

The background of the entire page is a light blue technical drawing or blueprint. It features various mechanical elements such as gears, circles, lines, and hatching patterns. Some parts of the drawing are more prominent than others, creating a complex, layered visual effect. The drawing includes various geometric shapes and lines, some of which are hatched to indicate depth or material. There are also some numbers and letters scattered throughout, such as 'S18', '3', '2.6', and '4.5'.

ATHLETICS PLAN

DETROIT PUBLIC SCHOOLS
COMMUNITY DISTRICT

2018-2019

Board Leadership



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Table of Contents

Board Leadership	2
Table of Contents	3
Executive Summary	4
Alignment to the Strategic Plan	5
Focus Area #1: Compliance and Eligibility	5
Focus Area #2: Expansion of the K-8 Sports Program	5
Focus Area #3: Professional Responsibilities of Athletic Staff Members	6
Focus Area #4: Player Development and Spotlight Events for PSL Student-Athletes	8
Focus Area #5: Restructuring the PSL Football League	8
Focus Area #6: Increase Community Engagement	9
Appendix A: K-8 Sports Offerings	10
References	12
Electronic Resources	12

Executive Summary

Why are athletics important to the K-12 setting? According to empirical research, there is a statistically significant positive relationship to student achievement data (e.g., grade-point average) for student-athletes (Davis & Cooper, 1934; Trudeau & Shephard, 2008). Simply put, participation in athletics in the K-12 setting is most likely to result in increases to student achievement in addition to improvements in the overall educational experience for this subgroup of students.

The Office of Athletics supervises the K-12 interscholastic athletic program for the District and its athletic league the Detroit Public School League, which is commonly called the PSL. The Office of Athletics oversees budgeting, scheduling, athletic coordinators, coaches, officials and professional development. A major role of the Office of Athletics is to ensure that all PSL schools, coaches, and teams adhere to the policies and procedures regarding athletics in the district and more broadly with the Michigan High School Athletic Association (MHSAA).

Historically, PSL has been one of the most successful and competitive high school athletic leagues in Michigan. The PSL is recognized for producing successful teams, having quality coaches, and producing a high number of student-athletes which matriculated to the NCAA level and beyond into the professional level of sports. In the last 30 years, PSL teams have won 24 MHSAA state championships, 12 in boys' basketball, six in girls' basketball, and six in football. During the same time, 27 PSL teams had runner-up finishes in state championship games in 14 boys' basketball, 10 girls' basketball and 3 football.

Most recently, during the 2018 football season, eight PSL football teams qualified for the MHSAA state playoffs, four of those teams advanced to the regional finals, and one team, Martin Luther King Crusaders, won the MHSAA Division III State Championship, which was King's third state championship since 2015.

At the beginning of the 2017-2018 school year, K-8 athletics became completely District operated with the opportunity for K-8 programming in all District schools.

Continuing with the legacy and rich tradition of the PSL, the District's Athletics Plan will focus on:

1. Compliance and eligibility
2. Expansion of the K-8 sports program, namely sports that have not seen full DPSCD participation
3. Professional responsibilities of athletic staff members
4. Player and Coach development
5. Expanding DPSCD sporting events run by the district to expand team and player exposure and revenue to support athletic programming
6. Restructuring the PSL football league
7. Increase community engagement

MILESTONES

- High School mentoring program: Fall 2018.
- NCAA Training for Athletic Coordinators and Guidance Counselors: Fall 2018
- Development of Coach Evaluation Tool Spring 2019.

- District-operated Player Development Camps: Summer 2019.

Alignment to the Strategic Plan

Whole Child Commitment

Champion a whole child approach that unlocks students' full potential.

Focus Area #1: Compliance and Eligibility

The foundation for establishing a culture of high academic expectations for student-athletes begins at the elementary school level. Therefore, our office is working to ensure academic eligibility and athletic compliance in grades K-12. In previous years, eligibility and compliance monitoring have occurred through a paper-based system, which required staff to review individual transcripts as certified accurate by principals. The use of this process would often lead to students being ineligible or teams having to forfeit games due to playing ineligible players in games. Coaches monitor the progress of athletes throughout the school year to ensure academic and behavioral success.

In December 2018, the Athletic department launched a new utilization with MiSTAR, soon to be Power School, to track compliance in areas of eligibility, physicals, academics, attendance, and behavior. The use of then student information system (SIS) will allow staff to track key indicators that will prevent scholar-athletes from becoming ineligible and will keep schools in alignment with the NCAA Eligibility Center's guidelines. Training will be provided for school administrators, athletic coordinators and guidance counselors. Through a continued partnership with the NCAA Eligibility Center, staff will ensure athletes meet the necessary curriculum coursework requirements for scholarship readiness. Continued professional development will be provided to principals, coaches, athletic coordinators and guidance counselors on the importance of compliance with physical and eligibility criteria.

Focus Area #2: Expansion of the K-8 Sports Program

The expansion of the K-8 athletics program is vital to the District's whole child commitment. During the 2018-2019 school year, K-8 athletics has increased from 174 teams to 241 teams up through winter 2019. (See Appendix A). Developing successful K-8 programs will require staff teach the fundamentals of the sports while improving academic integrity, social responsibility, and competitive athletic excellence.

As the 6th -8th grade programs have also become MHSAA sanctioned programs, teaching coaches new to this level of compliance is also necessary. Continued development in K-8 athletics will ensure a seamless transition of athletes to high school programs and beyond.

HIGH SCHOOL MENTORING STRATEGY

An implemented strategy to assist with increasing the district's enrollment in the critical transition year between 8th grade and high school is high school student-athletes have been identified to provide support for athletes in their K-8 feeder schools (e.g., Brenda Scott-Osborn). This mentoring occurs in the areas of academics, social/behavior skills, and athletic fundamentals. These mentorship activities are monitored by high school coaches. To date, the following schools have participated with the expectation that all high schools will participate in the 2019-2020 school year:

HIGH SCHOOL	FEEDER SCHOOL 1	FEEDER SCHOOL 2	FEEDER SCHOOL 3
FORD	BOW	EMERSON	JOHN R KING
MUMFORD	PRMX	BATES	
OSBORN	BRENDA SCOTT	PULASKI	LAW
PERSHING	MASON	GREENFIELD UNION	NOLAN
SOUTHEASTERN	CARSTENS	HUTCHINSON	NICHOLS
WESTERN	EARHART	CLIPPERT	NEINAS

Through this strategy, high school coaches and players visit feeder schools, assist with practices and games to support athletic development. They pair high school players with younger players in a mentor/mentee relationship to establish relationships while also helping to monitor academic success. This strategy will also develop a pipeline of student-athletes to their local neighborhood schools.

Focus Area #3: Professional Responsibilities of Athletic Staff Members

Knowledge of the professional responsibilities of athletic support staff members is paramount in a successful district-wide athletic department. Therefore, the athletic department is taking a proactive approach to facilitate and encourage involvement in educational workshops and seminars that provide training for career development and compliance matters.

Athletic support staff receive ongoing professional development in:

1. Financial compliance
2. Security/Background Checks
3. SIS System (Power School)
4. Legal issues (e.g., Title IX)
5. NIAAA (National Interscholastic Athletic Administrators Association)
6. MIAAA (Michigan Interscholastic Athletic Administrators Association)
7. NFHS (National Federation of High School Sports)
8. MHSAA (Michigan High School Athletic Association)
9. CPR
10. Concussion awareness and protocols

Coaching Development

A responsibility of athletic coaches is to develop their players which leads to overall program improvement. By the end of the school year, athletic coordinators/contacts in all schools will receive an assessment of their program basketball and football programs completed by the district athletic department. The athletics office will be responsible for creating the coaching development plans and meeting with the principal and school's athletic coordinator to discuss. This expectation will expand to all other sports for the 2019-2020 school year as well as 6th – 8th grade football and basketball programs.

Coaching Recruitment

The Office of Athletics will be proactive in the recruitment of new coaching talent. Staff visit local college campuses to identify and then recruit new coaches to the District. Our department will prioritize recruitment to universities within a 100-mile radius, which includes:

1. Eastern Michigan University
2. Madonna University

3. Michigan State University
4. Oakland University
5. University of Detroit-Mercy
6. University of Michigan-Ann Arbor
7. University of Michigan-Dearborn
8. Wayne State University

COMPLIANCE WITH THE DISTRICT AND MHSAA POLICIES AND PROCEDURES

Upon joining the MHSAA and the district taking ownership of our own K-8 program, there are now strict guidelines that must be followed. Due to the increased number of scholar-athletes participating, compliance has become challenging. Accurate completion of paperwork and ensuring that every student-athlete in grades 6-8 has a certified physical on file has been an area of focus. This has specifically been a challenge as this is not an expectation for the PAL organizations that students have otherwise participated in. A designee has been identified in each K-8 school to assist with the implementation of the registration process, including student physicals with appropriate signatures.

ATHLETIC COORDINATORS/COACHES

As we continue to rebuild the district, there has been an intentional strategy to hire athletic coordinators and coaches who can also serve as full-time employees. Principals have the autonomy to select coaches for their individual school programs. This strategy allows school leaders and coaches to take more ownership and oversight of their athletic program at a school, including the academic performance of student-athletes. Mentoring athletes is an expectation for coaches and working in a school building with the students daily allows this mentoring to occur on an ongoing basis. In preparation for the 2019- 2020 school year, employment interest fairs will be conducted for coaches who do not currently work in the district.

Evaluating Coaches and Officials

The MHSAA requires that each coach provide observation forms for officials at the end of the season. This information is used to rate the officials' performance. As a practice, we will use this data to determine officials that continue to provide service to our athletic teams. A copy of the Basketball Officials Observation Form is available in Appendix B. A complete list of all standards for officials and officials' observation forms can be found at <https://www.mhsaa.com/officials/officials-observation-forms>.

Following the process for evaluation officials, each coach will be evaluated using an objective tool to determine their level of effectiveness. This strategy will increase the quality of coaching related to overall coaching ability, knowledge, skills, and program sustainability. Coaches will also be evaluated on game day performances (i.e., in-game strategy) and practice performances (i.e., player development and game preparation), player marketing for college recruitment and overall program operation. The evaluations will be completed by the athletic coordinator and the principal and used by the principal as coaching decisions are made.

SCHOOL GUIDANCE COUNSELORS

Athletic coordinators will work closely with school guidance counselors to establish a process to educate student-athletes interested in competing at the collegiate level (NCAA). School counselors will establish a process to update each high school's course catalog to ensure that offered courses are following the NCAA Eligibility Center's requirements for scholarship acceptance.

By the start of the 2019-2020 school year, every 9th grade student-athlete will attend an orientation about the NCAA's academic eligibility clearinghouse requirements with specific information about core GPA and SAT requirements.

Focus Area #4: Player Development and Spotlight Events for PSL Student-Athletes

The development of PSL athletes is an important focus as we want student-athletes to not only know the rules of the game but to know the fundamentals of their respective sports. Player development activities will benefit scholar-athletes through participation in development camps, practice sessions and a guided study of film highlights. The Athletics department will work to proactively develop player spotlight events, such as invitations to participate in film review from camps such as *Sound Mind, Sound Body* (SMSB), *Second Chance and College Coach Exchange* who have not yet signed with a college. The PSL will begin to host District managed spotlight events and player development activities.

Focus Area #5: Restructuring the PSL Football League

Cass Tech and M.L. King are powerhouse football programs. In the past five seasons, Cass and King have combined for a total of four state championships. For a more accurate picture of the dominance of these two football programs, Cass Tech and M.L. King have not lost to any other PSL teams outside of each other since 2011.

REALIGNMENT OF PSL

For the upcoming season, league schools have been realigned to give a more competitive balance. This realignment was based on school enrollment, winning percentages over the past three seasons, and the average number of players in the program over the past three seasons.

This process ensures that the most successful programs would play each other on a weekly basis and as a program improves it will then have an opportunity to play against the best teams in the PSL with two eight-team divisions. Each team would play seven league games, one non-league game, and a crossover game and championship game between the two division winners.

PROPOSAL #1: CREATION OF A "MEGA" FOOTBALL LEAGUE

The Office of Athletics is seeking a cooperative agreement among the Detroit Archdiocese, the River Rouge school district, the Harper Woods school district, the Country Day private school, and the Detroit Public Schools Community District. While the invitation to collaborate with the PSL was extended to these schools during the 2015-2016 school year, the transformation of the District may offer greater interest from area teams.

This league would combine schools with the strongest football teams in the Metro League, PSL, and Independent League. A review of current teams that may be competitive in this area have yielded 14 options. This includes several independent teams. The benefits of this proposal would be an increased level of competition each week, fewer out of state games, and an easier schedule to maintain each season.

A sample schedule would guarantee teams seven or eight league games, one non-league game and one flex game.

In addition to the schedule of the mega league, each year a celebrated classic would occur between Cass and King to maintain comraderies and inter-district competitiveness, while allowing the larger community the opportunity to see the teams compete against each other.

PROPOSAL #2: PETITION TO JOIN THE OAKLAND ACTIVITIES ASSOCIATION (OAA)

The OAA is one of the most competitive high school football leagues in Michigan and most of the schools are geographically close to the city of Detroit. OAA teams have won two of the last three Division I state championships including three OAA teams playing for a state championship in 2017.

The possible additions of Cass Tech and King to this league would bring the number of OAA schools to an even 24, which would allow for an easier scheduling format. The OAA could be divided into two 12-team divisions, three eight-team divisions, or four six-team divisions.

PROPOSAL #3: CREATE AN “OPERATION FRIENDSHIP” LEAGUE

This proposal would call for a cooperating agreement between the district and the Detroit Archdiocese where essentially the PSL and Catholic football leagues would merge. The PSL currently has 16 teams and the Catholic League currently has 13 teams. A merger of both leagues would result in a new 29-team super league, which would allow similar sized schools and programs in the region to play one another. There are multiple ways to divide the league with scheduling becoming an easier task for these 29 schools each year. Most importantly, it would increase the level of competitiveness at the different levels for all 29 teams, based on school and team size along with overall enrollment and competitiveness.

Focus Area #6: Increase Community Engagement

SPONSORSHIPS

To support and offset general fund expenditures for district athletics, the Office of Athletics will actively seek sponsorship for the K-12 program. Through engagement with local corporations such as General Motors, the Ford Motor Company, Fiat-Chrysler, and Quicken Loans and all local sports teams, partners will be encouraged to sponsor a portion of programming. This may include player development activities, awards ceremonies, student uniforms, etc.

For the upcoming school year, three signature events are being planned that will require specific partnership funding and sponsorship: Citywide Football Championship at Ford Field, Holiday”Round” Ball tournament at University of Detroit at Mercy, Citywide Boy and Girls Basketball Championship at Little Ceasars’ Arena. Additionally sponsor support is being explored for a district planned combine in football and basketball at the end of each season to increase 11th and 12th grade student exposure to college coaches.

PSL HALL OF FAME

The office of athletics will develop and implement a process to honor the greatest student-athletes and coaches from the PSL. While this will serve as a fundraiser for the athletic program it will recognize those who have represent the best of best. A committee of will be developed to identify the honorees.

EDUCATING THE PARENTS OF STUDENT-ATHLETES

To help students to reach the next level in athletics, informational sessions to educate parents on the best practices and resources available to them to better support their student-athletes’ will be held in collaboration with the Parent Academy. Session topics will include academic support, health and nutrition, goalsetting, intercollegiate opportunities, etc.

Appendix A: K-8 Sports Offerings

SPORTS OFFERINGS	2017-2018 Participating Schools	2018-2019 Participating Schools	2019-2020 Projected
K-2 SOCCER	3	9	20
3-5 SOCCER	3	9	20
6-8 SOCCER	1	3	15
K-2 FLAG FOOTBALL	3	6	15
3-5 FLAG FOOTBALL	2	5	18
6-8 FLAG FOOTBALL	2	3	10
4-8 CROSS COUNTRY	0	3	10
6-8 GIRL BASKETBALL	18	24	30
3-4 COED BASKETBALL	10	18	25
3-4 CHEER	11	15	20
5-6 COED BASKETBALL	36	52 (Winter 2018)	60
6-8 BOYS BASKETBALL	38	53 (Winter 2018)	60
4-8 VOLLEYBALL	6	10 (Winter 2018)	20
5-8 CHEER	15	18 (Winter 2018)	25
6-8 TACKLE FOOTBALL	6	13 (Spring 2019)	15
K-8 TRACK	15	TBD (Spring 2019)	20
5-8 SOFTBALL	2	TBD (Spring 2019)	5
5-8 BASEBALL	2	TBD (Spring 2019)	7
Total Teams	173	241	

Appendix B: Evaluation Forms



BASKETBALL OBSERVATION REPORT

Official _____

Game/Site _____

Date _____ Level: MS FR JV VAR

Observer _____

Game Difficulty

<http://www.ncaa.org/> National Collegiate Athletic Association (NCAA)

<http://www.nfhs.com/> National Federation of High Schools (NFHS)

<http://www.niaaa.org/> National Interscholastic Athletic Administrators Association (NIAAA)

[info@exceluonline.com/](mailto:info@exceluonline.com) Excel U – Learn Play and Win together

<http://www.Lead2Feed.org/> Lead2Feed – A Student Leadership Program

<http://info@Risetowin.org/> Rise to Win – A High School Leadership Program

http://www.ncaa.org/sites/default/files/2018DIEC_Requirements_Fact_Sheet_20180117.pdf