

Recommendations
for the
Continuous Improvement
of the
Lakewood City Schools Athletic Department
and
Recreation Department Programming

*Report to the Superintendent
April 1, 2010*

*Prepared and Presented
by
Lakewood Athletics – Building for Excellence Committee*

Committee Charge

To build and maintain an excellent athletic program for our student athletes and school community

- Examine strengths and areas for improvement
- Develop suggestions for ways to move forward at a minimal or no additional cost
- Provide the Superintendent with recommendations for program improvement by April 1, 2010

Committee Process

A steering committee of twenty Lakewood citizens, school employees and Board of Education members was selected to serve on the Lakewood Athletics – Building for Excellence Committee. Their selection was based on their commitment to quality athletic programs for Lakewood's student athletes and their willingness to work both the short and long-term to develop and assist in the implementation of the committee recommendations. The steering committee began its work in October, 2009.

Committee Members

Keith Ahearn	Fred Leick
Nicole Anderson	Ron Lewis
Phil Argento	Harry Manos
Ted Bruening	Jeff Patterson
Erin Fach	Dave Shestina
Edward Favre	Brian Siftar
Anne Giffels	Elizabeth Street
Chuck Greanoff	Bob Thayer
John Kamkutis	Josh Thornsberry
Duane Kunze	Rick Wair

The committee was organized into three subcommittees. The subcommittee titles indicate their primary work.

- Development of Committed and Disciplined Student Athletes
- Improving Athletic Participation/Improved Collaboration with the Recreation Department
- Developing Competitive Programs and League Affiliation

Based on the work of the subcommittees, the full committee recommends that the following goals guide our Athletic and Recreation Departments over the course of the next several years:

- 1. Develop a code of expectations and operating procedures for athletes, coaches, parents, and administrators. The “Code and Procedures” will reflect the Ranger core values.**

It is further recommended that the following topics/rules/concepts be considered for the “Code and Procedures:”

- Mandatory coach-parent preseason meetings to present participation rules and expectations
 - Procedures to encourage effective and regular communication between school and recreation coaches
 - Attendance, behavioral and academic requirements for student athletes relative to both practices and interscholastic participation
 - Off-season training plans and procedures by sport and by season
 - Athletic department/coaches involved in monitoring and encouraging academic achievement for their individual student athletes and teams
 - Procedures to facilitate the coordination and implementation of fundraising
- 2. Create a seven member Athletic Council, appointed by the Superintendent that will serve to assist and advise the Athletic Department and Recreation Department. The Council will work with the Athletic Director and Recreation Commissioner to operationalize the recommendations of the Building for Excellence Committee.**
 - 3. Develop and implement a Coaches’ Appraisal Procedure (CAP) to evaluate all coaches associated with Ranger athletics. The Athletic Director and Athletic Council will take responsibility for procedural development and implementation.**
 - 4. Develop and implement a strategic plan that encourages student participation and involvement in athletic programs.**

It is further recommended that the following topics be considered to support and implement goals two, three and four:

- It is suggested that the Athletic Council consist of the following membership: (1) varsity head coach; (2) teacher; (3) building principal/administrator; (4) athletic director; (5) recreation commissioner; (6) booster club representative; and (7) alumni council representative.

- Develop and clearly articulate expectations of the Athletic Director, Recreation Commissioner and the respective head coaches to develop comprehensive programs for the Recreation Department through the varsity level.
- Establish a mentoring program for coaches new to the Lakewood Athletic Program. This program should be designed to assist new coaches with the background information and procedures to become a successful coach and mentor for student athletes.
- Establish the expectation that the Athletic Director, Recreation Commissioner and coaches will work to develop athletic program consistency. Expand and develop the relationship with the Recreation Department by conducting coaching clinics and information sessions for recreation coaches.
- Develop procedures for increasing media coverage and exposure of Ranger athletics. Suggested areas for improvement include Website communication, student newspaper coverage, *Lakewood Observer* coverage, Cox Cable and local business sponsorships.

5. Develop a scholar-athlete program that promotes and monitors academic achievement among all student athletes in the Lakewood Schools.

6. Recommend application to the West Shore Athletic Conference effective for participation in the 2012-13 school year. The conference will provide competition that is geographically aligned to provide more cost effective travel and less travel time for our student athletes. The conference consists of respected “Westside” school systems, several of which are in growth mode.

It is further recommended that the following topics be considered to support and implement goals five and six:

- Athletic academic recognition program
- Promote student leadership activities
- Academic mentoring program to include study tables and other intervention strategies to assist academically at-risk student athletes