



**Student-Athlete & Parent
Athletic Handbook
2026 - 2027**



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INTRODUCTION

The Student-Athlete/Parent Handbook provides essential information about the Carol Morgan School (CMS) Athletic program. The CMS athletic program aims to foster a positive athletic environment through effective communication and teamwork involving student-athletes, parents, coaches, the athletic department, faculty/staff, and administration. The CMS athletic program is a crucial aspect of the overall educational experience and is intended to instill a sense of pride in the school community.

At CMS, we believe that sports participation provides students with valuable life skills, including discipline, leadership, perseverance, and teamwork. Our inclusive athletic program offers a broad array of sports and activities, ensuring it meets our student body's diverse interests and abilities. We strive to help our student-athletes reach their full potential on and off the field through rigorous training, competitive opportunities, and a commitment to sportsmanship.

This comprehensive handbook provides clear guidance on the policies, procedures, and expectations that govern our athletic program. Student-athletes and their parents must familiarize themselves with this information to ensure a successful and enjoyable experience. We encourage open communication and active involvement from all members of the CMS community to support our student-athletes in achieving excellence.

We are proud of Carol Morgan School's tradition of athletic excellence and look forward to another year of growth, achievement, and school spirit. Whether you are a seasoned athlete or new to sports, we welcome you to the CMS athletic family and wish you success in all your endeavors.

If you should have any questions regarding the athletic program, please feel free to contact the CMS Athletics Office at adoffice@cms.edu.do



PHILOSOPHY

The primary goal of the Carol Morgan School athletic program is to create an environment where student-athletes are encouraged to develop and demonstrate the values of sportsmanship, leadership, and teamwork through competitive experiences. Beyond this, the program will also create opportunities for all CMS students to participate in intramural athletic activities designed to improve student physical fitness, foster new friendships, and enhance the overall student experience at CMS. Considering this, the program's success will not solely hinge on its win-loss record. Instead, its true success will be gauged by the number of CMS students who have positive athletic experiences, creating enduring memories that will resonate throughout their lives.



CMS BELIEFS

VISION

Deep Learning; Community with Purpose; Lasting Success.

MISSION

Igniting curiosity, critical thinking, and character. Empowering every mind; inspiring every heart.

ATHLETIC VISION AND MISSION STATEMENTS

VISION

Build a community that values character development, academic success, and athletic achievement equally. Encourage students to discover and develop their athletic talents while fostering teamwork, fair play, and lifelong health habits. Prepare them to be global citizens with leadership, integrity, and a commitment to excellence.

MISSION

Cultivate an international, education-based athletics program that champions student-athlete academic and athletic success while instilling the values of sportsmanship, leadership, and teamwork.



CORE VALUES

CONNECT

Respect • Integrity

CMS will

instill a culture where we value differences by consistently demonstrating respect and integrity.

CARE

Empathy • Gratitude

CMS will

impart dispositions of empathy and gratitude that lead towards understanding the story of others.

CREATE

Courage • Mindfulness

CMS will

inspire courage, risk-taking, and agency to continuously shape a purposeful and sustainable future.

CONTRIBUTE

Generosity • Inclusivity

CMS will

infuse a commitment to enrich the local and global community through generosity and inclusivity.



CMS ATHLETIC CORE VALUES

Sportsmanship

Respect the game, your teammates, and your opponents. Play fair, follow the rules, and handle wins and losses with grace.

Leadership

Set a positive example. Be responsible, encourage others, and make choices that help the team succeed.

Teamwork

Work together, share responsibilities, and support one another. Trust, communicate, and remember that the team is stronger than any one player.



CMS ATHLETIC LEVELS AND FOCUS

Elementary School Athletics

Focus: Fundamental Skills and Fun

- Skill Development: The primary focus is on developing basic motor skills, coordination, and understanding different sports. Activities are designed to be age-appropriate and inclusive, ensuring that all children can participate and improve their physical abilities.
- Participation Over Competition: Emphasis is placed on participation, enjoyment, and fostering a love for physical activity. The goal is to create a positive experience that encourages lifelong fitness habits.
- Basic Rules, Sportsmanship, Leadership, and Teamwork: Students are introduced to the basic rules of various sports and the importance of teamwork and fair play. This helps them understand the social and cooperative aspects of sports.

Middle School Athletics

Focus: Skill Enhancement and Introduction to Competition

- Advanced Skill Development: At this stage, the focus is on enhancing the skills learned in elementary school. Students are taught more complex techniques and strategies specific to different sports.
- Introduction to Competition: While participation remains crucial, increasingly competitive elements are gradually introduced. Students begin to experience the dynamics of winning and losing, which helps them develop resilience and a competitive spirit.
- Team Building, Sportsmanship, Leadership, and Teamwork: Emphasis on sportsmanship, leadership, and teamwork continues. Students learn to work effectively as part of a team and respect opponents and officials.
- Personal Development: Middle school athletics also focus on personal development, including building self-esteem, discipline, and time management skills.

High School Athletics

Focus: Competitive Play and Specialized Skills

- High-Level Competition: High school athletics are more competitive, emphasizing higher-level performance. Teams often participate in regional and international competitions, aiming to achieve excellence in sports.
- Specialization: Students may begin to specialize in specific sports, dedicating more time to mastering the skills and strategies required for those sports. Training becomes more rigorous and intensive.
- Team Dynamics, Sportsmanship, Leadership, and Teamwork: A stronger focus is on team dynamics, leadership, and advanced sportsmanship. Students may take on



leadership roles, such as team captains, and are expected to mentor younger or less experienced teammates.

- Physical Conditioning: High school athletes engage in more structured, intensive programs to enhance performance and prevent injuries.
- College Preparation: For some students, high school athletics is a stepping stone to college sports. They may work towards earning athletic scholarships and preparing for the recruitment process by colleges and universities.

** Each level of school athletics builds on the previous one, gradually increasing complexity, competition, and commitment while emphasizing the importance of physical fitness, teamwork, and personal development*

Transition from Elementary to Middle School Athletics

As students move from elementary to middle school athletics, they will experience a natural progression in competition, expectations, and commitment. Middle school sports introduce a more competitive environment, where teams often have limited roster spots, and student-athletes are selected based on skill, effort, attitude, and team needs. Unlike the inclusive approach of elementary programs, middle school teams require tryouts, and not all students are guaranteed a place on the roster.

This transition prepares students for the increasing demands of high school athletics, emphasizing responsibility, teamwork, and personal growth. As competition intensifies, we remain committed to fostering a positive experience, promoting sportsmanship, teamwork, and leadership, and supporting the development of all student-athletes on and off the field or court.

Transition from Middle School to High School Athletics

The move from middle school to high school athletics marks a significant step in a student-athlete's development. Competition, intensity, and commitment levels increase considerably at the high school level. Teams are more selective, with limited roster spots and a stronger emphasis on performance, physical preparation, and understanding of the game. Student-athletes are expected to compete not only against peers from their own grade but often across all grade levels, including experienced upperclassmen.

High school sports also demand greater time management, as practices, games, and travel can be more frequent and rigorous. Academic eligibility becomes a critical factor, and student-athletes are expected to uphold high standards both in the classroom and in their sport. This transition is an opportunity to grow as leaders, deepen athletic skills, and represent the school community with pride, dedication, and integrity.



ATHLETIC ELIGIBILITY POLICY

Purpose

The athletic program at Carol Morgan School is an extension of the school's educational mission. Participation in athletics is both a privilege and an opportunity that requires students to meet high standards of academic achievement, behavior, and personal responsibility. This policy ensures that eligibility aligns with our standards-based grading system while providing support to help every student succeed.

Philosophy Statement

This policy is not intended to punish students, but rather to **promote accountability, balance, and support**. Athletics should motivate students to excel in the classroom while developing the essential skills of responsibility, teamwork, and perseverance that will serve them throughout their lives.

Eligibility Requirements

1. Academic Standards

- Students must demonstrate “**2.5**” or higher in a majority of their courses.
- A student receiving **two or more “2.0”** designations will be considered at-risk for athletic eligibility.

2. Behavior and Citizenship

- Students must consistently demonstrate positive behavior and respect for school rules, teachers, peers, and the athletic program.
- Serious disciplinary actions may result in temporary or long-term ineligibility.

3. Attendance

- Regular school attendance is required to maintain eligibility. Students must attend a full school day to participate in practices or games unless an exception is approved by the administration.



Monitoring Process

- **Weekly Grade Checks:** Teachers will update academic progress regularly in the standards-based grading system. The athletic director and coaches will review eligibility reports weekly.
- **At-Risk Notification:** If a student is identified as having “**2.0**” in two or more classes, parents/guardians, coaches, and the student will be notified.
- **Progress Meetings:** Students at risk of ineligibility will meet with the athletic director, coach, and advisor/teacher to set goals for improvement.

Support Process

- **Academic Support Plan:** Students flagged as at-risk will be assigned academic support, which may include:
 - Study hall or tutoring sessions.
 - Mandatory check-ins with teachers.
 - Progress monitoring every two weeks.
- **Conditional Participation:** Students may continue to practice and play while on a support plan, provided they demonstrate effort, attend support sessions, and show measurable progress.

Violation Consequences

- **First Violation**
 - Student-athlete is placed on an **Academic Support Plan**.
 - May continue to participate in practices and games.
 - Required weekly progress check-ins with the athletic director/coach.
- **Second Violation**
 - Student becomes **ineligible for games/competitions for two weeks** (still required to attend practices and support sessions).
 - Must attend mandatory academic support until progress is shown.
 - Parent/guardian meeting required.



- **Third Violation**

- Student is suspended from all athletic participation (games and practices) until the standards are met.
- A formal review with the athletic director, administration, coach, and family will determine the next steps, which may include removal from the team for the remainder of the season.

Communication

- Coaches will maintain regular communication with teachers, parents, and the athletic director regarding athletes' eligibility.
- Students are encouraged to self-monitor their academic progress and seek help early.



STUDENT-ATHLETE / PARENT CONTRACT

Participating is a Privilege, Not a Right

As a student-athlete, I, _____, recognize the commitment required to participate on a Carol Morgan School athletic team.

- I understand that participation on a team is a privilege, not a right.
- I will always strive to improve my skills and improve the team by participating in all practices.
- I will always work to represent myself and Carol Morgan School positively at every event, on and off the field or court, including the classroom.
- I understand that good sportsmanship, teamwork, and leadership are keys to my success.
- I understand that my responsibilities as a scholar are superior and that failing academic performance will limit my participation in practices and games until my class averages return to passing.
- I understand I am responsible for bringing the appropriate clothing, protective gear, and equipment to practices and competitions.
- I understand that the athletic director can suspend or remove me from team involvement if I do not represent myself or the school in a positive way.
- I understand that excessive ejections, unsportsmanlike conduct, personal fouls, and yellow/red cards may result in suspension from future athletic contests.

Student's signature: _____ Date _____

As the parent of a CMS student-athlete, I recognize the commitment involved in my student's participation on a CMS athletic team.

- I will support my student-athlete in their academic responsibilities.
- I will support my student-athlete at competitions whenever possible.
- I will schedule non-CMS activities to allow my student-athlete to fully participate in all practices and games.
- I will provide my student-athlete with all necessary personal clothing, protective gear, and equipment.
- I will support the decisions of the coaches and the Athletics Office.
- I will refrain from being a sideline coach/official.

Parent's signature: _____ Date _____



ATHLETIC PARTICIPATION RELEASE

A student may participate in camps, practices, or games only after a parent or guardian completes a CMS Student-Athlete Registration Form. This form must be completed online before the student can participate in any athletic activity. The CMS Student-Athlete Registration Form is valid for all sports played during a school year.

HEALTH AND SAFETY

1. **Hydration:** Drink plenty of water before, during, and after practices and games to stay hydrated.
2. **Warm-Up and Cool-Down:** Always participate in warm-ups and cool-downs to reduce the risk of injury.
3. **Injury Reporting:** Report any injuries immediately to coaches or athletic trainers. Do not play through pain.
4. **Proper Equipment:** Ensure you use the correct and properly fitted equipment for each sport.
5. **Rest and Recovery:** Get adequate rest between practices and games. Proper sleep is crucial for athletic performance and injury prevention.
6. **Stretching:** Maintain flexibility by stretching regularly to help prevent strains and sprains.
7. **Weather Precautions:** Follow guidelines for extreme heat or cold. Wear appropriate clothing and take breaks when needed.
8. **Communication:** Inform your coach if you feel unwell or unable to perform. Your health comes first.
9. **Positive Attitude:** Stay positive and supportive of your teammates, fostering a healthy, safe environment for all.

Thank you for prioritizing health and safety in our CMS athletic community.



ATTENDANCE AT SCHOOL

- Attendance in school is defined as a student being present for at least 4 hours on a given day. A student will not be allowed to attend or participate in a practice or game the day he/she is absent from school.
- Similarly, a student who leaves school early due to illness will not be allowed to practice or play a game that day or night.
- A student suspended from school is also suspended from team practices and team contests for the duration of the suspension.

**The Athletic Director reserves the right to individually address situations beyond the scope of current policies or practices if/when necessary.*

TRANSPORTATION AND AWAY GAME POLICY

To ensure the safety, accountability, and well-being of all student-athletes, Carol Morgan School (CMS) has established the following transportation and pickup procedures for away games.

Transportation to Away Games

- CMS will provide bus transportation for all away games held between 3:00 PM and 5:00 PM on school days. For games that start after 5:00 on school days, parents are responsible for arranging transportation for their child.
- For games starting between 3:00 PM and 4:30 PM, student-athletes will receive early dismissal at 1:30 PM to allow adequate travel and preparation time.
- ***All student-athletes are required to ride the CMS-provided bus to the game when transportation is offered. Failure to comply with this requirement may result in disciplinary action, including suspension from the next scheduled game.***
- Parents are responsible for transportation to and from games starting at 5:30 PM or later, or those held on weekends.



Pickup After Away Games

- **Only the student-athlete's parent(s) or legal guardian(s)** may pick up their child at the away game location.
- Students not picked up directly by a parent or legal guardian will **return to the CMS campus on the team bus** for pickup.
- ***No other adults, family members, friends, nannies, or drivers may pick up a student at an away game.***

Exceptions

- Exceptions to this policy will be considered **only in special circumstances, extenuating circumstances, or emergencies**, and must be approved by the Athletic Department or School Administration.
- Written or verbal authorization for non-parent pickups will not be accepted **unless approved by the Athletic Department due to an emergency or other extenuating circumstance** (such as illness, unexpected travel, or family emergencies).

Pickup Procedures

- Parents who plan to pick up their child at the game must **check in with the coach or staff member** before leaving the game site with the student-athlete. ***Parents no longer need to communicate this desire with the athletics office prior to pickup.***
- Parents must sign out with the coach to confirm the release of each student.
- Parents must arrive before the end of the game. **Once the bus departs, it will not wait for late arrivals.** Parents who miss pickup must meet the team back at the CMS campus.

Late or Missed Pickups

- Parents must ensure prompt pickup at the game site or upon return to CMS.



- Repeated late pickups or lack of communication may result in a **temporary suspension of participation** in athletic events.

Consequences for Non-Compliance

- Students who **fail to ride the bus to away games** without prior approval will be subject to:
 - Suspension from the next athletic event
 - Possible loss of eligibility for future away games
- Repeated failure to follow transportation expectations may result in further disciplinary action from the Athletic Department.

This policy exists to **protect our students**, ensure **safe transportation**, and maintain **clear accountability** for all CMS athletic travel.

We appreciate your cooperation and partnership in upholding these standards.

OVERNIGHT / INTERNATIONAL TRIPS

Student-athlete Responsibilities

All CMS students on overnight trips must return a signed permission form. Student-athletes must abide by all CMS rules, additional trip rules, and curfew times. Student-athletes breaking these rules will face disciplinary actions that may include one or more of the following actions:

- Ineligible to play in 1 or more games
- Removal from the tournament
- Being sent home early (Any additional costs will be the responsibility of the parent of the student-athlete)
- Additional disciplinary actions upon returning from the trip

The Athletic Director or the coach will ensure that the athlete's parents are immediately informed about such actions.



Parent/Guardian Responsibilities During Overnight Trips

Our athletic team trips aim to foster team unity, develop independence, and enhance each athlete's focus on the competition and shared experiences with teammates. For these reasons, we require that athletes remain with the team for the trip.

Due to potential child-protection issues, CMS parents who travel with their child on overnight/international trips must stay in hotels other than those selected for student-athletes.

The CMS policy is that parents and guardians do not remove their child from team activities, accommodations, or travel arrangements at any time during an overnight athletic trip. This policy is in place to support the following objectives:

1. **Team Cohesion and Unity:** Team trips are an opportunity for athletes to build relationships, trust, and camaraderie with teammates and coaches. Allowing individual athletes to leave disrupts this dynamic and affects the entire team's experience.
2. **Athlete Safety and Accountability:** Coaches and chaperones have a system in place to monitor and account for all athletes at all times during overnight trips. Removing an athlete from this structure compromises our ability to ensure their safety and makes it challenging to maintain accurate supervision.
3. **Independence and Responsibility:** Overnight trips help athletes develop independence by teaching them to manage schedules, adhere to team expectations, and interact in a structured environment away from home. These skills are essential for their growth and development as individuals and team members.

Exceptions

Exceptions to this policy are only made in the event of a family emergency or medical need. In such cases, parents or guardians must:

- Contact the head coach immediately to discuss the situation.
- Receive approval from both the head coach and school administration.
- Coordinate any necessary arrangements with the coaching staff to ensure the safety and accountability of the athlete.

Non-Compliance

Parents or guardians who attempt to remove their child from the team environment without prior approval may impact their athlete's eligibility for future travel and participation in team events.



We appreciate the support and understanding of all parents and guardians in upholding this policy to maintain a safe, cohesive, and productive environment for our athletes.

CODE OF CONDUCT

**The Administration of Carol Morgan School Athletics reserves the right to judge the severity of any infraction and discipline student-athletes according to the student and athletic handbook.*

Carol Morgan School believes that it is a privilege for student-athletes to be selected to participate on teams, squads, clubs, and other school organizations and that all student-athletes should conduct themselves as responsible school representatives. The Athletic Office and coaches will enforce our Code of Conduct to assist with this. Furthermore, members of teams and organizations who fail to abide by the Code of Conduct are subject to immediate disciplinary action. Members of teams and organizations must always serve as exemplars of high moral character and citizenship and demonstrate the academic commitment expected from all student-athletes.

Expectations

It is the expectation of CMS that all athletes will:

- treat each other with respect
- never berate an official
- attend all practices unless a legitimate reason has been communicated to the coach
- only be in the gym or locker areas when a coach or advisor is present
- respect the property of teammates and opponents alike
- Honor all team rules established by the coach
- report all injuries to the coach before leaving the practice or contest in which they occur
- maintain appropriate academic standing
- not use or be in possession of any controlled substances, drugs, or alcohol
- adhere to all rules established by CMS School and the Athletics Office.
- bring pride and honor to self, teammates, family, school, and community
- use appropriate language at all times; profanity will not be tolerated
- maintain all athletic equipment given to athletes by the coach
- remember that there is no place for “winning at all costs”; we compete with the utmost effort, enthusiasm, and desire tempered with class and integrity at all times



Misconduct

Includes but is not limited to:

- the sale, purchase, or use of any tobacco/vaping/electronic cigarettes product;
- the possession, sale, purchase, or use of any illegal or controlled substances, including drugs and alcohol;
- the exhibiting of evidence or any indication of having consumed/used any tobacco/vaping/electronic cigarettes product or illegal substance (whether consumed on or off school premises);
- illegal gambling;
- theft or vandalism

If applicable, all disciplinary consequences stated in the CMS student handbooks will first be imposed on athletes who violate the code of conduct. As detailed below, athletes are also subject to additional disciplinary action imposed by their coaches and/or the athletic director, including suspension or removal from the team and/or their leadership position.

Harassment / Hazing / Initiations

The Carol Morgan School believes being a team member should be a rewarding experience for all student-athletes. Therefore, any types of actions, including written, verbal, or physical, which are intended to cause humiliation, embarrassment, or discomfort, will not be tolerated. Examples include, but are not limited to, sexual harassment and racially motivated behavior. Such actions will result in appropriate sanctions and possible legal referrals. Coaches and/or the athletic director may impose discipline beyond that imposed by the school administration, potentially including removal or suspension from the team or from a leadership position. Students who feel harassed, hazed, or bullied should report this immediately to the Athletic Director, Assistant Athletic Director, or coach.

Consequences

We want all student-athletes to get the most out of their athletic activities. If one student-athlete is preventing that from happening, coaches will need to take action:

- **WARNING 1:** Verbal warning:



- Initial steps for minor infractions.
- The coach addresses the student/athlete directly, explaining inappropriate behavior and expected conduct.
- Recorded in coach's log for future reference.
- Student-athlete sits (time out determined by the Coach).
- **WARNING 2:** Written warning:
 - Issued if behavior continues after a verbal warning.
 - A formal note is sent home to parents detailing the incident and the steps taken.
 - The student/athlete is copied in the email to acknowledge receipt and understanding.
- **WARNING 3:**
 - Issued if the behavior persists after a written warning.
 - Removal from the training session is required, and a pick-up must be arranged before the end of that day's training session.
- **WARNING 4:**
 - Issued if the behavior persists after the THIRD warning.
 - Removal from training sessions for two weeks (including tournaments or games).
 - Meet with parents, AD, and coaches.
- **WARNING 5:**
 - Issued if the behavior persists after the FOURTH warning.
 - Removed from the program for the remainder of the semester.

If a student-athlete is removed from the program for the remainder of the semester, the student and parents must meet with the coaches, athletic director, and MS/HS Principal before being allowed to attend training in the second semester or to further participate in a CMS athletic program.

COMMUNICATION EXPECTATIONS

As student-athletes become involved in CMS's athletic programs, they will experience some of the most rewarding moments of their lives. However, it is essential to understand that there may also be times when things do not go as you or your child wishes. When well-handled by all, these experiences can be excellent "life lessons" for our children. Discussions between the coaches, student-athletes, and parents are encouraged to reduce frustration.

**Facts:**

- Parenting and coaching are both challenging vocations.
- Coaches and parents want athletes to have a positive experience while participating on an athletic team.
- Situations may require a conference between the coach and the parent, which is to be encouraged. Both parties must understand each other's positions.
- Communication is the key to making the positive experience become a reality. Athletes, parents, and coaches are all responsible for effective communication.
- Research indicates that a student involved in co-curricular activities is more likely to succeed in adulthood.
- Many of the character traits required to be a successful athlete are precisely those that will promote a successful life after high school.

Student-Athlete to Coach Communication Expectations:

The CMS Athletic program must be a safe and supportive environment for all student-athletes. It is equally vital that all student-athletes feel empowered, heard, and valued. Student-athletes are encouraged to ask questions and seek clarification from their coach respectfully. Student-athletes should:

- Student-athletes should express concerns immediately and directly to the coach.
- Notification of any schedule conflicts well in advance.
- Specific concerns concerning a coach's philosophy and/or expectations.
- Students can use the existing CMS Speak Up Form for any situation considered unsafe. This form can be found on all grade-level Google Classroom pages.

Coach-to-Parent Communication Expectations:

- The expectations that the coach has for your child as well as all members of the team.
- Locations and times of all practices, games, tournaments, and meetings.
- Team requirements (forms, practice schedule, off-season conditioning, etc.)
- Procedure: should your child be injured during participation
- Any discipline measures that result in the denial of your child's continued participation on the team.

Parent-to-Coach Communication Expectations

It is very difficult to accept when your child is not playing as much as you hope or at the level you believe they are capable of. However, the decision must be made by the coach or coaches without undue influence from the parents. Coaches are professionals. They make decisions



based on what they believe is best for all athletes involved. Those decisions have a measure of subjectivity you may not agree with, yet must accept. Please allow your child to enjoy the experience of athletic participation without pressure or negative remarks about their performance. Comments to your child questioning the competence of the coaching staff or game officials will only harm your child's opportunity to grow and learn from this experience.

- **Appropriate concerns to discuss with coaches:**

- Concerns regarding your child's mental and physical status.
- Ways to help your child improve in the activity.
- Concerns about your child's behavior.

- **Issues NOT appropriate to discuss with coaches:**

- Team strategy.
- Play calling.
- Playing time (asking how the student-athlete could improve his/her skills is welcome)
- Other student-athletes.

If you have a concern to discuss with a coach:

Please do not attempt to confront a coach before, during, or after a contest or practice. These can be emotional times for both the parent and the coach. Meetings of this nature do not promote resolution. If you need to meet with a coach, please take the following steps **after 24 hours**:

- Call or email the Coordinator to set up an appointment with the coach.
- The Coordinator will help set up the meeting with the coach and answer any questions.
- The athletic director will also be happy to discuss the situation and offer suggestions on how best to communicate your concerns to the coach.

What a parent can do if a meeting with the coach does not resolve the concern:

- Call the Athletic Director for that sport to schedule an appointment and discuss the situation.
- The appropriate next step can be determined at this meeting.



- The athletic director will not discuss playing time, team selection, or what team level your child is playing (varsity, junior varsity, or middle school). These topics are the coach's responsibility and will not be overruled by an athletic director or school administrator.
- The Athletic Director can only discuss issues regarding your child and will not discuss or compare other student-athletes.

Participation in school athletics should be an enjoyable and learning experience for the student-athletes. The behavior and attitude of the parent(s) are critical in this process. Years from now, you will care deeply about your grown child's health and happiness – but you will care very little about how many points they scored in a game or a tournament. Please help us teach the important lessons from playing middle and high school sports. These experiences can positively impact their ability to handle the tremendous challenges of life. Great teams have players, coaches, and parents working toward a common goal.

Thank you for trusting us to do our part!

COMPETITIVE TEAM SELECTION PROCESS

At both the middle and high school levels, participation in competitive athletics is an important opportunity for students to grow physically, socially, and emotionally. The selection process for athletic teams is designed to ensure fairness, safety, and appropriate placement based on skill level and team needs.

Middle School Athletics

Middle school sports are typically offered at a single competitive level. Due to limited roster sizes, tryouts are conducted to assess student-athletes based on:

- Athletic skill and game readiness
- Effort and attitude
- Sportsmanship and teamwork
- Coachability and potential for development



While we aim to involve as many students as possible, not all students may be selected for a team. Coaches evaluate each student fairly and objectively during the tryout period. Students not selected are encouraged to remain active and pursue other physical activity opportunities offered through the school.

High School Athletics

High school athletics within CMS may include multiple levels of competition, including:

- **Junior Varsity (JV)** – Primarily for developing student-athletes and preparing them for varsity-level play
- **Varsity** – Highest level of interscholastic competition, requiring advanced skill, physical readiness, and leadership

Team placement is based on the following criteria:

- Skill level and game understanding
- Physical conditioning and athletic potential
- Commitment, attitude, and team dynamics
- Ability to meet the demands of the sport and level

The selection process ensures teams are balanced, competitive, and safe, and that coaches can provide quality instruction and development. Students are expected to attend all tryout sessions and adhere to any requirements outlined by the coaching staff. The availability of JV teams will be determined by yearly participation interest levels and the competitive viability of these student-athlete groups.

Important Note

Students who are not selected for a team are encouraged to seek feedback from their coaches, continue developing their skills, and participate in intramural, club, or community sports opportunities when available. We believe in promoting lifelong fitness, personal growth, and teamwork for all students—regardless of team placement.



PLAYING TIME PHILOSOPHY

At the heart of our athletic program is a commitment to developing student-athletes who compete with character, work ethic, and a team-first mindset. We believe every player plays an important role, whether on the court, field, or sideline.

While we understand that playing time is a significant concern for many athletes and families, it is important to recognize that it is earned, not given—and determined with the team's overall success and unity in mind.

How Playing Time Is Determined

Playing time is a **coaching decision** based on a variety of factors, including but not limited to:

- Skill level as demonstrated in practice
- Positive attitude and coachability
- Understanding of team strategies, rules, and concepts
- Physical readiness and conditioning
- Consistent attendance at practices and team events
- Depth and competition at a given position
- Practice effort and focus
- Ability to contribute to overall team performance

All playing time decisions are made at the discretion of the coaching staff.

Parent-Coach Communication Policy

To promote a respectful and focused team culture, **coaches are instructed not to discuss playing time with parents.**



If a student-athlete has concerns or questions about their role, we encourage them to take ownership of their development by initiating a respectful and constructive conversation with their coach.

For Student-Athletes: Reflecting on Playing Time

If you're not satisfied with your playing time, we challenge you to ask yourself the following:

- Am I the first one to practice and the last one to leave?
- Do I give 100% effort, 100% of the time?
- Do I bring energy and focus to every practice?
- Do I consistently support my teammates and show it?
- Do I ask questions to improve my understanding of the game?
- Am I committed to showing up and working in the offseason?
- Do I defend and rebound with intensity?

If you can defend and rebound, a coach will typically find a way to include you in the rotation. These contributions are based on effort and are essential for winning games and building team trust. After reflecting on these points, consider approaching your coach to discuss how you can earn more playing time.

**MISSED PRACTICE CONSEQUENCES****CMS Athletics - Missed Practice Consequence Matrix**

Number of Missed	Type of Absence	Consequence	Notes/Expectations
1	Excused (illness, family emergency, school event)	No penalty, but athlete must check in with coach and review missed content/drills.	Communication before practice is required.
	Unexcused (no communication, non-valid reason)	Verbal warning and conversation with coach. Must make up missed conditioning or assignment.	Athlete reminded of attendance expectations.
2	Excused	No penalty, but playing time may be adjusted if skills or team strategies are missed.	Continued communication expected.
	Unexcused	Written warning and parent notification. Playing time likely reduced in the next game.	Meeting with coach to discuss commitment.
3	Excused	Meeting with coach to discuss commitment and impact on role. Playing time may be limited.	
	Unexcused	Temporary removal from starting lineup or next competition. Parent meeting required.	Behavior contract may be implemented.
4+	Excused or Unexcused	Athlete's continued participation will be reviewed by coaching staff and athletic director. Suspension or removal from team may occur.	Decisions made based on overall attitude, effort, and communication.

Key Guidelines for Athletes

Communication is essential. Always notify your coach before practice if you must miss.

Excused absences include illness (with documentation if requested), family emergencies, religious obligations, or school-sponsored events.

Unexcused absences include forgetting, social plans, or missing without notice.

Chronic absences, even if excused, may affect leadership roles, playing time, or roster status.