

BRUNSWICK CENTRAL SCHOOL DISTRICT
Board of Education
BRITTONKILL

March 1, 2018

Dear Parents and Community Members:

As many of you know, in October 2017 the Brunswick Board of Education enlisted Bob Stulmaker and Wayne Bertrand of the New York State Public High School Athletic Association to meet with Brunswick staff and members of the community and to provide the Board with "a comprehensive review of the athletic program and offer recommendations and suggestions to enhance the program for the future." Although "the results of the audit [were to] be shared with the Board of Education and Superintendent Dr. Angelina Maloney" to inform future planning in light of budget realities, we understand that there is wider interest in reading the "raw" audit report itself. So we are happy to release these results, minimally edited for privacy concerns; you can find those reports at the end of this letter.

Below is a chart of suggested changes that were offered at the various Focus Group meetings.

Facilities	<ol style="list-style-type: none">1. Investment needed2. Grounds crew need staff development3. Fields should be aerated top dressed and overseeded4. Additional ½ time grounds person needed5. All groups dissatisfied with competition gym
Athletic Trainer	<ol style="list-style-type: none">1. Provide AT services on a limited basis
Staffing	<ol style="list-style-type: none">1. Add Assistant Coach for Indoor Track
Uniforms	<ol style="list-style-type: none">1. Set up program/policy for purchase rotation2. Better inventory control
AdHoc Committee	<ol style="list-style-type: none">1. Expand the role of the committee2. Revise membership list3. Communicate with stakeholders
Trophy area	<ol style="list-style-type: none">1. Repurpose trophy area
Hall of Fame	<ol style="list-style-type: none">1. Develop a committee
Athletic Use policy	<ol style="list-style-type: none">1. Review and simplify

The Board would like to thank everyone who participated in this process for their help in

producing this "snapshot" of our current athletic programs and culture. It will provide important guidance in the current and future budget seasons as we plan for the continued well-being of the district's athletic and educational programs.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Fortun", with a large, sweeping flourish at the end.

Michael Fortun
Board of Education President

Brunswick/Brittonkill Central School District
Athletic Study
Student Focus Group

Facilitators: Robert Stulmaker, CAA
 Wayne Bertrand, CAA
 Recorder: Risë Van Iderstine

Student Feedback

- Attributes of a Good Coach
 - Experience and knowledge of the game.
 - Athlete's coach
 - Respectful
 - Appreciate small victories
 - Have fun, it is still a game
 - Know your athletes limits but still push them
 - Needs to be organized
- Should a coach be a friend or pal – Friend YES, Pal NO
- How important is it that the coach is liked by other coaches
 - Very – Why
 - Ability to leave it on the field of play
 - Shows respect for the other coaches
- Suggestions to improve the Tamarac Program
 - Facilities – turf fields
 - Baseball – real fences. Field has divots and bad grass.
 - Separate seats from the spectators
 - Fields
 - Fields lined incorrectly in softball and baseball
 - Turtle backed football field
 - Need spectator seating for baseball/softball
 - Gymnasium
 - Spectator area limited
 - Floor is slippery (being addressed)
 - Scoreboard is incorrect (maybe just a sticker)
 - Need room for players in basketball
 - Athletic Trainer – would like one
 - Taping is an issue (coaches don't know how)
- Coaches –
 - Do you think your coaches are competent?
 - Yes
 - Don't know how to tape.
 - Lack knowledge in proper stretching

- Game Management – Yes
- Preparation – yes prepare us to win and/or lose
 - How – Do they make losing a learning experience?
 - More
- Treat you with respect?
 - Yes
- Show empathy if there is something in your life that is effecting you?
 - Yes
- Encourage you to try other sports?
 - Sometimes
 - Some have rules regarding playing on a travel team.
- Specialization?
 - Play more than one (1) sport.
- District Provide Gender & Race Equality?
 - No, perception for boys' sports is more positive.
 - Girls are better in our basketball so they get more.
 - Boys' soccer gets more night games. (Sometimes the other school may not want to play at night.)
 - Race Equity:
 - No discrimination.
- Coaches are Respectful to you - Yes
- Athletes appreciate the experience – Yes
- Would you promote the athletic program to your siblings and friends – Yes
- What sport would you like added? –
 - Lacrosse (boys and girls)
 - Swimming
- Any Questions?
 - Favorite Sport – Season I was in.

Brunswick/Brittonkill Central School District
Athletic Study
Coaches Focus Group

Facilitators: Robert Stulmaker, CAA
Wayne Bertrand, CAA
Recorder: Risë Van Iderstine

Coaches Feedback
Essential Questions
13 coaches attended

- What Is Your Definition Of A Successful Educationally Based Athletic Program?
 - Collectively, they couldn't come up with one.
 - Uses sports to teach time management commitment, (Life lessons)
 - Achievement in the classroom
 - Questions of NYSPHSAA Scholar Athlete Program
 - Who figures that out?
 - You turn in rosters.
 - All schools do it differently as far as who is responsible.
Better way to communicate it.
 - Would like to recognize the lower levels also. (That is a local decision.)
 - Would like to recognize the lower levels also. (That is a local decision.)
- Do You Feel That Your District's Program Is Successful?
 - Coaches need to get along and support each other.
 - Not getting answers to some questions. (Communication?) Have to lean on others to get information.
 - Do you have pre-season and end of season meetings?
 - A lot of it is informal communication with the administration.
 - We have individual meetings with the Athletic Director.

- Never have had an Athletic Program meeting with the Administration as a group to address things we need to do.
 - What Does Your District's Program Do Well?
 - AD has a lot to do. Whenever I go to her I feel she is supportive.
 - Difficult for one person to do it all.
 - What Needs Improvement?
 - Follow and implement the code of conduct consistently.
 - Communication – Operating Procedures
 - When is my bus going to leave?
 - What do the kids do after school before the game?
 - Important information we need to know.
 - **Officials are asking if we have an Athletic Trainer on site in case someone gets hurt.**
 - Concussion protocol. No follow up to the testing.
 - Need an Athletic Trainer. (Very few have full time Athletic Trainers.)
 - Need med kits and access to the ice machine.
 - Each sports program has its own issues. Meetings should be held w/ each program.
 - Assistant coaches for some of the sports.
 - Indoor Track – this year will have 41, last year 20. Safety is an issue.
 - Every year I'm told it isn't possible to add staffing.
 - We are the smallest in the league. The rest have at least 4. The school has fallen in love with "volunteer" coaches.
 - Administrative decisions are based on the number of athletes you have.
 - Outside sports – between AAU, travel soccer, fall baseball, etc. We have kids that are doing three (3) outside teams plus trying to play for the school. Kids are choosing not to participate because they are on travel teams.
 - Special rules for certain kids because their parents are complaining.
- Does The District Provide Facilities/Equipment To The Extent That Your District's Athletes Should Be Eager To Participate?
 - Locker rooms – (There are changes being made.)

- Spectator seating needs improvement.
- Only one maintenance person. Fields need to be treated (fertilized, divots, etc.)
- Track – that is part of the project to be done. (Phase 2)
- Budget in Terms of What you Have:
 - It is a mystery. We are asked to provide a wish list and prioritize. If we have the money, we will get it for you. We don't know how the process works.
 - We have an athletic project committee.
- Does the AD do a presentation at the BOE? February, March, April a budget is put together.
 - The BOE is not given a breakdown of the figure by sport.
 - Chaperones for games comes out of the sports budget.
 - That is common.
 - We were told that they are trying to replace the mats on the wall, which we are told comes out of the athletic budget. Why would that be?
 - Every school district is different.
- Does District Administration Provide Support/Resources Needed For You To Be Successful?
 - Professional Development
 - We attend FA/CPR ones offered by the Section.
 - If you find something to attend you are allowed to go.
 - We have to seek out ourselves.
 - Most of our coaches are out of the school district. "Volunteer" coaches. All coaches must be certified but the only difference is that they are not paid.
 - Solution: Bring someone in to teach first aid and AED.
 - Coaching Certification Courses:
 - On our own.
 - There are now on-line courses available.
- Does The District/Community Provide A Wide Range Of Feeder Programs To Teach Skills And Foster A Positive Experience To Students?
 - We have none.
 - Our students go to neighboring school districts to participate.

- Any Additional Thoughts, Concerns, Suggestions
 - Do most schools have full time AD's?
 - Actually probably only the Suburban Council. Most have shared responsibilities.
 - Several feel all schools should have full time AD's. Athletic events are the one time you have the most people at one time.
 - The job of an Athletic Director is extremely daunting. There is a lot for one person to do especially if it is a part time position.

Brunswick/Brittonkill Central School District
Athletic Study
Parent Focus Group

Facilitators: Robert Stulmaker, CAA
Wayne Bertrand, CAA
Recorder: Risë Van Iderstine

Essential Questions

- What Is Your Definition Of A Successful Educationally Based Athletic Program?
 - Want them to be seen as student athletes.
 - Majority response, school does a good job.
 - Practice & training sessions that are high caliber, effective and safe to assist the students to be successful
 - Always reinforce good sportsmanship
 - Program should be competitive
 - For example a more competitive non-league
 - Provide tools for parents & students to get to the college level.
 - Program for “When the Colleges Come Calling”. (This district would be receptive to this type of workshop.)
 - We need to do more to help the parents of students that want to continue.
 - Infrastructure that supports (coaches & students) in the good and bad times.
 - Feeder Programs –
 - Complaints in the structuring of the adult/community sponsored programs
 - Brunswick students play with students from other school districts in the feeder programs but then they don’t attend Tamarac. Would like to see district based programs to feed our teams. NOT A DISTRICT ISSUE
 - Equity of Facility Use.
 - Semi Pro team from Vermont plays on our field before our season

- Every week the boys basketball feeder program must call to make sure there is gym time for them.
- We have adult teams and out of district organizations using our gym and it is not available to our feeder programs.
- Is there a BOE policy.
 - There used to be, but I don't believe it is being followed.
 - Schools could be open 24 hours and it could be used all 24 hours.
- PERSONNEL
 - There was consistent sense of satisfaction with the Coaches.
 -
 - There was consistent feeling that the Superintendent is committed to improve the program..
- GENERAL PERCEPTIONS
 - Do You Feel That Your District's Program Is Successful?
 - "somewhat despite hardships and road blocks
 - We are complacent sometimes
 - What Does The Program Do Well?
 - Big Red Day
 - Athletes do love the school and they want to participate.
 - Have a lot of pep rallies. Good school spirit.
 - A number of good coaches. Go above and beyond.
 - SWAG and booster club are important.
 - The trend is improving and we are competitive.
 - WHAT NEEDS IMPROVEMENT?
 - Seating for our spectators.
 - Full time AD.
 - The AD's job is a daunting responsibility.
 - Would like an Athletic Trainer
 - Not safe to have a football team without a trainer.

- Coaches should be able to provide preventative taping & first aid.
- Need additional staff for Indoor Track
- Need better communication between staff/parents
- Need consistency of the rules and regulations from coaches and AD
- Develop initiatives to promote our athletics and school spirit.
- Are The Coaches Fair, Competent And Caring?
 - Generally the answer was positive
- Are They Good Role Models?
 - Yes
- Does The District Provide Safe Facilities & Equipment For Their Athletes?
 - We need better seating for spectators in our gymnasium.
 - Outdoor needs to be improved. Lacks curb appeal.
- Does The District Provide Gender And Race Equality With Respect To Offerings, Facilities, and Equipment?
 - Overwhelmingly, yes..... one parent was insulted by the question.
 - However,, it was noted that girls play fewer night soccer games than the boys
- Duties of an Athletic Director: (We were asked that question.)
 - Enforce the rules and regulations of Section 2, NYSPHSAA and the Commissioner of Education. They have to also know all the rules as well as administer them.
 - Be visible
 - Be an advocate for the program NOT just for isolated sport, coach or student
 - Have to have a vision for your programs. (End of season meetings.)
 - The BOE hires and fires the coaches. Athletic Directors only recommend to the Superintendent and then takes it to the BOE.
- What is a Healthy Chain of Command?
 - Talk to the coach first. (Player/coach)
 - Did not entertain playing time or undermine my coach. It is easy to second guess a coach.
 - If the coach is disrespectful or putting your kid in an unsafe position then we will talk.

- Away Tournaments: How do you handle it?
- GENERAL COMMENTS/DISCUSSION (many were opinions of disgruntled few)
 - Needs to promote school spirit
 - We were the laughing stock. They were going to hire a certain coach. The coach was “not a good role model.”
 - Parents do not speak out. They are afraid of losing their kids playing time.
 - Common Things in Review
 - Retention of Coaches
 - Communication
 - Is there a code of conduct for spectators, coaches?
 - The parents need to get together to get a positive atmosphere. We need to help each other and not tear everyone down.
 - When parents undermine coaches, administrator’s authority, they should be dealt with because this has an effect on the students.
 - We complete several sets of paperwork for each sport.
 - (Could that be evaluated?)
 - Slip that gives the coach permission to treat.
 - Information could be pulled off these forms and given to the team moms, etc.
 - Maybe a list of what is needed to be done for certain things – use of building forms, etc.; or a page on the school website for team moms.
 - With social media we don’t always know what kids have opted out of.
 - How did you notify coaches if you had kids with learning disabilities?
 - You have to be very careful with that. The nurse would talk with the coach. Also helps if the coach is in house.
 - What is the best practice?
 - Planning for trips,
 - Ordering of uniforms,
 - Budget development, etc. (There is a form – uniform cycle.)
 - Basketballs for PE classes are coming out of the athletic budget. We don’t want the athletic budget to be responsible for everything else.

- We are lucky that our administration cares enough to help us make this a better program.
- At what age should a student start looking for a school?
 - There is a website that walks you through the process like how to put a video together, etc.

Did not entertain playing time or undermine my coach. It is easy to second guess a coach.

If the coach is disrespectful or putting you kid in an unsafe position then we will talk.

Away Tournaments: How do you handle it?

All trips over 50 miles if it were not for league competition had to be approved by the BOE.

There are DOT regulations for some of these things.

Common Things in Reviews

Retention of Coaches

Communication

We complete several sets of paperwork for each sport. (Could that be evaluated?) Slip that gives the coach the permission to treat

Information could be pulled off these forms and given to the team mom, etc. (maybe a list of what is needed to be done for certain things – use of building forms, etc. or a page for team moms)

With social media – we don't always know what kids that have opted out of ????

How did you notify coaches if you had kids with learning disabilities?

You have to be very careful with that. The nurse would talk with the coach. Also helps if the coach is in-house.

What is the best practice for planning for trips, ordering of uniforms, budget development, etc.

(There is a form – uniform cycle.)

Basketballs for PE classes are coming out of the athletic budget. We don't want the athletic budget to be responsible for everything else.

We are lucky that our administration cares enough to help us make this a better program.

The program that Bob recommended will be very helpful to the parents going through the recruitment process. Bob is going to recommend it to the administration.

At what age should a student start looking for a school? There is a website that walks you through the process like how to put a video together, etc.

CYO Director – We have been told that alumni are using the gym before our program.

We heard that issue previously.

We will analyze the data and look for commonalities and we may want to observe practices. We will put a report together and share with the Administration and present to the BOE.