our attitude, and our language represent our teammates on and off the court. We want to live and play in a manner that reflects positively on our program, our school, and the community. Therefore, players who do not represent our program responsibly off the court may face consequences at the coaches’ discretion.

## **Parents & Playing Time**

As a general rule, the coaching staff is reluctant to discuss playing time issues with parents. I can assure you that we have thought thoroughly through every decision we make in regard to our strategy, game planning, and playing time. Understand that our responsibility is to do what’s best for the team. Often that will require individual sacrifice from individual players on the team.

If a player is frustrated by a lack of playing time we would prefer to frame that conversation around the following questions:

- 1) What can the player do to improve as a player?
- 2) What can the player do to help the team?
- 3) What can the player do to make his teammates better?

**We prefer to have these conversations with the individual players** before involving the parents simply because the player must show improvement to earn more playing time. That allows us the best opportunity to communicate directly with the player, and allows the player to take responsibility for the situation. We want to communicate with the players first to help them be successful. That conversation may include assistant coaches or captains if the player is reluctant to approach the coaching staff, **but ultimately we want players to learn how to have hard conversations independently.**

We will do our best to be prepared and to be fair with each player, but please understand that we will make mistakes just as our players will during the season. We will strive to learn from those mistakes and to improve as coaches just as we would expect our players to do.

We hope that you will come alongside the coaches and players as they attempt to create a memorable and meaningful experience. As mentioned before – the players are very clear about what their parents can do to help give them that experience:

- 1) Be Present**
- 2) Be Supportive**
- 3) Be Positive**

## Coach Commitment

- Embrace the role of coach & fully understand the position of impact and influence that comes with it. We don't take this lightly and are serious about the development of each and every team member along with the team.
- We coach with positive energy and truth. We use uplifting language and avoid words that are humiliating, sarcastic, personal or shaming. At the same time, we are committed to TRUTH over HARMONY. Tough conversations are a part of our role and lead to honesty and growth.
- We are committed to the total and full development of each team member. We care about his growth as a person, not just a player. We work shoulder to shoulder with parents and teammates. We strive to reinforce the positive habits and lessons being taught at home. Characteristics that we aim to teach are discipline, timeliness, sacrifice, responsibility, effort, and character.

## Player Commitment

- I have the most control of my future, more than my parents and my coaches. I control the energy I bring to every practice, game, and situation in life. I know that basketball and life are both unfair, yet I am committed to high standards that I have established.
- I make the RIGHT decision when others are making bad decisions around me. Doing what is right, not what is popular is my mantra.
- I give my best effort at all practices, games, school activities, and events. One of the best ways to be the best teammate I can be is to give my best and compete at a high level.
- I am an expert communicator. I look at my coaches in the eyes and understand that my body language is always communicating something to others. I speak and listen with respect to my teammates, coaches, and parents. I own all my decisions. When I am late or expect to miss, I will communicate with my coaches. I don't depend on my parents to communicate for me. If I am late, it is not my parents' fault. While I am dependent on them, I own my actions. When I have a question for the coach, I will ask to speak with them individually without my parents. This will help to learn how to handle difficult situations and conversations on my own.

## Parent Commitment

I understand and endorse the mission of our program: to develop young men athletically and as young men. I support and TRUST the coaches that they have both the best interest of my child and of the entire team. I understand that sometimes what may be best for the team may not be what's best for my son. I am committed to letting the coach's coach at both practice and games and not giving feedback during the game to my child or coach.

I model good sportsmanship. I am committed to expressing positive comments. I aim to internalize negative thoughts and comments. I recognize that mistakes are a part of the GROWTH plan. At every practice and game, each team member is growing physically, mentally and emotionally. This happens through leaving their comfort zone and making lots of mistakes. It's not about the mistake but rather the ability to learn from each mistake and get better from it. I support the TEAM regardless of my son's playing time or performance. I have unconditional support for the program and mission and understand my energy does have influence.

If or when problems arise, I have my child present the issue to the coach first. After a meeting with coach and player, if there is not clarity, the parent will contact the coach seeking to gain understanding. I make mistakes and I own them as I know this teaches my child that mistakes happen. Owning them is an important part of life and maturity.

<https://www.youtube.com/watch?v=geuthfqU15s>

<https://www.youtube.com/watch?v=u2LR4c3JsmU>

### **Game Policy:**

- a. Players will wear nice cloths on game nights (example khakis and dress shirt) except when we go team clothes or dress down night.
- b. Team will sit together in the same area – focus should be on the game and nothing else. (will have no phone zones and times)
- c. JV and Freshman players are not permitted to leave early on away games without a signing the permission slip.
- d. Varsity must be at each home game at the beginning of the JV Game.
- e. Before, during, or after games/practices no cell-phones on – in locker room, on bus, and in the gym.

### **\*Emergencies please call one of the coach's cell-phones**

- f. 9th grade players are expected to stay on away games but may leave with signed note from parents.
- h. Must wear socks no higher than mid-calf– either black or white
- i. **Pre-game music must be accepted by a Coach**

- The door to my classroom is always open if there is a problem please come talk to me.

- Basketball is a team game and your actions reflect on the team as well as the basketball program. It is important to make right decisions on the court, in the classroom, and outside school/activities.

- (I expect our players to be chemical free no smoking, no drinking, and no using drugs – to be in this basketball program you have made a decision to be chemical free. )

## **Parental Role and Responsibilities**

In an attempt to improve communication between players and parents and the coaching staff, the following information is presented for your benefit.

Parent conferences: During the season you may feel the need to discuss your son's situation with us. We will be glad to meet with you to discuss the situation, but we would ask you to observe the following parameters:

1. If you issues with playing time: First- Player communicates with coaches. Second- If we can't resolve issue we will meet with player and parent. Third- If we continue to have issues we will involve player parent and athletic director. (One of my goals as a coach is teach kids to communicate. This is an excellent opportunity for kids to ask questions and find out what they can do to earn playing time.)