



CITY OF GULF SHORES YOUTH ATHLETICS COACHES AGREEMENT

Approved on July 1, 2022 by City of Gulf Shores
Parks and Recreation Administration

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Agreement

Purpose

The purpose of the coaches' agreement is to make clear the role, expectations, and policies and procedures prior to each sport season. The agreement will draw clear lines for what is expected of all youth coaches. The COGS staff is grateful for all volunteer coaches, but this role must be treated as a privilege, and all coaches must hold themselves accountable based on the set-forth agreement. Youth coaches will always be held to the highest standard, displaying respect, hard work, teamwork, and sportsmanship.

Role

A great youth coach does not unnecessarily intrude on the learning process during practices and games, knows when to teach, emphasizes the positive, and adjusts to each individual player's needs. Youth coaches are held to the highest standard on the playing field. It is the job of the coach to encourage and teach the kids, to provide a fair team strategy that includes all players, and to create a fun and competitive atmosphere to ensure the players will be eager to return to the program the following year. Success in a youth athletics program is not measured on wins and losses, but rather on the number of players returning for future season. The measurement relies heavily on the character of the coaches.

Expectations

1. *Managerial*

- Head coaches should communicate effectively to all parents regarding practices, games, and other team pertinent information.
- Head coaches should respond to parent questions and concerns in a timely manner.
- Head coaches should communicate with COGS staff to give notice of changed practice plans and to report any incidents with players, parents, etc.
- Head coaches should be responsible and head accountable for ALL equipment issued to them by league.
- Head coaches should be able to check emails daily for updates from the COGS athletics staff.
- Head coaches are responsible for notifying COGS staff of ALL volunteers assisting with games and practices, and are responsible for prohibiting all coaches from assisting with the team until a background check has been completed through NCSI.

2. *Character*

- **Positive role model:** Displays good sportsmanship and respectable behavior at all times
- **Reliable:** Arrives prepared and on-time to practices, games and other scheduled team activities
- **Well-groomed:** Dresses “coach and sport appropriate” to all team activities. Flip flops, sandals, sideways hats, etc. are considered inappropriate for sport coaching.
- **Poised:** Remains calm and reasonable during all team activities, and handles conflict in an appropriate manner.
- **Respectful:** Displays respect towards EVERYONE involved in all team activities.

3. *Coaching*

- **Knowledge of the sport:** Educates themselves on learning up-to-date league rules and best teaching practices
- **Knowledge of injury prevention**
- **Motivational:** Encourages players and team during all practices and games, and brings a positive and energetic attitude at all times
- **Organized practices:** Arrives to practices with necessary equipment and a practice plan. Informs assistant coaches of the practice plan to ensure practices are efficient and effective
- **Represents City of Gulf Shores policies**
- **Explains reasons for strategy:** Explains to players the purpose of game strategies to provide a basic understanding of the game. Teach WHY certain skills and strategies are implemented.
- **Ability to treat all players equally and fairly**
- **Ability to recognize players skills and use effectively**

Misconduct

1. *Background Checks*

- Failure to notify COGS staff of all volunteers assisting with the team.
- Failure to enforce ALL volunteers to complete a background check through NCSI before assisting with the team.
- Failure to adhere to “notice of failed background screening” communicated from COGS staff.
 - ZERO TOLERANCE POLICY- a coach that commits a violation of the background check policy listed above will be removed from the head coaching position for the remainder of the season. COGS staff has the right to enforce additional suspensions.

2. *Playing Time*

- Failure to uphold the league’s playing time requirements for each individual player.
 - 1ST OFFENSE: warning from COGS staff
 - 2ND OFFENSE: one game suspension
 - 3RD OFFENSE: season suspension

3. *Practice Time*

- Failure to abide by the COGS policies on allowed practice times
 - 1ST OFFENSE: warning from COGS staff
 - 2ND OFFENSE: one game suspension
 - 3RD OFFENSE: season suspension

4. *Inappropriate Language*

- Failure to refrain from offensive language towards players, parents, coaches, umpires and COGS staff.
 - 1ST OFFENSE: one game suspension
 - 2ND OFFENSE: season suspension

5. *Unsportsmanlike Behavior*

- Failure to refrain from yelling, badgering and harassing umpires and officials. Failure to refrain from initiating conflict.
 - 1ST offense: warning from COGS staff
 - 2ND offense: one game suspension
 - 3RD offense: season suspension

6. *Physical Altercation*

- Failure to refrain from physical altercations with coaches, parents, umpires and COGS staff.
 - ZERO TOLERANCE: a coach that is involved in a physical altercation will be removed from the head coaching position for the remainder of the season. COGS staff has the right to enforce additional suspensions.

AGREEMENT

I, _____, have read and fully understand the City of Gulf Shores Coaches Handbook. I agree to uphold the expectations set forth in the agreement, and I understand the consequences for failure to abide.

Signature

Date





COACHES CODE OF ETHICS

ALL OF OUR VOLUNTEER COACHES ARE REQUIRED TO FOLLOW THE COACH'S CODE OF ETHICS PLEDGE.

- **COGS has the right to release a coach of ALL coaching duties at ANYTIME.**
- I will place the emotional and physical well-being of my players ahead of any personal desire to win.
- I will remember to treat each player as an individual, remembering the large spread of emotional and physical development for the same age group.
- I will do my very best to provide a safe playing situation for my players.
- I will do my best to organize practices that are fun and challenging for all my players.
- I will lead, by example, in demonstrating fair play and sportsmanship to all my players.
- I will remember that children learn behavior not only from their parents but from their coaches. I will always be positive and praise the players constantly.
- I will insure that I am knowledgeable in the rules of each sport that I coach, and that I will teach these rules to my players.
- I will use those coaching techniques appropriate for each of the skills that I teach.
- I will remember that I am a youth coach, and that the game is for the children and not adults.
- I will NOT harass or badger COGS staff or officials.

Disciplinary procedures:

- 1) Written and/or verbal warning
- 2) Dismissed for the season and/or indefinitely

Coaches Signature _____

Date _____

- Conduct safe and organized practices providing opportunities for participation to all interested students
- Successfully complete a background check with the office of human resources
- Maintain a professional coach/volunteer and player relationship with all students
- Understand the responsibility for teaching sportsmanship, basic skills and leadership
- Act in a professional manner at all times and serve as a positive role model for the students
- Understand the policies set forth in the Club Sports Member Handbook and your role in relation to those policies.(A club sport is first and foremost a student organization and is to be administered by the clubs designated officers)
- Ensure club members act according to the Club Sport Member Handbook Report use of illegal drugs, sexual harassment, and/or any hazing activity
- Notify the Coordinator of Intramural and Club Sports of any policy infraction in a timely manner
- Attend a volunteer coaches meeting with the Coordinator prior to the start of the semester

COACHES CODE OF CONDUCT

The Head Coach will be provided with copies of the Code of Conduct prior to the start of the season. Each Head Coach is responsible to see that their assistant coaches, players, and spectators abide by the respective Code of Conduct. It is also the coach's responsibility to review the Codes of Conduct with their assistant coaches and players.

Each coach will ensure that his/her conduct is that of a responsible adult fairly competing to the limit of his/her ability. To satisfactorily meet these responsibilities, the coach is expected to:

- a. Know the rules and abide by them.
- b. Instruct players in the rules and coach his/her team in such a way as to motivate each player to compete according to the rules at all times.
- c. Place the emotional and physical well being of the players ahead of any personal desire to win.
- d. Respect the game officials and refrain from questioning their decisions in a disrespectful or abusive manner.
- e. Ensure that all building rules and regulations are followed by the players and spectators.
- f. Ensure that fans of his/her team conduct themselves with sportsmanship and maturity at all times while in attendance at game sites, and assist the game officials in maintaining control of spectators during the games.
- g. Respect the coaches and players of the opposing team both during the play of the game and at its conclusion, win or lose.
- h. Respect all Oak Hills Local School District staff.
- i. Teach each player, especially through personal example, to be humble and generous in victory and proud and courteous in defeat.
- j. Maintain control of his/her emotions and avoid actions, language, and/or gestures that may be interpreted as hostile and humiliating.
- k. Instruct team support personnel in their responsibilities in accordance with established rules and procedures.
- l. Realize, accept, and practice the principle that a team's reputation is built not only on its playing ability, but also on its sportsmanship, courtesy, and manner.

COACHES CODE OF ETHICS PLEDGE

- I will place the emotional and physical well-being of my players ahead of a personal desire to win.
- I will treat each player as an individual remembering the large range of emotional and physical development for the same age group.
- I will do my best to provide a safe playing situation for my players.
- I will promise to review and practice the basic first aid principles needed to treat injuries of my players.
- I will do my best to organize practices that are fun and challenging for all my players.
- I will lead by example in demonstrating fair play and sportsmanship to all my players.
- I will provide a sports environment for my team that is free of drugs, tobacco, and alcohol, and I will refrain from their use at all youth sports events.
- I will be knowledgeable in the rules of each sport that I coach, and I will teach these rules to my players.
- I will use those coaching techniques appropriate for each of the skills that I teach.
- I will remember that I am a youth sports coach, and that the game is for children and not adults.





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City of Gulf Shores Recreation & Cultural Affairs

Volunteer Coach Requirements and Background Screen Requirements

Any person that will be volunteering as a head coach and/or assistant coach with the City of Gulf Shores Youth Athletic Programs will be required to complete and pass the following prior to serving as a volunteer coach:

1. Volunteer Coach Registration Form – completed every season
2. City of Gulf Shores Coach Code of Ethics – completed every season
3. CDC Heads Up Concussion Education Program or other approved program - completed every season
4. Background Screen – completed biannually

Background Screening Policies and Procedures

The screening must include a search for all current and prospective volunteer coaches and their names/information must be run through a criminal history registry utilizing local, state and national databases.

A person should be disqualified and prohibited from serving as a volunteer if the person has been found guilty of the following crimes:

For purposes of this policy, Guilty shall mean that a person was found guilty following a trial, entered a guilty plea, entered a no contest plea accompanied by a court finding of guilt (regardless of adjudication), or received court directed program in lieu of conviction.

1. Sex Offenses – all sex offenses regardless of the amount of time since offense or level of offense including, but not limited to:
 - Child Molestation
 - Rape
 - Sexual Assault
 - Sexual Battery
 - Sodomy
 - Prostitution
 - Solicitation
 - Indecent Exposure

2. Felonies – all Felony Violence regardless of the amount of time since offense including, but not limited to:
 - Murder
 - Manslaughter
 - Aggravated Assault
 - Kidnapping
 - Robbery
 - Aggravated Burglary

3. Felonies – all Felony Offense other than sex of violence within the past 10 Years including, but not limited to:
 - Drug Offenses
 - Theft
 - Embezzlement
 - Fraud
 - Child Endangerment

4. Misdemeanors – all Misdemeanor Violence offenses with the past 7 Years including, but not limited to:
 - Simple Assault
 - Battery
 - Domestic Violence
 - Hit and Run

5. All Misdemeanor Drug Offenses within the last 5 Years or multiple violations within the last 10 Years including, but not limited to:
 - Driving Under the Influence
 - Simple Drug Possession
 - Possession of Drug Paraphernalia

6. Alcohol Related Offenses within the last 2 years or multiple violations within the last 7 years, including but not limited to:
 - Driving Under the Influence
 - Drunk and Disorderly
 - Public Intoxication



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7. Any other Misdemeanor Offense within the past 5 Years that would be considered a potential danger to children under the age of 17, or is directly related to the functions of that volunteer position. Including, but not limited to:
 - Contributing to the Delinquency of a Minor
 - Providing Alcohol to a Minor
 - Theft

Individuals found to have pending court cases for any of the disqualifying offenses will be disqualified. If the disposition of the pending case does not meet the criteria for the disqualification as listed above, the individual would then be cleared and reinstated.

Applicants for a City of Gulf Shores volunteer coach will provide consent for a criminal background check as well as any subsequent background checks deemed necessary throughout my time affiliated with this Organization.

Any person(s) with disqualifying offenses and disqualified from volunteering will be contacted directly by the Background Screening Vendor.

Any person, firm or organization providing information or records in accordance with the background screening process is released from any and all claims of liability for compliance. Such information will be held in confidence in accordance with departmental, firm and organization guidelines.

The criteria for screening are in accordance with the recommended guidelines published by SSCI and supported by the National Recreation and Parks Association (NRPA) and the United States Olympic Committee (USOC). You may not appeal the results of your background screen through the City of Gulf Shores but rather through the Background Screening vendor.

To complete the online background screen through SSCI, use the web portal link emailed to you after coach registration.