

Ballston Spa Central School District

Blueprint for Future Athletics Programming

Presented on January 14, 2009
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Questions, perceptions, strategic planning...

Phase 1 -

Independent Review of the Interscholastic Athletics Programs of Ballston Spa

Independent Review of the Interscholastic Athletics Programs

- Why review Athletic Programming?
- How did we do it?
- Who did we gather feedback from?
- What have we learned?
- Where do we go from here?

Why review Athletic Programming?

- An Independent Evaluation of Athletic Programming at Ballston Spa was launched to review:
 - current program strengths & weaknesses
 - current athletic philosophies
 - current athletic policies
- Questions addressed: Do current athletic programs:
 - reflect district priorities and goals?
 - meet student-athlete needs?
 - keep all invested groups informed of policies?
 - promote athletic program success?
- The Long Range Plan for the Ballston Spa Athletic Department reflects the information obtained from this independent study.

How did we do it? (methodology used)

- **Consultation:** during several “round table” meetings numerous athletic program details were shared
- **Collaboration:** the study’s scope was developed during meetings attended by the Evaluation Team (three independent school administrators), the Ballston Spa Superintendent, both Athletic Administrators, the Community Relations Coordinator & the HS Principal
- **Investigation:** perception data was collected from each of four invested groups by means of an “on-line” survey instrument
- **Analysis:** a report of the data collected from the survey was developed and scrutinized
- **Formulate a Plan:** a “Blueprint for Ballston Spa Interscholastic Athletic Programming” was created

How did we do it? (continued...)

- On-line perception surveys were offered in September to stakeholder groups at different times.
- The survey questions were aligned to ease the option of cross referencing responses for data analysis
- Results yielded intriguing insights which points the way into the future for athletic programming

Who did we gather feedback from?

- The “stakeholder groups” that were polled were:
 - Student-athletes
 - Coaches
 - Parents of athletes
 - Instructional & Administrative Staff

What have we learned?

- Five **positive perception responses** gathered from all four groups supported five of the nine *graduate competencies* established in the BSCSD Strategic Plan. In response order, athletic program strengths & corresponding competencies are:
 - **Participation in Ballston Spa athletics is a positive experience. =**
**PHYSICALLY & MENTALLY HEALTHY*
 - **Student-athletes and coaches have a positive rapport. =**
**EFFECTIVE COMMUNICATORS*
 - **Present philosophies and goals of athletics is familiar to me. =**
**PRODUCTIVE & VERSITILE THINKERS*
 - **The expectations for all student-athletes, parents and coaches are made clear by the administration. =**
**PERSONALLY & INTER-PERSONALLY SKILLED*
 - **Coaches effectively communicate their expectations. =**
**SKILLED INFORMATION MANAGERS*

What have we learned? (continued...)

- On the other hand, the survey analysis also pointed to areas of needed program enhancement/improvement. These five common areas of need link with strategies developed for the Athletics Long Range Plan:
 1. **Ballston Spa athletic facilities/equipment are not as good as those of opponents = *EVALUATE FACILITIES***
 2. **Appropriate emphasis is not placed on off-season programs, camps, summer leagues etc. which promote athleticism = *ENCOURAGE INVOLVEMENT***
 3. **Stakeholder input regarding athletic programs is not well received by the administration = *IMPROVE COMMUNICATION***
 4. **The process for selecting coaches is not fair and effective = *EXAMINE STAFFING PROTOCOLS***
 5. **Boys and girls programs do not receive equal treatment = *CONTINUE TO IMPROVE COMMUNICATION***

Phase 2 -

Proposed Long Range Plan for the Interscholastic Athletics Programs of Ballston Spa

Ballston Spa Athletics Long Range Plan

■ Four Overarching General Goals:

1. To ***improve communication and collaboration*** among all impacted by Athletic programming - students, parents, coaches, school staff, & administrators.
2. To educate youth through Athletics in the “Four C’s” (***Character, Competence, Civility, & Citizenship***)
3. To assess and review the ***quality and safety*** of present and future BSCSD Athletics venues and facilities
4. To develop ***seamless transitions*** for our student-athletes as they progress from community youth sports programming into school programs.

Ballston Spa Athletics Long Range Plan

Major initiatives:

- To improve our students' academics through athletics involvement
- To invite/attract students into BSCSD Interscholastic Athletics
- To foster veteran coaches acting as mentors for newer coaches

These initiatives will foster:

- **Communication**
- **Collaboration**
- **Professional development**

Ballston Spa Athletics Long Range Plan

Major initiatives:

- To implement an informative, current, “user friendly” Athletics Information page on our bscsd web-site
- To provide adequate, safe, state-of-the-art venues for athletics
- To develop vertical alignment of athletic programming from youth through varsity athletics utilizing adult collaboration

These initiatives promote:

- **Professional development & Communication**
- **Facilities and technology assessment & upgrades**
- **Staff support**

Implementations thus far...

Improved Communication and Collaboration:

- New Modified Athletics Parent/Student Handbook created and instituted
- Seasonal “Meet the Coaches Nights” for middle & high school athletes & parents to inform, involve, & engage
- A Guide for College Bound Student-Athletes and their Parents created
- Develop an “Athletic Review Committee from interested community members
- Outreach to Community Youth Programs – facilitates w/streamlined transitions
- Athletics Website upgraded to include:
 - ◆ “Scoreboard”
 - ◆ “Highlights”
 - ◆ Schedules: contests, practices, postponements & updates

Implementations thus far...(continued)

Professional Development:

- Coaches collaborated in the development of the Athletics Long Range Plan
- Develop a Coaches Mentoring Program linking veteran & beginning coaches
- Plans to create an “Athletic Review Committee” from interested community members, coaches, & students
- Plans to develop a committee representing each established Ballston Spa Athletic Booster organization
- Plans for a “Speakers Panel” in June 2009 to invite middle school students into high school athletic involvement
- Plans for a “Speakers Panel” in June 2010 to invite elementary school students into middle school athletic involvement

Implementations thus far...(continued)

Facilities and technology assessment & upgrades

- **Plans for facility review**
- **Compare data from Suburban Scholastic Council League on:**
 - ◆ **Coach availability**
 - ◆ **Facilities – safety & availability**
 - ◆ **Programs offered**

Implementations thus far...(continued)

Staff Support

- Collaboration to devise a Mentor Program for coaches
- Increase opportunities for Professional Development for coaches
- Continue to develop the coaching evaluation instrument

Where do we go from here?

- **Institute Coaching Mentor Program**
- **Develop an “Athletic Review Committee” from interested community members, coaches, & students**
- **Facilitate periodic meetings to foster communication between Booster Clubs**
- **Develop Modified Sports link on Middle School Web page**
- **Develop vertical alignment of athletic programs for all youth**
- **Continue to invite & attract students to interscholastic athletics**

Where do we go from here? continued...

- **2010 and thereafter...**
- **Facilities – develop a rotating upgrade & maintenance schedule for facilities**
- **Continuation of established committees**
- **Continuation of established initiatives**
- **Continued collaboration with community youth programs**

Ballston Spa Central School District

Blueprint for Future Athletics Programming

- Interscholastic athletics supports improved academics for our students. Improved athletic programs can be built upon communication and collaboration, and work toward continual assessment, evaluation, and enhancement of our programs.
- ***Educating Everyone Takes Everyone***