



ATHLETICS

EL PASO ISD

it starts **with us**

Coach Responsibilities and Code of Ethics

Mission and Goals



Our vision

Education will become our community's highest priority and EPISD graduates will be its most productive members.

Core Belief Statements:

1. Students come first in all actions and decision-making.
2. In an appropriate setting and with the proper instruction, every child can learn.
3. Every child is entitled to a teacher that is the best we can hire for that position and who believes every child can learn.
4. Students will be more productive community members if they value community service and civic mindedness.
5. We must be open and transparent in our dealings with the public and be fiscally responsible with our resources in order to allocate appropriately.
6. The district will have zero tolerance for immoral, unethical, and illegal behavior.
7. We have a competitive advantage as our community is bilingual, bicultural, and biliterate, and should be supported in the classroom.
8. Family engagement is critical to the success of students.

EPISD ATHLETICS



MISSION STATEMENT

The El Paso Independent School District strongly believes in the education of the whole child. It is through this belief that athletics plays a major role in the EPISD educational process. Athletic programs are an extension of the classroom, where our youth learn teamwork, sportsmanship, winning, losing, and work ethics. These characteristics are the foundation for which students can build upon for future success.

GOALS

- To offer a wide range of athletic programs that will allow students the opportunity to participate in the sport of their choice.
- Have athletic programs at each campus that will enhance the educational experience of all involved.

OBJECTIVE

- To develop sportsmanship, fair play, and good citizenship in all involved in athletics.
- To expose and guide students through the concepts of adversity, responsibility, commitment, and dedication.
- To provide programs that follow all UIL, district, and administrative rules and regulations.
- To always strive for playing excellence that will produce winning teams within the bounds of good sportsmanship.

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RESPONSIBILITIES OF HEAD COACHES

Head coaches of each sport are under the direct supervision of the campus principal and the athletic director.

All Sports Head Coaches

- The head coaches supervise their respective programs.
- Will promote other school programs and encourage participation in other extracurricular activities.
- They attend monthly campus athletic meetings held by the campus athletic coordinator.
- They arrange regular meetings with the principal and other school staff to request their guidance in the administration of the program.
- They keep clear lines of communication on all aspects of the athletic program.
- They ensure that they and their staff comply with all EPISD, UIL rules and regulations, and the coach's code of conduct.
- They assure that they and their staff have current certifications in the following:
 - A. Steroids
 - B. CPR, 1st Aid, AED Training
 - C. Safety Training
 - D. Concussion Training
 - E. Fundamentals of coaching (1st-year coaches only)
 - F. Coaches Certification Program (CCP)
- When applicable, they conduct staff meetings with their coaches to:
 - stress loyalty, cooperation, and professional attitude
 - stress public relations; sell the school and its program to the students, faculty, and public
 - encourage the development of a better program, a greater number of participants, and proper care of equipment and facilities
 - provide staff development program to improve coaching skills
 - keep in touch with athletes during the summer months and throughout the school year
- When applicable, they arrange meetings, through the athletic office, with coaches in the feeder schools to:
 - coordinate the athletic program in all feeder schools with emphasis on the development of athletes and the use of the same system of play as in the high school.
 - provide clinics and in-service training
 - assist with material and equipment
 - encourage the participation of as many athletes as possible in each game
 - encourage attendance, when possible, at high school practices
- They attend the games of the feeder schools.

- They keep files on prospective athletes in feeder schools.
- They maintain an accurate file of:
 - staff: Current CPR, First Aid/AED certification, CCP, Safety Training, Fundamentals of Coaching where applicable, and Concussion Management Training.
 - lists of student's names with the appropriate paperwork, that are on file with the athletic trainer
 - UIL eligibility reports
 - participation lists
 - awards lists
 - athletic bulletins and schedules
- They are responsible for reporting game results to the athletic office the day after a contest. They maintain a system of issuing and caring for athletic equipment.
- They complete budget requests on the appropriate form and send them to the athletic office by the date due. They maintain all accounts and update the inventory of athletic equipment and turn in the equipment inventory form to the athletic office by the date due.
- They establish a fair system for evaluating players for athletic awards.
- They arrange a mandatory Parent Orientation to explain the district's approach to sportsmanship, UIL regulations, steroids, hazing, the NCAA clearinghouse, athletic injury plan, and to explain in detail their athletic program with an emphasis on training rules, behavior, school attendance, scholarship, hours of practice, loyalty, desire, and pertinent information relative to the respective programs.

RESPONSIBILITIES OF ASSISTANT COACHES

Assistant coaches of each sport are under the direct supervision of the sport head coach and campus principal. They are also indirectly under the supervision of the athletic staff.

ALL SPORTS ASSISTANT COACHES

- Demonstrate Professionalism:
 - be a role model
 - demonstrate loyalty to the head coach, principal, school, and district
 - attend coaching clinics and other professional development opportunities
 - when dealing with parents and students, and community
 - complete all assignments delegated by the head coach
 - dress in proper attire
 - attend campus athletic meetings held by the campus athletic coordinator and/or head coach as requested.
- Attend meetings as requested by the athletic department staff.
- Keep clear lines of communication on all aspects of the athletic program.
- Follow the chain of command in all respects of their coaching responsibilities.
- Comply with all EPISD, UIL rules and regulations, and the coach's code of conduct.
- Have certifications in the following:
 - A. Steroids Training
 - B. D. CPR, 1st Aid, AED Training
 - C. Safety Training
 - D. Concussion Training
 - E. Fundamentals of Coaching (1st-year coaches)
 - F. Coaches Certification Program (CCP)
- Assist head coach with coaches in the feeder schools to:
 - coordinate the athletic program in all feeder schools with emphasis on the development of athletes and the use of the same system of play as in the high school.
 - provide clinics and in-service training.
 - assist with material and equipment.
 - encourage the participation of as many athletes as possible in each game.
 - keep files on prospective athletes in feeder schools.
 - encourage attendance, when possible, at the high school practices
 - attend feeder schools' games and practices.
- Assist the head coach with the following as assigned:
 - lists of students' names with the appropriate paperwork, that are on file with the athletic trainer.
 - UIL eligibility reports
 - participation lists

- awards lists
- athletic bulletins and schedules
- bus requests
- account for and update the inventory of athletic equipment
- assist with mandatory Parent Orientation to explain the district's approach to sportsmanship, Ulla regulations, steroids, hazing, the NCAA clearinghouse, and the athletic injury plan, and to explain in detail their athletic program with an emphasis on training rules, behavior, school attendance, scholarship, hours of practice, loyalty, desire, and pertinent information relative to the respective programs.

- Reporting scores
- Other duties assigned.

Coaches from the high school are required to visit middle schools in their feeder pattern and inform students, parents, and coaches about the high school programs. In meeting these requirements, coaches need to observe caution when the middle school population is shared with another high school.

EPISD COACHES CODE OF ETHICS

***The Code of Ethics has been developed using EPISD, UIL, THSCA, and TGCA rules and regulations.**

Article I

Coach's Responsibilities

All coaches assume certain obligations and responsibilities to the game they coach, to players, and to their fellow coaches. It is essential that every member of the profession be constantly aware of their obligations and responsibilities with the purpose in mind that the coaching profession will always remain an honorable profession, and that all members are to conduct themselves in such a manner to maintain the dignity and decency of the coaching profession.

An active coach is involved in certain areas of a relationship which entails certain obligations for which some definite standards of conduct may be described. These areas include the following players, schools, sportswriters, other coaches, teams, and officials.

In his/her relationship with players under his/her care, the coach should always be aware of the tremendous influence he/she controls for good or bad. Parents trust their dearest possession to the coach's charge, and the coach through his/her example must always be sure that the athletes who have played under him/her are finer and more decent for having done so. The coach should never place the value of victory above that of instilling the highest desirable ideals and character traits in his/her mind and the athletes must never be sacrificed for any personal prestige or glory. In teaching the game of his/her choice, the coach must realize that there are certain rules designed to protect the players and provide common standards for determining a winner and a loser. Any attempts to beat those rules to take unfair advantage of an opponent or to teach deliberate unsportsmanlike conduct have no place in the coaching profession. The coach should set the example of winning without boasting and losing without bitterness. The coach who conducts himself/herself according to these principles needs to have no fear of failure, for in the final analysis the success of the coach can be measured in terms of the respect he/she has earned from his/her players and the opponents.

In his/her relationship with the school for which he/she works, the coach should remember that he/ she is on public display as a representative of that school. It is important, therefore, that he/she conducts himself/herself in such a way as to maintain the principles of integrity and dignity of his/ her school. School policies regarding the athletic program should be adhered to, both the letter and the spirit. The coach should remember that other members of the faculty also have an interest in the school and in the pupils, and his/her conduct must be such that no criticism arises concerning his/her efforts to develop the common interest and the purposes of his/her school.

Sportswriters and Sportscasters should not be used as an outlet for relieving ill feelings toward other coaches, players, officials, or other schools. Sportswriters also have an interest in the athletic program and should be treated with respect and honesty.

Coaches will not address or make statements concerning the honesty, ability, and integrity of the officials. Officials are an essential part of the athletic program and the game, and it should be

recognized that they are to attempt to maintain the highest standards of integrity and honesty. Just as coaches can make mistakes, so can officials. It is important that their efforts, to secure perfection in performance, be highly respected by coaches.

It should be assumed that all members of the coaching profession intend to follow the precepts outlined in a code of ethics. All evidence of unethical conduct should be brought openly to the proper authority through the prescribed channels.

Coaches whose conduct reflects honesty and integrity will bring credit to the coaching profession, to the teams which they coach, to their schools, and to themselves. It is only through such conduct that the profession can earn and maintain its rightful place in the educational program and make its full contribution to the school and the community.

Article II

The Coach's Responsibility to the School

1. The function of the coach is the education of pupils through participation in the game under his/ her direction. The primary and basic functions must never be disregarded.
2. Because of the unique place which the coach holds in the educational organization, it is highly important that he/she supports the administration in all the policies, rules, and regulations which may from time to time be enacted. Differences of opinion must be discussed behind closed doors and not aired through the public press, radio, television, and social media.
3. It is important that a harmonious relationship exists between the coach and the athletic director.
The coach should feel *free* to suggest and initiate any action which has to do with the conduct or improvement of the athletic program. Controversial matters should be discussed on a friendly basis. Once final decisions have been reached, they should be accepted and supported by the coach.
4. Participation in interschool athletics is based on the individual pupil's observance of established rules and regulations. Every coach should be thoroughly acquainted with these rules and regulations. He/she should assume responsibility *for* his/her observance and enforcement in cooperation with school officials who have been charged with this responsibility. Matters of eligibility should be constantly referred to the school principal or athletic director *for* consultation, interpretation, and improvement.
5. One of the coach's fundamental responsibilities must be to inspire his/her players to achieve academic success--not only to make good grades but to secure a well-rounded high school education and to graduate with honors.

Article III

The Coach's Responsibility to the Player

1. Diagnosis and prescription of treatment of injuries are strictly medical problems and should under no circumstances be considered a province of the coach. The coach's responsibility is to see that injured players are given prompt and competent medical attention and to see that the most detailed instructions of the doctor are carried out.
2. The coach must remember that he/she is a living example for all the athletes in the community in which he/she coaches. Therefore, it is important to him/her and the profession he/she represents that his/her actions and behavior always bring credit to the profession and himself/herself.
3. Coaches need to be sensitive to inherent ethnic, cultural, and religious customs concerning dress, facial hair, length of hair, jewelry, and religious holidays.
4. The coach's conduct during the game should be exemplary. For example:
 - a) After-game visitors should not be permitted into a team's dressing room until coaches have had sufficient time to complete all their postgame responsibilities, including a careful check of any injuries.
 - b) Before and after a game, rival coaches should meet and exchange friendly greetings.
 - c) During the game, coaches should be as inconspicuous as possible.
 - d) Coaches are encouraged to demonstrate a friendly and kind attitude toward their players.
 - e) The attitude of coaches toward officials during the progress of the game should be respectful.

Article IV

Rules of the Game

1. The coach should be thoroughly acquainted with the rules of the game. Official rule books should be studied and frequently reviewed. The coach is primarily responsible for teaching and interpreting the rules to his/her players.
2. The letter and the spirit of the rules must be respected and adhered to by the coach. Rules are made for the players' protection and the game's best interest. It is the coach's responsibility to see that they are observed.
3. Disregarding the rules brands a coach or a player as a person unfit to be associated with the athletic program. Coaches must stress those rules which involve bodily contact. It is not the purpose of any game to hurt or injure an opponent by legal or illegal methods.
4. Good sportsmanship begins on the practice field, and if it becomes a habit, none of us will have to worry about unsportsmanlike tactics being used in any game.
5. The football code, which appears in the official football rule book, shall be considered an integral part of the Code of Ethics and should be carefully read and observed.
6. It is unethical to teach the use of the helmet and/or face mask as a primary part of contact in blocking and tackling techniques.

Article V

Officials

1. Officials must have the respect and support of the coaches and players if they are to do their job efficiently. On and off the record, criticism of officials and players or the public shall be considered unethical.
2. A cooperative relationship should exist between coaches' and officials' associations with frequent interchange of ideas and suggestions. Coaches should, whenever possible, attend officials' rules meetings. Also, coaches should extend officials invitations to discuss rules interpretations with squads and coaches' meetings as a group. It is unethical and dangerous for coaches of rival teams to accept assignments as officials on an exchange basis.
3. Officials should always be treated courteously. Procedures set up by the constitution and rule book of the University Interscholastic League shall govern all practices and treatment of officials. Coaches, principals, and superintendents are charged with this responsibility.
4. It should be remembered that a slow-motion study of controversial decisions by officials is far different from on-the-spot decisions made during the game. To show critical plays to sportswriters, sportscasters, quarterback clubs, and the public must be considered unethical conduct.
- 5.

Article VI

Public Relations

1. Spectator Behavior and Expectation Code of Conduct
 - A. One Standard Behavior Policy
 1. Compliance with UIL Rules and Regulations
 2. Positive Role Models:
 - a. show respect to the opponents of your children.
 - b. show standards you expect your children to live by and live by those standards yourself.
 - c. be involved in areas your child is not involved in, thus contributing to school unity and spirit.
 - d. help your children and their friends develop integrity through the intensity of competitive activity.
 - e. let your children live their own lives, not re-live your life.
 - B. UIL Contest Guidelines for Spectators
 1. Student Fan Participation - an extension of classroom behavior.
 2. Spectator (Adult) Responsibilities:
 - a. help the UIL conduct fair and equitable competition by adhering to rules, upholding the law, and having respect for authority.
 - b. delegate authority to schools and then back up the decisions made by the schools. If you desire a policy change, determine at what level the change should be made (with the coach, principal, superintendent, and school board) then discuss your point of view reasonably at that level.

- c. realize officials are human and will make mistakes, but their decisions must be respected.
 - d. be careful not to criticize any youngster.
 - e. do not harass students, players, coaches, officials, and educators.
 - f. do not verbally berate, or physically abuse others; and,
 - g. be aware of the capabilities and limitations of young people - do not have undue expectations.
- C. Consequences of improper behavior
- 1. Students: Enforcement of EPISD Student Code of Conduct
 - a. Warning
 - b. Ejection
 - c. Suspension
 - d. Alternative Placement
 - e. Expulsion
 - 2. Adults:
 - a. Warning
 - b. Ejection From Premises
 - c. Possible denial of attendance at all UIL activities
 - d. Possible prosecution by law
- D. Enforcement of Rules and Regulations
- 1. Campus Administration
 - 2. District Executive Committee
 - 3. The responsibility of coaches to accredited writers and radio and television commentators is to provide news about teams and players. The press should be treated with courtesy, honesty, and respect. Misleading statements should be avoided. Statements concerning school policy should be issued only by the athletic director. Direct questions should be answered honestly or not at all. If good judgment indicates that an honest answer to a question would be detrimental to the best interest of the game, good ethics demands that the question not be answered. In such cases "no comment" is entirely justifiable. Coaches should stress the importance of ethical procedures in teaching their players how to conduct themselves on and off the field as well as on trips.
 - 4. It should be questionable practice for coaches to stress player injuries, disciplinary measures, academic difficulties, or eligibility problems to the press, radio, and television. Disciplinary problems should be a "family affair" to be solved between the coach and players involved. Eligibility is a matter for the principal. Injuries are a matter for the team physician, family doctor, and trainers. No purpose can be served by emphasizing these problems.
 - 5. Booster club organizations can be of value to the school and the coach if they have the proper objectives. It shall be unethical for coaches to use such groups to attempt to defeat or obstruct administrative or school athletic controls or to encourage the violation of established rules and regulations to strengthen any part of the athletic program. It shall, likewise, be unethical for coaches to make demands, financial or otherwise, upon such groups when the demands are not in keeping with the letter and spirit of existing controls. Any form of misuse of such strength and power violates accepted rules and regulations.

Article VII
Drugs

It is a serious breach of the Code of Ethics of the Texas High School Coaches Association for any coach to condone, encourage or tolerate the use of performance-enhancing drugs by any student-athlete. It is the responsibility, moral obligation, and duty of all coaches to constantly warn, inform, and educate students about the damaging effects of anabolic steroids.

Article VIII
Scouting

1. It is unethical, under any circumstances, to scout any team, by any means, except in regularly scheduled games. Interschool scrimmages can be scouted by consent of both head coaches of the teams involved. The head coach shall be held responsible for all scouting. This includes the use of video (cell phone, recorder).
2. It is unethical conduct to violate district rules on the exchange of film.

Article IX
Management of felony crime

It will be considered a breach of the Code of Ethics to willingly allow a student/athlete who is charged with and under indictment for a felony crime to participate in an athletic contest. This action should not be considered a presumption of guilt, but rather it affords the accused athlete the time and opportunity to clear his name. The student/athlete may be allowed to remain on his athletic team as a suspended member but should not be allowed to represent his school or community in an athletic contest while under this suspension.