



DEPARTMENT OF ATHLETICS

Athletic Handbook
for players and families

Mission Statement of Pope John Paul II High School

Inspired by Faith, Pope John Paul II High School prepares students to be strong in mind, body, character, and spirit for lives of learning and service according to the Gospel.

Mission of Pope John Paul II High School Athletics

The JPPII Athletic Department seeks to pursue excellence in athletics within the framework of a Catholic school and in accordance with the school's primary mission of education, moral development, and spiritual guidance. The Athletic Department commits itself to find opportunities for students to realize their greatest potential while also developing their character and spirit according to the Gospel of Jesus Christ.

Athletic Department Philosophy

"Do you not know that the runners in the stadium all run in the race, but only one wins the prize? Run so as to win. Every athlete exercises discipline in every way. They do it to win a perishable crown, but we an imperishable one. Thus I do not run aimlessly; I do not fight as if I were shadowboxing. No, I drive my body and train it, for fear that, after having preached to others, I myself should be disqualified." ~ 1 Corinthians 9:24-27

"I have the strength for everything through him who empowers me." ~ Philippians 4:13

We believe athletics is an extension of the school's mission and a vessel for preaching the Gospel of Jesus Christ. Through outstanding athletic programs and coaches we seek to develop our student-athletes to be examples of our faith through fair play, sportsmanship, an intense competitive spirit, and the pursuit of excellence in all endeavors. We believe all of our abilities are blessings bestowed upon us, and we strive to use those blessings to glorify God both on and off the field.

We believe athletics builds virtue. Personal integrity and responsibility, discipline, teamwork, and self-sacrifice are lessons that can be powerfully taught through participation in team sports. Student-athletes who learn these lessons and seek to live them out on the field, in our hallways, and in our community will become men and women of strong character who will reach their greatest potential.

We believe participation in athletics is a privilege with various responsibilities and expectations. At all times, all members of the JPPII Athletic community – administration, coaches, players, parents, and fans – must conduct themselves in a manner that reflects positively on JPPII. We rely on God's support and guidance to meet these expectations that are found both in and out of school, in and out of athletic settings.

Nondiscrimination Policy

Pope John Paul II High School Athletics admits students of any race, color, and national or ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students of the school as allowed under the by-laws of the TSSAA. JPII does not discriminate on the basis of race, color, national or ethnic origin in the administration of its participatory policies, admissions policies, or athletic programs.

To Play any Sport at JPII

To practice or be part of any athletic team at JPII, you must have returned your signed enrollment contract for the following year.

In addition, the following four forms are required to be turned in to JPII prior to playing or practicing for any sport at JPII. Typically, these are all completed at the required, beginning of the year team meeting with the head coach.

1) Physical Form

All students at JPII are required to have a current physical examination on file with the school nurse *before they can practice or play* athletics at JPII. Physicals are good for one (1) year. Each year a group of local doctors and nurses join together to offer a “Physical Day” here on campus, typically in late May, which offers a free physical for all students JPII. Information regarding the date and time of this event will be posted to the school calendar and school webpage. Page one of the physical form is available [here](#). Page two is available [here](#).

2) General Permission/Consent to Treat Form

All students at JPII are required to submit to the school nurse a general permission form that grants general permission to play athletics at JPII and consent to give treatment. The Consent to Treat form is available [here](#).

3) Concussion Form

The State of Tennessee has made a law that requires all student-athletes and their parents to sign a waiver indicated they understand the risks associated with concussions. Here at JPII we take concussions very seriously and generally err on the side of caution – even if this requires student-athletes to miss games and practices. The health and safety of our student-athletes is of much greater importance than participation. It’s available [here](#).

4) Transportation Release

JPII makes every effort to provide school-owned transportation for our student-athletes that uses vehicles designed for safe student transportation. There may be times where

parent drivers are required. In both cases, we require all student-athletes and their parents sign a [Transportation Release Form](#)

GENERAL INFORMATION

Pre-Season Orientation Meetings

All student-athletes and their parent(s)/guardian(s) are expected to attend the preseason orientation meeting. At least one parent must be present. Information regarding these meetings will be distributed to student-athletes and their parents via the coach. It is the responsibility of the student-athlete and their parents to pay attention to this information and make every effort to attend.

Concussion Baseline Testing

JPII offers students the opportunity to establish their individual baseline for use in assessing concussive symptoms. While not mandatory, we strongly encourage all student-athletes take part in this testing. At this time, JPII has been able to cover all associated fees with this testing procedure, however this may change at a later date.

JPII Excess Accident Insurance:

Your family's health insurance is "primary" to cover injuries related to participation in athletics at JPII. However, JPII also has an Excess Accident Insurance Policy purchased by the Diocese covering students during school-time and school sponsored activities.

The plan is underwritten by QBE Insurance Corporation, an 'A' (excellent) rated company by A.M. Best, an Insurance Financial Rating Company. The Policy provides coverage for an injury, which occurred as a result of participating in a regularly scheduled, school-sponsored activity.

The coverage is offered on an "excess" basis to the claimant's primary health insurance policy, such as their parent's plan or any other health insurance plan. Under this provision, the Plan will always pay excess to any other valid and collectible health insurance plan.

Therefore in the event of an injury, the participant will be required to submit the medical claims directly to his/her primary health insurance plan first and then if there are any remaining balances, this amount is submitted to the excess plan. Should the claimant not have any other health insurance, this plan will cover the claim up to the plan maximum.

It is critical that the school receives timely notification of any injury a student receives while playing athletics at JPII. To notify JPII and receive claim form and claim instructions contact Mrs. Betsy Pierpoli via email betsy.pierpaoli@jp2hs.org or 615-822-2375, ext. 6009

Transporting Athletes to and from Campus to Games

JPII provides transportation to games off campus as a general practice. Teams will be transported via the school buses (yellow and/or white). In the case of a yellow bus, the school will provide the bus driver; however, circumstances may require that bus driver drops off the team and cannot bring students back to school. In the event the bus cannot remain with the team, transportation home should be arranged for all athletes prior to the team leaving school. When white buses are used, the team coaching staff, other school staff, and/or parent volunteers will drive the buses. White buses should remain with the team at the competition site unless extenuating circumstances require the bus to leave. All drivers must have proper documentation on file with the Business Office for insurance purposes (including completed background check).

Only in exceptional cases will students be permitted to drive to competitions or off-campus practices. In the event of such circumstances, the parents of the student must submit permission in writing to the Athletic Director's office (permission cannot be granted over the phone; email is sufficient). Students driving themselves will not be permitted to transport other students (with the exception of siblings).

Permission to rent/use school buses must go through the Business Office. Coaches are required to submit requests for transportation including dismissal times as soon as possible to the Business Office.

The athletic department of JPII does not lease commercial buses for away games, nor does it support "pooling" monies from families of athletes to do so, as such a practice puts pressure on some families who cannot easily make such payments. From time to time, a generous donor or a combination of 2-3 donors may wish to give money to the athletic department to lease buses for a particular team. In such a case, we require that donors indicate their intent to do so with the athletic director at least two weeks prior to the game and give the athletic director the donation. He will then make the contractual commitment for the bus. Only JPII administrators can make contractual commitments on behalf of the school.

Financial Policies

The JPII Athletic Department tries to be good financial stewards of our resources. Likewise, we appreciate the sacrifices families already make to send their children to JPII, and realize some families are unable to afford costly additions to the financial burden of attending JPII. Practically, then:

- Transportation for athletes to competitions will use school owned buses, except in extraordinary circumstances approved by the Athletic Director or Director of Finance and Operations.

- Additional practice clothing, warm-ups, and other team apparel may be available for purchase by student-athletes and their parents. Required items will be limited to essential items only.
- Special team apparel, game apparel kept by the student-athlete, and any meals before or after an athletic event are to be paid for by the student-athletes.
- No special team apparel will be distributed to athletes until the money to pay for the items has been collected.
- We are grateful for the contributions of generous parents who have the ability to give our athletes and teams additional financial support. We require all donors please contact the Athletic Director and/or the Advancement office prior to giving to ensure the gift is credited appropriately and the donor can be appropriately recognized and receive an acknowledgement for tax purposes.
- If a donor provides an in-kind gift to the athletic program all receipts should be given to the Athletic Director or Director of Advancement to recognition and to receive an acknowledgement for tax purposes.

Conference Affiliation

Pope John Paul II High School is a member of the Tennessee Secondary School Athletic Association (TSSAA), the governing body for all high school athletics in Tennessee. Within the TSSAA we are member of Division II-AA. In addition to the contests mandated by our conference affiliation, JPII teams plays numerous contests against other TSSAA Member schools in our local area, as well as teams from other areas of Tennessee and out of state teams. All TSSAA sanctioned sports must follow the laws of the association, including athletic eligibility rules. Non-TSSAA sports must follow the laws of their governing board and/or the National Federation for the sport.

Sponsored Sports

Season	Men's	Women's
Fall	Football Cross Country Golf	Volleyball Soccer Cross Country Golf Competitive/Football Cheerleading* Competitive Dance*
Winter	Basketball Wrestling Swimming* Hockey* Bowling	Basketball Swimming* Basketball Cheerleading* Bowling Competitive Cheerleading* Competitive Dance*
Spring	Track Lacrosse* Tennis	Track Lacrosse* Tennis

	Baseball Soccer	Softball
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* - Denotes non-TSSAA sanctioned sport

TSSAA Eligibility Requirements

A summary of TSSAA Eligibility Rules is provided for your information. Read these rules carefully and be sure that you understand them. All athletes and their families are responsible for knowing and following these rules; otherwise, you jeopardize your standing and the athletic program of JPIL.

If you are unsure about your specific status relative to one of these rules, please contact our Athletic Director.

- A student must earn five credits the preceding school year if less than 24 units are required for graduation or six credits the preceding school year if 24 or more credits are required for graduation. All credits must be earned by the first day of the beginning of the school year.
- A student must be enrolled before the 20th school day of the semester, in regular attendance, and carrying at least five full courses during the present semester.
- A student is permitted eight semesters of eligibility beginning with the ninth grade. Junior division students are permitted four semesters of eligibility beginning with the eighth grade.
- A student shall be ineligible in high school if he or she becomes 19 year of age on or before August 1 or in junior high if he or she becomes 16 years of age on or before August 1.
- Athletes must live at home with their parents.
- In order for a transfer student with an athletic record to be eligible at another school there must be a bona fide change of residence by the athlete's parents.
- All transfer students must be approved by the Executive Director of the TSSAA before participating in any game.
- A student who engages in three or more days of practice – including spring practice – with a high school in which he or she is enrolled shall be ineligible in that sport for 12 months if the student enrolls in another school without a corresponding change in the residence of his or her parents.
- A student whose name is listed on the school eligibility report cannot participate in an independent game or meet until the season has closed in that particular sport. (This does not include golf, tennis or bowling).
- A registered athlete cannot accept any money for athletic skills in any TSSAA sponsored sport.
- There are no athletic “scholarships” for any JPIL athlete, as is the case of any other TSSAA sponsored team. Financial aid based on need is determined through a third party, following the same processes for financial aid as any other eligible student.

- An athlete may accept a medal, trophy, high school letter, sweater, jacket, shirt, blazer, or blanket for athletic participation but nothing else of commercial value, and these awards must carry the school's letter or other appropriate award emblem.
- All expenses for an athletic camp where specified instruction is offered must be paid by the athlete or his parents.
- Tuition must be paid by the parent or bona fide guardian or other family member.
- Any student repeating 7th grade after having passed the 7th grade or repeating the 8th grade after passing the 8th grade shall not be eligible to participate in athletics during their 9th grade year.
- A student may not participate in an all-star game unless it is sanctioned by the TSSAA and unless he/she has completed high school eligibility in that sport.
- TSSAA rules are complicated. We do not recommend that parents and athletes make decisions regarding transfers and eligibility based on their own interpretation of the rulebook, but ask for interpretation from our Athletic Director. In many cases, it may be necessary for JPII to make direct inquiries of the TSSAA for clarity. All such inquiries must go through the Athletic Director.

Levels of Competition

Working within the school's mission and the Athletic Department's focusing of that mission, all athletic teams sponsored by Pope John Paul II High School seek to develop the fundamental skills necessary for each sport. Teams at each level also focus on the cohesiveness of the team unit, seeking excellence at all levels at which we compete. However, given the varying level of competition, the experience at each level will be different.

Varsity Level

This is the highest level of athletics offered at Pope John Paul II High School. Student-athletes are required to have a high level of commitment to the sport. Students and families can expect events 5 nights per week (practice, games, scrimmages, film viewing, etc.), with occasional weekend and holiday attendance also required. A try-out process as determined by the coaching staff will determine varsity level rosters with clear expectations of necessary skills and abilities communicated to the student-athletes and their parents in the team pre-season meeting. At the varsity level, the playing time of individual players during competition is at the discretion of the coaching staff.

Varsity level games/meets/competitions will follow the Bylaws of the TSSAA (or other governing board where appropriate) with appropriate officials, scorekeepers, and other as dictated by the Bylaws. Varsity level teams will compete against the other Division II-AA schools (Baylor School, Brentwood Academy, Briarcrest High School, Christian Brothers High School, Ensworth School, Father Ryan High School, Girls Preparatory School, Harpeth Hall, McCallie School, Montgomery Bell Academy, St. Agnes School, St. Benedict High School) in accordance with our conference affiliation for in the State Tournament. The Varsity season is completed at the end of the State Tournament.

The Varsity team will be focused on advanced level team and individual strategies with the goal of fielding the best team possible with the athletes on the team. Individual fundamental skills will be reinforced as needed and expanded to meet the demands of Varsity level competition. Leadership will be an emphasis throughout, working to deepen the development of the student-athletes into composed, hard working, disciplined young men and women of character.

Junior Varsity Level

The Junior Varsity level is a transitional team meant to prepare students for the Varsity level. Student-athletes are expected to have a moderate level of commitment to the sport. Students and families can expect events 4 or 5 nights per week (practice, games, scrimmages, etc.), with occasional weekend and holiday events as well. A try-out process as determined by the coaching staff will determine the Junior Varsity roster. Expectations of necessary skills and abilities will be clearly communicated to the student-athletes and their families prior to the try-out process during the preseason meeting. During games/meets/competitions, the coaching staff will work to have each player participate; however, equal playing time for all athletes is not guaranteed at the Junior Varsity level.

Junior Varsity level games/meets/competitions will follow the Bylaws of the TSSAA (or other governing board where appropriate) with appropriate officials, scorekeepers, and other as dictated by the Bylaws. The Junior Varsity season will end at the conclusion of the final game/meet/event scheduled for the Junior Varsity team. Some athletes on the Junior Varsity team may be asked to join the Varsity team at the conclusion of the JV season, but this is at the discretion of the coaching staff and not guaranteed for any player.

The Junior Varsity will be focused on developing the concept of team cohesion and the introduction of upper level team strategies. Individual fundamental skills will be routinely addressed to reinforce their importance, adding upper level skills as ability and maturity improves. Concepts of self-sacrifice, discipline, dedication, and composure will be emphasized throughout the season working to begin and further the character development of the student-athletes on the team.

Freshman Team

The Freshman Team is comprised only of students in the freshman year and serves as a gateway for athletes coming into high school. Not all sports are able to support a Freshman Team for numerous reasons. This is the lowest level of athletic teams sponsored by JP II, but students and families should still be dedicated to the sport. Students and families can expect events 4-5 nights per week (practices, scrimmages, games, etc.), however, there is little to no expectation for attendance on weekends or holidays. For teams that sponsor a Freshman Team, students will still participate in the try-out process as outlined by the coaching staff, however, this process is primarily for evaluation by the coaching staff. All expectations for prerequisite skills and abilities will be clearly communicated to the athlete and their parents.

Freshmen Team games/meets/competitions will follow the Bylaws of the TSSAA (or other governing board where appropriate) with appropriate officials, scorekeepers, and other as dictated by the Bylaws. The Freshman Team season will end at the conclusion of the final game/meet/event scheduled for the Freshman Team. On a rare occasion, players on the freshmen team may be called up the Junior Varsity or Varsity level, however, this decision is at the discretion of the coaching staff after consultation with the Athletic Director and not guaranteed for any player.

The Freshman Team is primarily focused on readying incoming student-athletes for the demands of balancing their lives while participating in athletics at the high school level, while simultaneously working to develop the fundamental skills needed for the sport. The concepts of team play is secondary to individual skill development, however, team strategies will be introduced at the Freshman Team level at a basic level. Discipline, dedication, and maturity will be emphasized throughout as fundamentals are exhaustively practiced to ready athletes for the next level of competition.

Try-Outs and “Cuts”

Information regarding try-outs will be announced via multiple channels well in advance of the tryout dates. All students are welcome to try out for any sports team sponsored by JP II; however, no student is guaranteed a spot on a team.

In our quest to help our students reach their highest potential and properly supervise athletes, some teams must require “cuts.” Student-athletes who do not make the team will be spoken to individually by the Head Coach to explain what areas need improvement and how they can work to improve those skills. Rosters will not be posted until after individuals who have not made the team have been spoken to.

JP II will make “cuts” on the basis of four areas:

Athletic ability
Attitude/Effort

Needs of the team for particular positions

The maturity and ability of the student-athlete to balance athletic and academic commitments.

In the case of multiple level teams (varsity, junior varsity and freshman teams), the general expectation is that varsity players are 10, 11th or 12th graders, junior varsity players are 10th or 11th graders (and 9th graders, where no freshman team exists), and freshman teams are 9th graders.

It is solely a coaching staff's decision to assess athletic ability, attitude/effort and the needs of the team. Since much more is expected of a varsity athlete (for example, there may be occasions where the team has to travel to Chattanooga on a school night), in the event the coach believes he or she should move a 9th grader to a varsity level, he or she must discuss this with the athletic director prior to any other discussions, so that in consultation with the academic program, a joint decision can be made regarding maturity and ability to balance athletic and academic commitments.

JPII Extra-Curricular Eligibility and Probation

Philosophy

Participation in extracurricular activities is an essential part to the JPII education. We hope all of our students find at least one activity or group within the school with which they can become involved. However, as the name suggests, "extra"-curricular activities come second to the academic responsibilities of a JPII student. Our goal is to help students achieve balance in their lives – balancing all of their various responsibilities with school and home, school extracurricular activities, outside groups, service, and social activities. In an effort to help correct students who fall out of balance with these competing demands, the Extra Curricular-Eligibility Policy seeks to help students reorient their responsibilities to be stable and sustainable.

Implementation

At the end of each marking period during the school year (mid-quarter reports and quarter report cards), students who are failing two or more classes will be placed on academic probation and will remain on probation until the next marking period.

In order for a student on probation to retain eligibility in athletics and other extra-curricular activities, that student must attend the Learning Resource Center each day on Monday through Thursday from 3:15 p.m. until 4:00 p.m. for the entirety of his or her probation. Attendance will be monitored by the school counseling office.

If the student is faithful in attendance and makes good use of the LRC time, he or she may continue to play or participate in extra-curricular activities, but may not start practice until after being released from the LRC at 4:00 p.m. In the event a game requires an earlier check out than 4:00 p.m., the athletic program will notify the school counseling office about the

checkout time and that student-athlete will be given permission to leave at that designated time.

Students who are required to attend the LRC may opt to attend afterschool tutorials with their teacher on a particular day. They must first come to the LRC, sign in with the school counselor, get a tutorial form, attend tutorial, and then bring back a signed form from the tutorial teacher, indicating their attendance. They will then be required to finish out the remainder of the LRC time until 4:00 p.m.

Responsibilities, Expectations, and Conduct

Successful athletic programs in a Catholic school are premised on a cooperative working relationship between coaches, players and their parents, and the broad school community. Each has important responsibilities to build a competitive program and excellent athletic department.

Conduct of Coaches

All coaches are first and foremost teachers who are expected to work in tandem with the parents who are the primary educators of our students. Coaches are expected to be role models for our students at all times, seeking to exemplify Christ through all of their actions. They are expected to be messengers and champions of the JPII mission and ensure all athletic programs further our goal of developing young men and women of faith and character. While each individual coach will have their own unique “coaching style,” there are certain commonalities that must be present in all of our coaches for the JPII Athletic Program to be successful:

- All coaches will conduct themselves in a manner that represents and exemplifies the JPII Mission and the philosophy of the JPII Athletic Department. Language used should be positive and constructive, void of all obscenities, innuendo, personal attacks, or anything unsportsmanlike. While monitoring their own language, coaches should also set and strongly enforce standards of appropriate language for their athletes.
- Coaches will refrain from using any tobacco, alcoholic, or illegal substances on JPII’s campus or while in the presence of our students or other community members. Coaches will also enforce the broader JPII School rules regarding students and illicit substances including but not limited to tobacco and alcohol.
- All coaches, in fulfilling their role as mentor and role model, should incorporate meaningful prayer into their respective programs and teams. Prayer should not be a rushed event at the beginning or ending of a practice or game, but rather a respected and essential part of each practice and game. Prayer should focus not on winning but on the safety of all and using the talents of all to fully glorify and represent our Faith.
- All coaches must support the overall Athletic Program and the coaches and teams of other sports.
- All coaches must know and abide by all TSSAA rules and regulations. Non-TSSAA sport teams should know and abide by all local governing board rules and/or the National Federation rules as appropriate.
- All coaches must ensure the health, safety, and welfare of the student-athletes both physically and mentally. Teams will be coached in a manner that promotes only ethical, competitive, and fair play while stressing the importance of and demanding good sportsmanship at all times.

- Coaches are responsible for the proper training, instruction, and conditioning of their athletes. They are expected to have proper knowledge of their sport and prepare effective practices and game plans, including the assessment of athletes' readiness for competition.
- All coaches will maintain open lines of communication with their student-athletes, parents, school faculty, and school administration.

Conduct of Student-Athletes

Student-Athletes are expected to adhere to the JPPII Student handbook and subject to the same rules, regulations, and procedures as all other students. Student-athletes are expected to be exemplary members of the student body in their role as ambassador of our school. Any infractions that do occur may carry both a school and an athletic department consequence if deemed necessary.

Beyond simply adhering to the school guidelines for student behavior, student-athletes are expected to meet expectations that are the result of being an extremely visible ambassador to the greater community.

- Represent JPPII and your team in a manner that gives positive witness to the faith we profess, your family, and our school.
- Tirelessly work to find balance between the responsibilities of academics, athletics, faith, and family. Abide by all policies as required of all students, including but not limited to the extra-curricular eligibility requirements.
- Seek a humble heart and modest attitude fully recognizing the team is greater than the individual, and understand the team cannot succeed unless all are willing to sacrifice everything for each other. This includes but is not limited to remaining positive in difficult situations, pushing teammates and other student-athletes to excel with positive encouragement, being gracious in success and defeat, and always remaining loyal to your coach and teammates.
- Refrain from all drugs/alcohol/tobacco or any other substances that may hinder your ability to perform at your peak performance level.
- Constantly work to improve: arrive at practice on time with the correct attitude for practice; take constructive criticism and work to improve areas critiqued; be mentally and physically prepared for competitions.

Conduct of Parents and Fans

As adults, we model the behavior we seek in our children and students. Please be cognizant that the witness of our conduct speaks more loudly to young people than the witness of our words or admonitions. During games, during practices, in our private discussions with others about our teams and about our coaching staffs, we ask that parents publicly support our program in a manner consistent with our school's religious mission.

JPPII fully recognizes and respects the primacy of the parents as the first teachers of their student-athletes, and all coaches and administrators seek to partner with parents in the

formation of our student-athletes. Parents and other community members play a vital role in the holistic education of our students, and working together with the coaching staff and school administration must actively work to ensure the JPII mission and philosophy runs throughout the JPII athletic program.

We ask parents and other stakeholders to shoulder the following responsibilities and seek to meet the following expectations:

- Be present as much as possible at games, and not only your own child's games. Support the entire athletic department of which each team is a part by cheering *for* our teams and always encouraging our athletes in a positive manner. While we certainly want you to cheer for your own children, we also hope you recognize the primacy of the team over the individual and therefore support all athletes on the team. Further, while present at athletic events, be positive representatives of JPII, respecting the officials, our coaches, the other team, and other fans.
- Work with your student-athlete to balance the demands of fulfilling the JPII goal of becoming a "renaissance" man or woman. Help them find the balance between academics, athletics, faith, and family, encouraging them through the many trials they will face when they inevitably fall out of balance.
- In the event your student-athlete is injured during athletic events affiliated with JPII, please allow the Athletic Trainer to evaluate the injury prior to seeing a general pediatrician or taking the child to the Emergency Room, excepting in obvious cases where immediate medical attention is required. Notify the business office of any injuries received, and the business office will send you excess insurance information.
- Adhere to the grievance procedure spelled out in this handbook, observing the "24-hour" rule, allowing the proper time for reflection, and follow the grievance process outlined in this handbook.
- The coaching staff and school administration are imperfect, but understand under no circumstances will coaches be expected to discuss playing time, coaching methods, game strategies, or anything pertaining to other student-athletes.

Student-Athlete Uniforms and Dress Code

Student-athletes are some of the most visible representatives of JPII and are ambassadors to our greater community both in the mid-state and beyond. As such, student-athletes are responsible using good judgment in their overall appearance at all times, but most importantly during the school day and at competitions. Student-athletes should be examples of proper attire during the school day, only wearing approved school uniforms. At games and competitions, it is the responsibility of the student-athlete to ensure their game attire speaks to the class and excellence of our athletic program. No players are permitted to modify their uniforms or other school-issued clothing in any way. Student-athletes are expected to treat their school-issued uniforms and apparel with respect.

Uniforms must be turned in to the Athletic Director or Head Coach within seven (7) days of the last game/competition. Report cards and/or transcripts may be withheld until the complete uniform is returned. If a uniform is not returned, students and parents will be held responsible for all costs associated with replacing the uniform and will be turned over to the business office for collection.

On “Game Day” Fridays, in-season student-athletes are allowed to wear their jerseys or an administration-approved alternative in place of the school uniform to promote interest in their sport and indicate their pride for the school. All members of the team must be in the same attire; if members of a team abuse this privilege, they forfeit the right of the team to continue to be out of uniform on those days.

Handling grievances within JPII

Passion and competitiveness are at the very heart of athletics, but in dealing with grievances, they can often interfere with healthy, constructive discussions that advance the interests of student-athletes, teams, coaches and school. For this reason, we ask that parents and student-athletes follow this procedure with coaches.

First, we ask that parents and players observe the “24 hour rule.” Do not approach a coach immediately after a game to discuss grievances. It is likely that neither he/she nor the parent/player is in the proper mindset following a competitive game for a constructive discussion. Coaches who are approached after a game are advised to tell parents “This isn’t the right time. Call or email me, and we can set up an appointment to discuss.”

Second, because athletics is a means to help young men and women live out the mission of JPII, we ask that in normal cases that student-athletes themselves – not parents – be the first to approach the coaches to discuss a grievance or concern. While this may be difficult for our student-athletes, we expect our coaches to be kind and appreciative of their efforts, as these discussions are part of building a culture of trust and support that is the hallmark of successful programs.

Third, in the event that the meeting between coach and player appears to have been unsuccessful in resolving the grievance, parents should approach the coach, asking for a time to meet face to face. Email is an effective means for scheduling a meeting, but is often destructive in resolving the dispute.

Fourth, in the event the grievance is not resolved between parent and coach, the parent is invited to take the matter up with the athletic director, and if still not resolved, with the school headmaster.

In these situations, it is helpful to remember that the coach is doing what he or she believes is in the best interest of the team, which may or may not coincide with the parent’s or player’s natural perspective. Discussions about “playing time” per se involve comparisons to other players, and it is simply inappropriate for coaches to have private discussions with players or parents about other players. It *is appropriate*, however, to discuss those areas or

skills a particular athlete could improve in, or the particular role he or she could play to make the team better, and thus *improve chances of more playing time*.

Handling Grievances external to JPII

If a parent has a particular grievance with an interpretation of a TSSAA rule, an action by a referee, or the behavior of another school or team, he or she must bring that grievance to the attention of the JPII athletic director. The JPII administration will then make a determination if it should take that grievance forward. As passionately as a parent may feel about a particular situation involving his or her child, there are communal ramifications for the team and school that must be considered before acting. We are proud of our athletes and want the best for them and will do our best to weigh the merits and probability of success for any appeal.

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