



# Crosspoint Christian School

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## Coach/Assistant Coach Application

Name: \_\_\_\_\_ Position Desired: \_\_\_\_\_

### Personal Testimony:

(Please give a brief description of how you came to know Jesus, and his current place in your life.)

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The church you presently attend is:

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Address: \_\_\_\_\_

Phone: \_\_\_\_\_

Pastor: \_\_\_\_\_ Time Attended: \_\_\_\_\_

Relevant Experience:

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How did you hear about this position:

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Are you an alumnus of the school? Yes No

Do you have any children attending the school? Yes No

If yes, please list their names and grades.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Can you certify that you are at least 18 years of age? Yes No

Are you willing to submit to a statewide background check and fingerprinting? Yes No

Have you read Crosspoint's attached athletics policies? Yes No

If you have read the policies, do you agree to abide by and uphold them? Yes No

Do you understand that coaches at Crosspoint are unpaid volunteers? Yes No

If offered a position are you willing to abide by the attached positional expectations? Yes No

Are you aware that coaches are required to apply after every season, and that the coach thought to best fit our program for the upcoming year will be selected? Yes No

Please provide a character reference that is not your pastor or relative:

Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

Address: \_\_\_\_\_ Phone Number: \_\_\_\_\_

My signature below indicates that all of my answers are correct and that I intend, to the best of my ability, to be a model of Christ-likeness for my team if I'm chosen for this position.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## **Crosspoint Christian School Coaching Position & Conduct Expectations**

The following is a list of expectations that Crosspoint Christian School has of its coaches. These items have been stated in order to clarify the coaches' relationship to the school and the school's oversight of the coach.

1. Coaches shall be Christians in word and deed: professing with their mouth that Jesus is their savior and living a life that gives testimony to that profession.
2. Coaches shall read and abide by the Crosspoint Christian School athletic policies as stated in the parent/student handbook
3. Coaches shall serve as a model of Christ-likeness for their team: in practice, competition and at all times otherwise. Specifically, it is expected that coaches do not use profanity or foul language, do not berate students, do not employ sarcasm, do not yell excessively, and do not lose control of their temper. Conversely, coaches are expected to exhibit love, joy, peace, patience, kindness, goodness, gentleness and self control.
4. Coaches shall make weekly contact during the season, either by phone or email, with the school Athletic Director. These "conversations" are designed to keep the school informed of the team's activities on an official level.
5. Coaches shall speak personally to the school administrator and/or the athletic director if any of the following need to happen: 1) a team/coach won't be attending a scheduled event\*, 2) a team/coach will be late to a scheduled event, 3) the coach would like to remove a student from the team, 4) a student has been injured during a practice or competition.

I \_\_\_\_\_ (please print) have read and agree to meet, to the best of my ability, the expectations listed above. I understand that my failure to meet these expectations to any degree may be grounds for removal from the coaching position. If at any time after my selection for the position I feel that I am no longer able to meet these expectations, for any reason, I agree to contact the school administrator directly.

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

\*If, for any reason, a coach knows that he/she or their team will be unable to attend a scheduled event they shall contact the school administrator and/or athletic director immediately. If this information is known in advance of the date in question then the coach shall notify said personnel as far in advance as possible.

## ATHLETIC POLICIES

There shall be no games or practices on days preceding final exams.

1. No practice will be held on a Wednesday or Sunday.
2. Parents are responsible for their athlete's transportation to practices and games. CCS is in no way responsible for, nor will it supervise, transportation to and from an athletic event.
3. In the event that a student-athlete falls below a 2.0 cumulative grade point average at the end of a semester, he/she will be ineligible for the entire following semester. The student-athlete will be required to raise his/her next semester, or cumulative GPA, to 2.0 or above, to have his/her eligibility reinstated. The student-athlete will be required to continue earning at or above a 2.0 GPA in semester's following until his/her cumulative GPA reaches a 2.0 GPA or above.
4. During the season, grades will be averaged each Friday and reported each Monday. Student-athletes will not be eligible to play if they have a grade of "F" in one or more classes. Student-athlete's ineligible at the time of grade reporting will not play any games that week (Monday-Friday). Student-athletes who are eligible at that time will be allowed to play in all games the following week. Student-athletes may continue to practice with the team at the parents' or coaches' discretion, even when they are academically ineligible to play. Student-athletes who are ineligible due to grades will not dress out with the team for games or travel to any away games.
5. If a student-athlete is ineligible due to one or more failing grades three times during the season, the coach and administrator will evaluate whether or not the student-athlete should remain on the team. If a student-athlete is ineligible to play due to grades four times during a season, the student-athlete will automatically be removed from the team.
6. If student-athletes have missed at least a half day of school on the day of a practice or game for any reason other than a family emergency such as a death or a medical emergency with an immediate family member or on a school activity, they may not attend practice or play in the game.
7. Because developing the quality of commitment is a major goal of the program, student-athletes who miss the practice before a game, at the coach's discretion, may not start in the next game. Student-athletes who miss an excessive amount of practices may be removed from the team. The coach will specify what is excessive at the beginning of the season.
8. Coaches have the prerogative to play student-athletes as they see fit to be competitive. This means that student-athletes may not necessarily have equal playing time.
9. Because one of the purposes of the athletic program is to develop Christ-like character, especially in the area of self-control, any student-athlete who displays temper or disrespect on the playing field must be removed from the game. He/she may return to the game at the coach's discretion.
10. If students who are not members of the team wish to attend an overnight out-of-town tournament, a parent or a responsible adult must accompany them. Chaperones for the team will not be responsible for students who are not on the team.
11. Parents of student-athletes must assume the following responsibilities:
  - a. They must take their turn at the admission/concession stand.
  - b. They must take their turn at cleaning the gym following games.
  - c. A schedule will be given to families early in the season. If you are unable to fulfill your obligations for any reason, please find another parent who can replace you.
12. Because CCS must utilize other gyms for practice, parents should be responsible for transporting their athletes to practice. Do not assume that another parent will take responsibility for your child. Parents may certainly work out a rotating schedule that meets their transportation needs.

13. Parents, student athletes, and other CCS fans are expected to represent the school in a Christ-like manner at all sporting events. This includes:
  - a. Being respectful to officials and other fans,
  - b. Being respectful to the other team, and following the guidelines of the school where the game is held
  - c. Parents and fans are encouraged to hold one another accountable in this area.
  - d. Violators of this policy may be asked to leave the game.
14. All student-athletes participating on sports teams shall follow the spirit of the regular school dress code in the choosing of uniform sizes and the wearing of uniform clothing. Therefore, unnecessarily short shorts and skirts are not appropriate. Likewise, no undergarments should show when an athletic uniform is being worn. In addition, any student-athlete who does not feel comfortably modest in standard-issue, sports uniform item will be given the option of wearing another, similar item. Uniform substitutions must be approved in advance by the team's coach, and must not inhibit game play or violate game rules or conditions. (Substitution Example: A girl playing volleyball who does not feel comfortable wearing the standard-issue Lycra shorts would be allowed to wear longer, looser fitting shorts so long as the color was appropriate, and the length didn't inhibit game play.) Student-athletes who show up to a game in a uniform that violates this policy, as determined by the coach and or the administrator, will not be allowed to participate in that event.
15. Student-athletes must turn in all uniforms before receiving their final report card for the year or their diploma if a senior. Uniforms must be returned in the same condition in which they were issued. If not, the student-athlete will be required to pay for the uniform.
16. All student-athletes must receive a physical PRIOR to beginning practices for any sport.
17. Student-athletes who leave a practice or game due to a major injury must have a written doctor's release to return.
18. Student-athletes will be required to pay a fee for each sport in which they participate.

NOTE: "Student-athlete" refers to any student playing on any sports team sponsored by CCS, any student cheering on the cheerleading squad, or any student acting in an official capacity associated with the athletic program.

## CCS VOLUNTEER / COACH / STUDENT GUIDELINES

### Statement of Philosophy

Crosspoint Christian School is committed to fostering an environment that promotes academic and professional success in students and volunteers at all levels. The achievement of such success is dependent on an environment free of behaviors which can undermine the important mission of our institution. An atmosphere of mutual respect, collegiality, fairness, and trust is essential. Volunteers and coaches must be ever mindful of this responsibility in their interactions with their colleagues, school parents, and those whose education has been entrusted to them.

### Responsibilities in the Volunteer/Coach/Student Relationship

#### *Responsibilities of the volunteer or coach*

1. Treat all students with respect and fairness.
2. Treat all students equally regardless of age, gender, race, ethnicity, national origin, religion, or disability.
3. Provide timely feedback with constructive suggestions and opportunities for improvement/remediation when needed.
4. Live above reproach with accountability. (If emergency means you are alone with a student waiting for a parent, you can call someone and talk to them during the wait for accountability.)

#### *Responsibilities of the student*

1. Treat all fellow students, teachers, coaches, and volunteers with respect and fairness.
2. Treat all fellow students, teachers, coaches, and volunteers equally regardless of age, gender, race, ethnicity, national origin, religion, or disability.

### Behaviors Inappropriate to the Volunteer/Coach/Student Relationship

These behaviors are those which demonstrate disrespect for others or lack of professionalism in interpersonal conduct. Although there is inevitably a subjective element in the witnessing or experiencing of such behaviors, certain actions are clearly inappropriate and will not be tolerated by Crosspoint. These include, but are not limited to, the following:

- unwanted physical contact (e.g. hitting, slapping, kicking, pushing, inappropriate hugging) or the threat of the same;
- sexual harassment (including romantic relationships between volunteers/coaches and students in which the volunteer or coach has authority over the student's academic progress) or harassment based on age, gender, race, ethnicity, national origin, religion, or disability;
- loss of personal civility including shouting, personal attacks or insults, displays of temper (such as throwing objects);
- communication directed towards an individual student (rather than a group of students) through social media, phone calls, or a text;
- needed communication can be sent to one or both parents;
- befriending current students through social media (other than relatives);
- traveling or being alone in a vehicle with a student, other than a relative;
- being alone with a student without clear visibility or door open in a classroom;

## **Avenues for Addressing Inappropriate Behavior in the Volunteer/Coach/Student Context**

### *Students' Concerns*

Students may address situations in which they feel that they have been the object of inappropriate behavior at various levels. At the most basic level, the most effective way to handle a situation may be to address it immediately and non-confrontationally. Oftentimes, a person is simply unaware that his/her behavior has offended someone, or even if aware, will correct the behavior appropriately if given the opportunity to do so in a way that is not threatening. The way to raise such an issue is to describe the behavior factually ("When you said..."), describe how the behavior made you feel ("I felt ..."), and state that the behavior needs to stop or not be repeated ("Please, don't do that again.")

Sometimes, such a request is not successful, or the person repeats the behavior, or the student does not feel comfortable speaking directly to the teacher about his/her behavior. In those cases, it may be helpful to discuss the behavior with other teachers or the principal. These individuals may offer additional suggestions for resolving the matter informally, such as, for example, speaking to the individual on the student's behalf or on behalf of an entire class, raising the general issue in a faculty meeting, assisting the student with writing to the individual teacher or even direct intervention to get the behavior to stop.

If no satisfactory resolution is reached after these discussions or the student does not feel comfortable speaking to these individuals, he/she may bring the matter formally to the attention of the administration.

### *Volunteers' Concerns*

Coaches and Volunteers may find themselves in a situation which they feel is inappropriate. At the most basic level, the most effective way to handle a situation is to immediately and non-confrontationally leave the situation and place oneself in a public place away from anything that might cause suspicion of inappropriate conduct.

A coach or volunteer must be cognizant of close attachments to students that could fuel inappropriate behavior.