

# **Sports Cooperative**

**Thomas Haupt, Superintendent, Millersburg Area School District**

**Evan Williams, Superintendent, Upper Dauphin Area School District**

**JOINT BOARD WORKSHOP PRESENTATION**

**JUNE 28, 2018**

**6:30 PM**

### *Key Drivers*

- The enrollments of both districts are declining which means there are fewer students available to field teams.
- The number of students enrolling in some sports is declining to levels that jeopardize the ability to have certain programs.
- Resuscitation of the Junior Varsity athletic opportunities focused on skill development.
- It is becoming increasingly difficult to find qualified and interested coaches to fill positions.
- The number of options for youth have increased which means sport participation could continue to decline.
- Both schools are looking for a stable and full partner that allows a full cooperative structure to be implemented in the long-term.

### *Program Goals*

- Provide safe athletic activities for student-athletes at the level of competition that is appropriate for their physical, mental and emotional maturity level.
- Ensure that sports programs have enough participants to field varsity and junior varsity programs.
- Explore the option for freshmen and junior high teams in some sports.
- Maximize the resources of both school districts as it relates to athletic programs.
- Improve the experience for student-athletes at both school districts.
- Create a stronger overall program than would be possible if each individual school district continued its sports

### *Rationale*

- Both schools are at a decision-point where inaction could cause loss of sports or sport levels in the near future if no action is taken.
- The combined enrollment of the districts is believed to be conducive to meeting the program goals.
- Both schools are members of District III and the CAIU.
- Schools border each other and have minimal driving distances.
- Both schools already have cooperative efforts in several other areas.

### *Challenges/Risks*

- Communicating the program, it's driving forces and its goals to all stakeholders including students.
- Respecting the traditions of each school while creating a 'new tradition' made possible by the cooperative program.

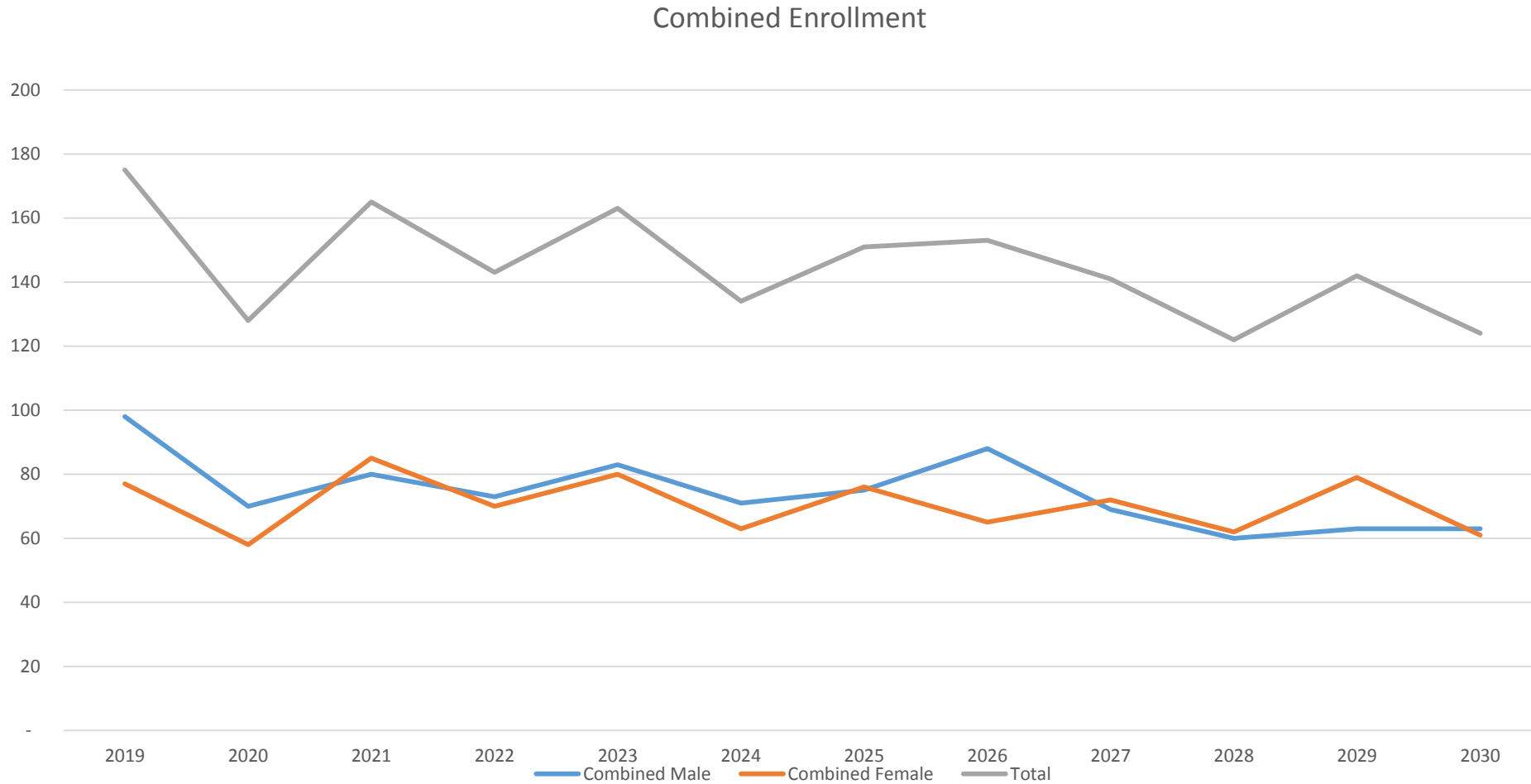
# COOPERATIVE SPORTS ROADMAP

## *Communication Plan*

- Coaches, Band Directors and Youth Program Officers: Provide joint presentation/forum (July 17, 2018, 6 PM)
- Boosters: Provide joint presentation/forum for boosters (July 24, 2018, 6 PM)
- Public (Parents/Community Members/Students): Public presentation and comment
  - August 6<sup>th</sup> – Millersburg Area School District Auditorium, 6 PM
  - August 13<sup>th</sup> – Upper Dauphin Area Middle School Auditorium, 6 PM
- Joint Board Meeting: Board Presentation of Revised Plan (September 11<sup>th</sup>, 6 PM)



## Enrollment Breakdown



## ***Enrollment Comparison***

- Current PIAA MBG Male Enrollment (3-Year)\* - 93
- Current PIAA UDA Male Enrollment (3-Year)\* - 161
- Combined PIAA UDA-MBG Male Enrollment (2019, 2020, 2021)\*\* - 202
- Combined PIAA UDA-MBG Male Enrollment (2028, 2029, 2030)\*\* - 153
  
- Current PIAA MBG Female Enrollment (3-Year)\* - 90
- Current PIAA UDA Female Enrollment (3-Year)\* - 125
- Combined PIAA UDA-MBG Female Enrollment (2019, 2020, 2021)\*\* - 175
- Combined PIAA UDA-MBG Female Enrollment (2028, 2029, 2030)\*\* - 157

\*Enrollment numbers include students attending the school and do not include cyber, home schooled, etc.

\*\*Combined PIAA Enrollment is Upper Dauphin Area Enrollment plus half of Millersburg Area



# COOPERATIVE SPORTS ROADMAP

## *Sport Breakdown*

Phase	Sport	Host School	Submission Date	Start Date
1	Golf	Millersburg Area	Fall 2018	Fall 2019-20
	Competitive Cheer	Upper Dauphin Area	Fall 2018	Fall 2019-20
	Swimming	Millersburg Area*	Fall 2018	Winter 2019-20
	Track and Field	Millersburg Area	Fall 2018	Spring 2019-20
2	Football	Upper Dauphin Area	Fall 2019	Fall 2020-21
	Boys Soccer	Millersburg Area	Fall 2019	Fall 2020-21
	Girls Soccer	Millersburg Area	Fall 2019	Fall 2020-21
	Wrestling	Upper Dauphin Area	Fall 2019	Winter 2020-21
	Wrestling – JH	Upper Dauphin Area	Fall 2019	Winter 2020-21
3	Baseball	Upper Dauphin Area	Fall 2023	Spring 2024-25
	Softball	Upper Dauphin Area	Fall 2023	Spring 2024-25
4	Volleyball	Upper Dauphin Area	Fall 2025	Fall 2026-27
	Boys Basketball	Millersburg Area	Fall 2025	Winter 2026-27
	Boys Basketball – JH	Millersburg Area	Fall 2025	Winter 2026-27
	Girls Basketball	Millersburg Area	Fall 2025	Winter 2026-27
	Girls Basketball – JH	Millersburg Area	Fall 2025	Winter 2026-27

# COOPERATIVE SPORTS ROADMAP

## Seasonal Breakdown and Locations (By 2026-27)

SPORT	HOST SCHOOL	PRACTICE FACILITY	COMPETITION FACILITY
<b>FALL SPORTS</b>			
Football	Upper Dauphin Area	UDA Practice Field	Trojan Stadium
Golf	Millersburg Area	Lykens Valley Golf Resort	Lykens Valley Golf Resort
Soccer – Boys	Millersburg Area	TBD	Millersburg Stadium
Soccer – Girls	Millersburg Area	TBD	Millersburg Stadium
Volleyball	Upper Dauphin Area	Gordon E. Foster Gym	Gordon E. Foster Gym
Basketball – JH Girls	Millersburg Area	Manning Gym	Manning Gym
<b>WINTER SPORTS</b>			
Basketball – Boys	Millersburg Area	Manning Gym	Manning Gym
Basketball – Girls	Millersburg Area	Manning Gym	Manning Gym
Basketball – JH Boys	Millersburg Area	Johnson Gym	Johnson Gym
Competitive Cheer	Upper Dauphin Area	UDAMS Gym	N/A
Swimming*	Millersburg Area	YMCA	YMCA
Wrestling	Upper Dauphin Area	Gordon E. Foster Gym	Gordon E. Foster Gym
Wrestling – JH	Upper Dauphin Area	UDA Wrestling Room	Gordon E. Foster Gym
<b>SPRNG SPORTS</b>			
Baseball	Upper Dauphin Area	Ralph Lehman Memorial	Ralph Lehman Memorial
Softball	Upper Dauphin Area	UDAHS Softball Field	UDAHS Softball Field
Track and Field	Millersburg Area	Millersburg Stadium	Millersburg Stadium

***Potential Sports***

- Additional sports and continuation of existing sports will be based on:
  - Interest surveys conducted at both schools.
  - Fit with enrollment, facilities and existing sports.
  
- Potential for additional Junior High Sports
  
- No additional winter sports were explored due to archery/bocce and facility/equipment needs

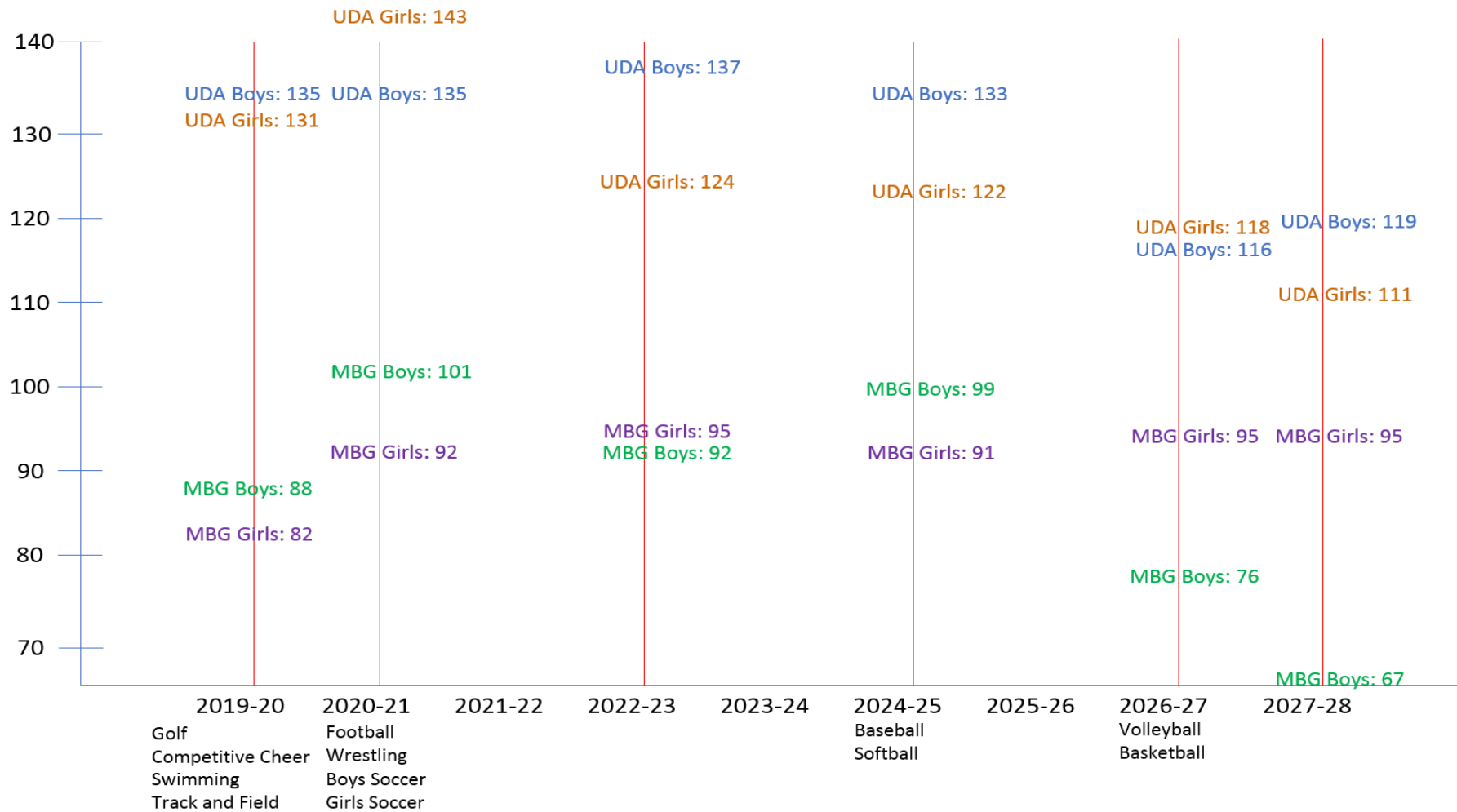
FALL	SPRING
<b>BOYS</b>	
Cross Country	Lacrosse
	Tennis
	Volleyball
<b>GIRLS</b>	
Cross Country	Lacrosse
Field Hockey	
Tennis	

### *Factors Affecting Participation*

- Initial Numbers sometimes look good, but...
  - Injuries
  - Academic Eligibility
  - Athletic Sanctions
  - School Sanctions
  - Players Leave Team
  - Other Options
  - Drop off due to cooperative
- Cannot look at a single year.
- Cannot wait until the enrollment drops significantly to make necessary changes.

# PARTICIPATION

## Enrollment Overlay



### *Recruitment*

- Coaches will be able to recruit within each school.
- A recruitment fair could be held during lunches at both schools in the spring for fall, fall for winter, winter for spring.

### *Levels*

- Goal to have true varsity and junior varsity in all sports.
- If enrollment numbers support it, freshmen teams could be considered in some sports.
- Additional Junior High Sports (7/8 or 7/8/9) could be explored as well.

### *Schedules and Leagues*

- Leagues may be evolving substantially over the next five to ten years.
- Additional cooperatives and mergers may continue to change the landscape.
- Tri-Valley League will be the primary sports league as long as the league still exists.
- If any sports are added (varsity or junior high), it may be necessary to explore options if the Tri-Valley League does not have those sports.



### *Coaching*

- Coaches will work for and be employees of the host school.
- Host school will manage the hiring process for coaches:
  - Advertising open positions, if needed
  - Interviewing eligible candidates
  - Recommending coaches and appointing volunteers
  - Filing required paperwork prior to employment

### *Coaching Selection Criteria*

- If the sport only exists at one school, the coaches are retained at that school.
- If the sport exists at both schools, criteria will be used to determine coaches starting with informal discussions and moving to formal interview process.
- Intent will be to get the best coaches in place for teams.
- A joint interview committee including the principals and athletic directors of both schools will be used for head coaching positions and assistant coaching positions with multiple applicants.
- Finding interested and qualified coaches has become challenging in the past five years.

### *Transportation*

- Host school will schedule transportation.
- A shuttle bus will run between schools at the end of the school day to transport student-athletes who do not drive to practices.
  - Single Bus – Will start at UDA since Millersburg dismisses later, pick up Millersburg and take back to UDA.
  - Cost Range - \$13,000 to \$14,000
  - Each School pays half (\$6,500 to \$7,000).
- Students who drive will be allowed to provide their own transportation.
- Parents of students who do not drive will pick up their students after practices and games from the host school.

### *Event Staff*

- Finding event staff has become increasingly challenging.
- The schools will work with the business managers to explore ways to share event staff.
- The host school will maintain existing relationships for officials and assignors.

### *Athletic Training*

- Due to events and practices being held at both schools, each school would maintain its athletic trainer and hours may be adjusted depending on needs going forward.
- Extra hours could allow trainers to be available during school day to assist with athletic injuries which require accommodations (concussions, etc.).
- Athletic Trainers will submit injury reports to the school that the injured student-athlete is enrolled for all injuries.

### *Athletic Expenditures – Cost Sharing*

- Consortium Model: Total Cost for Sport Divided by # of Student-Athletes from each school.
- All expenditures specific to a sport are included in the total cost, for example:
  - Uniforms
  - Equipment
  - Transportation to Away Games/Matches
  - Salaries of Coaches, Event Staff and Officials
  - Facility Maintenance Supplies/Contracts
  - League Dues and Fees (Tournament Entry Fees)

### *Athletic Expenditures – Equipment Consolidation*

- Inventory and equipment of sport will be combined to minimize purchases needed.
- If extra equipment is available and unneeded, it can be sold to help offset costs of the program.
- After inventory is taken, additional equipment will be purchased as needed and added to the consortium expenditure calculation for that sport.
- Athletic Budget will be coordinated across Athletic Departments to assure Title IX compliance.
- Uniforms will be purchased to supplement existing uniforms as needed when programs are combined.

### *Athletic Expenditures – Facilities/Maintenance Upgrades*

- Expenditures related to facility maintenance will be incorporated into consortium expenditure calculation for that sport.
- Joint proposal for major facility upgrades will be presented to both school boards along with a funding plan so each school can approve the plan and funding commitment from the school.
- Student-athletes will have full access to the locker room, shower, athletic training room, fitness facilities and practice/game facilities under the direct supervision of the coaching staff.



### *Athletics Revenue – Gate Revenue*

- Total gate receipts for each sport would be shared based on the consortium model of total revenue divided by the number of student-athletes from each school.
- Revenue would be deposited by the host school and a distribution would be made to the other school at the end of each season.

### *Athletics Revenue – Participation Fee*

- Each school has a different participation fee structure.
- Each school will maintain its own participation fee structure for its student-athletes.

### *Athletics Revenue – Season Passes*

- Millersburg currently does not have individual or family passes.
- Upper Dauphin currently has individual, family and event staff/coach passes.
- Both schools have senior passes and admit staff with ID card.
- Any passes issued by either school would be accepted at both schools.

### *Academic Eligibility*

- Each school will be responsible for determining academic eligibility for its own student-athletes.
- The eligibility list from both schools for that sport will be sent to that sport's coaches each Friday.
- Coaches will be notified by both schools of any student-athlete who does not meet eligibility criteria at the end of a marking period.

### *Attendance Eligibility*

- Attendance eligibility will be determined by each school for its student-athletes.
- Coaches from the host school will be added to the distribution list for daily attendance notifications related to student-athletes.

### *Athlete and School Discipline/Sanctions*

- Each school will be responsible for determining eligibility for student-athletes due to athletic or school discipline.
- Random drug testing programs will be administered by each school for its students.
- Coaches from the host school will be notified of any sanctions that would preclude student-athletes from participating in athletics due to violation of school or extracurricular rules.
- Discipline for event spectators (such as ejections) will be enforced by the host school with notification to the school in which the student is enrolled.

### *Other Eligibility*

- The school in which the student is enrolled will be responsible for ensuring that each student-athlete has a physical exam and ImPACT<sup>®</sup> by the first official day of practice and will notify the host school if a student-athlete is ineligible due to not having the required exam/test.
- The school in which the student is enrolled is responsible for collection of all other paperwork and associated fees required by the school.
- Student-athletes will be covered under the insurance policy of the school in which they are enrolled.

### *Athletic Directors*

- The athletic director of the host school will be responsible for administering all sports which his school is hosting.
- Coordination and communication between athletic departments would occur regularly to discuss matters associated with the program and to confirm schedules, etc.
- Each school would submit the PIAA online eligibility for the sports that it serves as the host school (including information obtained from the non-host school).



*Team Name and Uniforms*

- The various programs will compete under the name of the host district with the respective mascot and logo.
- Uniforms will be designed, selected and ordered by the host school Athletic Director with approval by the host School Board.

*Joint Student-Athlete Council*

- A Joint Student-Athlete Council could be formed to represent the voice of student-athletes.
- Both athletic directors would participate in the council.
- A representative from each sport and school would serve on the council.

### *Auxiliary Programs*

- Cheerleading would be consolidated as the sports for which they cheer are consolidated.
- Marching Band will be considered for consolidation, but not until football is consolidated.
- Performance bands that result in credit will not be consolidated.
- Archery programs at both schools will remain separate but could be consolidated if felt warranted in future years.
- Bocce programs would be combined with Upper Dauphin Area being the host (winter sport)
- The Trojan Leadership Academy will be opened to students of both schools and renamed.

### *Varsity Letters*

- Following consolidation of a sport, the coaches from that sport would establish the criteria for a varsity letter.
- Each school would honor the award of a varsity letter to student-athletes from a sport regardless of which school hosts the sport.
- Each school district would manage its own varsity jacket program.

### *Booster Groups*

- Upon consolidation of a sport that only exists in the host school, the Booster Group for the host school will remain and will accept members/parents from the non-host school.
- Upon consolidation of a sport that exists in both schools, the Booster Group for the host school will remain and become the sole booster group for that sport.
- Booster Groups will be responsible for following the policies and regulations of the host school.

### *Feeder Programs*

- A meeting will be set up with the head of the existing feeder programs for all sports.
- The meeting will discuss the future of sports and make recommendations for the potential consolidation of youth programs.
- It is believed that there are opportunities for cooperative efforts in youth sports as well.

### *Existing Cooperative Agreements*

- Existing cooperative agreements will be cancelled as follows:
  - At the end of the 2018-19 school year for Golf and Track and Field
  - At the end of the 2019-20 school year for Wrestling
- Students who are in the coop at the time of termination have the option to finish out the coop contingent on the following:
  - This does not apply if the school creates a team or joins another coop.
  - This does not affect enrollment numbers.
  - No new students are added.
  - They are eligible until they exhaust their eligibility or graduate.

# **DIRECTION FOR ADMINISTRATION?**