

Milford Board of Education Committee of the Whole Meeting February 28, 2011

Board members present:

Dave Amendola
Tracy Casey
Suzanne DiBiase
Josip Jukic
Gregory Oliver
Mark Stapleton, Chair
Jay Tranquilli
Robert M. White

Board members absent:

Diane Kruger-Carroll
Jack O'Connell

Administration present:

Michael Cummings
Philip Russell
Wendy Kopazna
Susan Kelleher

I. CALL TO ORDER

The Milford Board of Education held a Committee of the Whole Meeting on Monday, February 28, 2011, in the Board Room at the Parsons Government Complex. Chairman Stapleton called the meeting to order at 6:35 p.m. with the reciting of the Pledge of Allegiance immediately following.

II. CONSIDERATION OF MINUTES:

Mr. White made a motion to approve the minutes of the January 10, 2011 Board of Education meeting. Mr. Amendola seconded. The motion passed unanimously.

Mr. White made a motion to approve the minutes of the January 24, 2011 Special meeting. Mr. Amendola seconded. The motion passed unanimously.

Mr. White made a motion to approve the minutes of the February 3, 2011 Special meeting as amended. The motion passed unanimously.

III. CONSENT AGENDA ITEMS:

Mr. White asked for a motion to approve consent agenda items a-e. Mr. Amendola seconded. The motion passed unanimously.

The consent agenda included two items this month. These were:

- Voucher List (Disbursements): Administration recommends approval of the Disbursement report. (EL-6, EL-7)
- Field Trip Approval: Administration recommends approval of the Jonathan Law High School Key Club trip to Springfield, MA from April 1-3, 2011.
- Field Trip Approval: Administration recommends approval of the Joseph A. Foran High School Band trip to Hartford, CT to participate in the CMEA All State Music Festival from April 7-9, 2011.
- Field Trip Approval: Administration recommends approval of the Joseph A. Foran High School Natural Helpers trip Camp Hazen in Chester, CT from May 25-26, 2011.
- Education Specifications: Administration recommends approval of the Expansion Alterations of East Shore Middle School.

IV. ACTION ITEMS

Mr. White made a motion to approve the Administrative Policy "Energy Policy 2500" as presented by administration. Mr. Amendola seconded.

Mrs. Casey thanked administration for updating the policy.

UNAPPROVED

The motion passed unanimously.

Mr. White made a motion to approve the Energy Education Specialist position. Mr. Amendola seconded.

Mrs. Casey referenced an article that was printed in the paper. The article stated that the company will pay the salary. She asked if that was correct.

Mr. Russell told the board the person will be a Milford Public School employee. Their salary will be in the budget. However, the company will reimburse MPS from the energy savings.

Mr. Oliver then asked Mr. Russell if the reimbursement ends after three years. Mr. Russell told him the contract is for four years.

By a roll call vote 5-3 (Casey/Amendola/Tranquilli), the motion passed.

Mr. White made a motion to approve the 2011-12 Academic Calendar. Mr. Amendola seconded. The motion passed unanimously.

V. ATHLETIC AUDIT REPORT:

Mr. Cummings explained to the board the members from the Athletic Conference (CIAC) were to present the findings of the recent audit of the high school athletic programs. CIAC's process is comparable to the New England Association of Schools and Colleges (NEASC). The process is designed to look objectively at an athletic program using an established set of criteria. The audit produces commendations and recommendations. As in the NEASC process, the CIAC audit creates opportunities for program improvement and provides direction on how to achieve that improvement. It is a process about moving forward which benefits students and a school community.

He further said that the intention is to use the audits to communicate the program's strengths to the board and public and to begin the process of strengthening the program. He then introduced Elaine Bessette and Bob Lehr of the CIAC.

Mr. Amendola stated that back in October of 2009, the sitting board had requested the audit be conducted. Therefore, a copy of the draft report should have been sent to the board.

Mr. Cummings disagreed. The report, in Draft form, could have inaccuracies. It is handled very similar to NEASC. Administration presents the final copy of the report.

Mr. Cummings turned the meeting over to Mr. Lehr, CIAC.

Mr. Lehr thanked the administration and athletic directors at both high schools. Mr. Lehr, assisted by Ms. Bessette navigated through the attached PowerPoint presentation.

Upon conclusion of their presentation, the board discussed the following items:

Dr. Stapleton asked administration who would be responsible for the follow up.

Mr. Cummings told the board the athletics program is overseen by the principals and then a central office administrator.

Mr. White asked if the athletic directors had a chance to review the report. He was told by Mr. Viteli and Mr. Luysterborghs, they both agree with the outcome of the report.

UNAPPROVED

Ms. Garagliano then reviewed Jonathan Law's priorities. They were:

1. **Supplement the level of financial support to the athletic program so that gate receipts are no longer relied upon as the chief source of revenue for operating expenses.**
2. Increase the level of clerical assistance given to the athletic director through secretarial support dedicated to the operations of the athletic department.
3. Create a full-time director of athletics position to better serve the needs of the Jonathan Law High School athletic program.
4. Increase the number of paid coaches to address supervision and safety concerns in the boys' and girls' outdoor track programs, the boys' and girls' cross country programs, the ice hockey program, and in freshman programs as well.
5. **Provide funding for the Unified Sports program that appropriately supports the special athletes and includes a coaching stipend.**
6. Develop and implement a review process for the athletic mission that involves representatives of each constituency and a regular review.
7. Establish a Captains' Council that will enable the athletic director to enhance the leadership component of the athletic curriculum, and help him to gain more valuable insight into the program from the student-athlete point of view.
8. Establish a standing athletic advisory committee chaired by the athletic director that includes representatives of all of the athletic department's constituent groups to solicit their input and share with them the successes of the athletic program and to review the mission statement biannually.
9. **Seek ways to increase student participation in the school's athletic program through the addition of no-cut varsity sports such as boys' and girls' indoor track.**
10. Develop and complete a written athletic curriculum that includes sport-specific skill development and conditioning as well as general lessons in sportsmanship, character development, leadership, and healthy life style.
11. The athletic director in cooperation with the facilities director will develop a 5-year plan for facility use and improvement.

Mr. Cummings explained that priorities 1, 5 and 9 have been added to the proposed 2011-12 budget.

Mrs. Casey recommended that two priority lists be made. One would have low cost/no cost priorities and the other would be somewhat a wish list. The low cost/no cost items could be worked on immediately. For example, the schools could establish a Captains' Council to get started.

She further said she does not understand why we would propose priorities that have funding if the funding is not there.

Ms. Garagliano stated that in order to run a Captain's Council, it takes time. Hiring a secretary would help the athletic directors to achieve those goals.

Mr. White discussed the importance of evaluating the coaches. While it is not a priority, it should be done. Is it being done? The schools need to be consistent.

Ms. Garagliano told him there is a process in place; however, it will need to be tightened up.

Mr. White said that the process should be tightened up. He then suggested that administration create a "How to" list.

Mrs. Casey said that she was struggling to understand the purpose of a full time director. They athletic directors teach 2/5 of the day. They have 3/5 remaining to complete their work. She then asked what the expectation of the stipend is.

UNAPPROVED

Ms. Bessette said they are eating into their planning time for the two classes that they are teaching. She explained a situation where it could be raining outside and the teacher is getting ready to plan for their class. The phone could be ringing constantly and the teacher would need to take care of it. The teacher would then be forced to plan their exercise late at night.

Mr. Lehr said with a full time athletic director, you can be proactive. With a part time position, you are always acting in a reactive manner. They don't get a chance to form a Captain's Council.

Mr. Amendola asked how many districts with two high schools have two athletic directors and two secretaries.

Mr. Lehr said that most districts have a full time director with two facility managers and two secretaries. If a district with two high schools has only one director, that person would need to split their time between the two schools.

Mr. Amendola said the budget will not permit the addition of staff. He is a proponent of one athletic director, two facility managers and two secretaries'.

Dr. Stapleton has trouble with the evaluation process for coaches. The athletic directors are teachers; therefore, they cannot evaluate the coaches because the coaches are also teachers. The process seems odd.

Mr. Cummings told him the principals evaluate the coaches, with input from the athletic directors. Issues that come up during the year get addressed then. Issues are remediated when they occur.

Mrs. Casey suggested that after the priorities are reprioritized by financial and non-financial, it should be reviewed annually.

Dr. Stapleton asked to discuss the difference between having one athletic director or two for the district.

Mr. Cummings said that job responsibilities and stipends would be affected. The salary for one director could be \$100,000. He further said that administration would have to research other district models.

Mr. Cummings further said that the CIAC report has given commendations based on having two athletic directors in each school. Both directors are teachers. They work with kids every day. If you were to make the position a central office person, you change the dynamics. He told them to proceed with caution.

Dr. Stapleton then asked the athletic directors if they felt impeded.

Both athletic directors agreed the process is working.

Mr. White asked the athletic directors if they thought the priorities should be done.

Mr. Viteli told the board an audit was conducted in 2002. Recommendations were made, however, nothing was done. The report should be used as a guide.

Dr. Stapleton suggested getting more input from the community by doing a survey.

In conclusion, Mr. Cummings recommended the board engage in a long term plan for athletics.

Mr. White asked the athletic directors if they liked the model that is being recommended.

UNAPPROVED

Mr. Viteli told him that he liked what he does. However, he is not certified to do that job. He also told the board that he believes Foran needs a full time athletic director.

Mr. Barile prefaced his comments by telling the board he lives in town. He has two sons who are very involved in athletics. The lessons you learn as an athlete are invaluable. Sports keep some children in school.

In current setup, they cannot get to the “non-financial” priorities. They require administrative support. The CIAC audit was requested by the board. The principals then made the list of priorities based on the audit.

1. The Milford Board of Education will provide sufficient resources on a consistent basis for the operation of the athletic program in order to eliminate dependence on gate receipts. A budget account must be developed to pay for game day personnel, entry fees, banquets and awards.
2. Create a full-time administrative position assigned as director of athletics.
3. Hire a full time secretary to the athletic director.
4. Renovate the boy's team and physical education locker rooms. Renovate girls' team locker room.
5. Fund a mandatory after school tutoring program for the students who do not meet the 2.0 Rule.
6. Build a practice field in the place of the tennis courts and relocate the tennis courts to upper traffic circle.
7. Build a second gym (Butler building.)
8. The pool must be more accessible to the community.
9. Renovate the pool area by painting the walls and replacing swimming related equipment.
10. Develop a captain's council.
11. Increase the hours of the athletic trainer to expand his/her role in complying with medical confidentiality and in educating our athletes and coaches.
12. Add middle school sports.
13. Increase the number of paid assistant coaches.
14. Review and update the coaches' evaluation plan to expand the scale of evaluation.
15. Regularly review the athletic program mission statement and solicit feedback from all stakeholder groups from the Foran community.
16. Develop a sport specific curriculum.

Dr. Stapleton asked if space concerns continue to be of problem at the high schools. Mr. Viteli told him that is still a concern. However, at Law it is not that bad because Law has three gyms.

Mr. Amendola asked if the 2.0 rule is effectively working and was told yes.

Dr. Stapleton thanked the principals for the reports. The athletic program is an enormous undertaking. This is the beginning.

IV. PUBLIC COMMENT:

Cathy Berni – 96 Centennial Drive – Mrs. Berni told the board the report was great. A lot of work was put into the report. A lot of money has been put in the budget for athletics. Sports are a very important part of high school. However, the district needs academics. We had the chance to get Chinese into our schools. The district could not do it. The board needs to get creative. She is sure there are AP students who could tutor students after school. Heaven help us if the Board of Finance cuts the budget.

Lisa Biagione – 73 Sentinel Hill Road – Ms. Biagione told the board that she respectfully disagrees. She is for educating the whole child. It is not an either or. Trying to advance students ahead to be more competitive. This will carry into careers. She told the board she was the captain of the girls swim team. She utilizes it in her every day work. She works with eighth grade students. The students who participate in an activity do better in school. Those who don't are still struggling.

UNAPPROVED

Kathy Bonetti – 157 Seaside Avenue – Mrs. Bonetti echoed Mrs. Berni's comments. She also said money is received from various channels including the budget, sports associations, booster clubs and parents. A purchasing position was created with the last budget that oversees the districts' spending. She suggested that the athletic directors and coaches use her when ordering. She suggested that the directors to call upon the parent community for help. There is no cost associated with their help.

Perhaps a committee, similar to the building committee, should be formed to stop the district from starting from zero over again and again.

IV. BOARD COMMENT:

Mrs. Casey told the board members that she will not be at the March 14th meeting. She will be away celebrating her 20th wedding anniversary.

IX. ADJOURNMENT:

Mr. White made a motion to adjourn. Mr. Amendola seconded. The motion passed.

The meeting adjourned at 8:30 p.m.

Robert M. White
Corresponding Secretary

Pam Griffin
Recording Secretary



ATHLETIC PROGRAM EVALUATION MILFORD PUBLIC SCHOOLS



CIAC Mission Statement

- The CIAC believes that interscholastic athletic programs and competition are an integral part of students' academic, social, emotional and physical development. The CIAC promotes the academic mission of schools and honorable competition.
- As such, the CIAC serves as the regulatory agency for high school interscholastic athletic programs and exists to assure quality experiences that reflect high ethical standards and expectations for fairness, equity and sportsmanship for all student-athletes and coaches.
- The CIAC provides leadership and support for member schools through the voluntary services of dedicated school administrators, athletic directors, coaches and consultants.



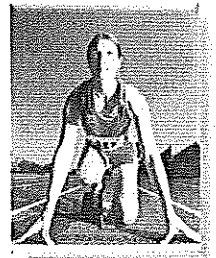
What is the Program Designed to Accomplish?

- To strengthen the link between the athletics and academic programs
- To promote the value and importance of the interscholastic athletics program
- To enhance the quality of high school athletics through the promotion of character education, sportsmanship, ethical and socially responsible behaviors
- To examine the structure and operation of the athletics department
- To acknowledge the department's strengths
- To provide recommendations for program improvement



What the Program is Not Designed to Accomplish!

- The CIAC program evaluation is not an evaluation of a coach or a specific interscholastic sport.
- It is, instead, an evaluation of the entire high school athletic program based on a set of defined standards of an exemplary high school interscholastic program.





5 Standards of an Exemplary Interscholastic Athletic Program

- Program guiding principles
- Program curriculum
- Program resources and equity
- Program administration
- Program and player evaluation



The Process

- Formed the self-study committee
- Completed the surveys
- Conducted focus groups
- Completed self-study
- Two-day evaluation team site visit
- Report submitted to school/athletic administration
- Addressing the recommendations – two year follow-ups



Commendations - Program Guiding Principles Jonathan Law High School

1. The alignment of the athletic mission with that of the school and the district.
2. The athletic department's support of the academic program through the minimum grade point average requirement for eligibility that exceeds that of the CIAC.
3. The community service projects that many teams undertake to support charitable causes.



Commendations - Program Guiding Principles Foran High School

1. The alignment of the athletic mission statement with the district's and school's mission statements.
2. The athletic department's emphasis on academic achievement as the first priority for student-athletes.
3. The academic eligibility requirement that challenges all students to achieve academically.



Recommendations - Program Guiding Principles Jonathan Law High School

1. Develop and implement a review process for the athletic mission that involves representatives of each constituency and a regular review process.
2. Emphasize the importance of the mission and objectives of the athletic program during preseason meetings, parent meetings, and coaches meetings. Post it at athletic venues, the school website, and department bulletin boards, and include it on department stationery so that all constituents will become familiar with it and will understand its importance.
3. Ensure that all decisions made regarding the athletic program are influenced by the key concepts in the mission statement.



Recommendations - Program Guiding Principles Foran High School

1. Develop and implement a review process and regular review cycle for the athletic mission statement that involves representatives of each constituency.
2. Increase efforts to ensure that all constituents are familiar with the athletic mission through discussions at preseason, coaches, and parents meetings, prominent placement at athletic venues, and inclusion on department bulletin boards and stationery.
3. Ensure that all decisions made regarding the athletic program are influenced by the key concepts in the mission statement.



Commendations - Program Curriculum Jonathan Law High School

1. The level of commitment by the athletic department in developing and practicing sportsmanship throughout the entire program, making the expectations clear, and holding athletes accountable for their actions.
2. The vigilance of the athletic department in embracing the idea that academics come first and carefully monitoring student-athlete academic performance.
3. The effort to encourage students to be multi-sport athletes by both the athletic department and the coaches, and their discouragement of sport specialization at the high school level.



Commendations - Program Curriculum Foran High School

1. The communication and direction provided to coaches by the athletic director regarding what is to be taught and emphasized in the areas of academic monitoring, sportsmanship, character building, and other elements of the athletic program.
2. The efforts of the athletic director and coaches to encourage students to be multi-sport athletes and to discourage sport specialization.
3. The athletic department's strong emphasis on sportsmanship which is supported by the entire athletic community.



Recommendations - Program Curriculum Jonathan Law High School

1. Develop and complete a written athletic curriculum that includes sport-specific skill development and conditioning as well as general lessons in sportsmanship, character development, leadership, and healthy life style.
2. Establish a Captains' Council that will enable the athletic director to enhance the leadership component of the athletic curriculum, and help him to gain more valuable insight into the program from the student-athlete's point of view.
3. Provide an early and comprehensive explanation of the NCAA Eligibility Center process and eligibility rules to ensure that parents and student-athletes are aware of the requirements and may begin to prepare as early as grade 9.



Recommendations - Program Curriculum Foran High School

1. Develop and complete a written athletic curriculum that includes sport-specific skill development and conditioning as well as units or modules on sportsmanship, character development, leadership, and healthy life style.
2. Establish a Captain's Council to enable the athletic director to enhance the leadership skills of team captains, and to help the athletic director gain more valuable insights into the program.
3. Provide early and comprehensive information about NCAA Eligibility Center and eligibility rules (as early as grade 9) to ensure that parents and athletes are prepared and aware of the requirements for continuing play at the college level.



Commendations - Program Resources and Equity Jonathan Law High School

1. The efforts of the athletic director to provide a quality program in spite of the limited funding from the Board of Education.
2. The outstanding support the Jonathan Law Association provides to all of the athletic programs.
3. The Unified Sports Program for the wonderful competitive opportunities it provides for the special needs students.



Commendations - Program Resources and Equity Foran High School

1. The efforts of the athletic director in providing a quality program in spite of the limited funding from the Board of Education.
2. The outstanding financial support and efforts from the booster club that is given to each of the athletic teams.
3. The guidelines that have been developed for the booster club and fund-raising initiatives.
4. The athletic director, administration, and coaching staff for providing a quality and successful program despite stringent budget constraints.



Recommendations - Program Resources and Equity Jonathan Law High School

1. That the Milford Board of Education provide sufficient resources on a consistent basis for the operation of the athletic program in order to eliminate dependence on gate receipts.
2. Inform and educate all constituents about the costs of the athletic program, how the budget is developed, and how funds are allocated.
3. Develop guidelines that outline the process for adding additional sports such as indoor track.
4. Provide funding for the Unified Sports program that appropriately supports the special athletes and includes a coaching stipend.



Recommendations - Program Resources and Equity Foran High School

1. That the Milford Board of Education provide sufficient resources on a consistent basis for the operation of the athletic program rather than relying on gate receipts and booster club revenue.
2. Ensure that the district's capital improvement plan addresses needed improvements in the school's facilities, such as maintenance of the turf field, repair of the sound system at the football field, repair of the swim touch pads/scoreboard and repairs/renovations to the locker rooms.
3. Develop guidelines that would outline the process for adding an additional sport.
4. Conduct an interest survey as a program review and determine the need for additional programs such as lacrosse, field hockey and indoor track.



Commendations - Program Administration Jonathan Law High School

1. The leadership and organization brought to the athletic department by the athletic director who enjoys a wide base of support among constituencies at the high school.
2. The policies and procedures manuals and documents which clearly and comprehensively describe the rules, regulations, and procedures of the athletic department and the efforts made to communicate this information to the athletic community.
3. The athletic program for providing what is generally recognized by all constituent groups as a very positive experience for student-athletes at the high school.
4. The many ways that the school and the athletic department recognize the achievements of student-athletes and teams.
5. The support provided to the athletic program by the Jonathan Law High Sports Association booster club.



Commendations - Program Administration Foran High School

1. The leadership, competency, commitment, and integrity demonstrated by the athletic director in providing direction to the sports program.
2. The well-written documents which describe department policies and operations, including the *Student-Athletes Handbook*, emergency procedures, coaching evaluation forms, end-of-season checklists, athletic folders, and other important information, and the efforts made to communicate this information to the community.
3. The acknowledgement by all constituent groups that the sports program at Foran High School is a positive experience for all concerned, and that practices and contests are conducted in a well-organized and safe manner.



Commendations - Program Administration Foran High School

4. The efforts by the school and the athletic department to recognize student-athletes and their achievements through various channels, such as public address announcements, banners, school newspaper articles, website information, trophy displays and banquets, among other efforts.
5. The support provided to the athletic program by the Foran High School Sports Association booster club.



Recommendations - Program Administration Jonathan Law High School

1. Create a full-time director of athletic position to better serve the needs of the Law High School athletic program.
2. Increase the level of clerical assistance given to the athletic director through secretarial support dedicated to the operations of the athletic office.
3. Supplement the level of financial support to the athletic program so that gate receipts are no longer relied upon as the chief source of revenue for operating expenses.
4. Continue to seek ways to use the expertise of the athletics trainer for the professional development of coaching staff.



Recommendations - Program Administration Jonathan Law High School

5. Formalize ways to improve the frequency of contact with and input from all stakeholders in the athletic program concerning topics such as policy and program changes, department needs, improvement plans, financial status, budgeting procedures, athletic achievements, and other issues vital to maintaining well-informed athletics community.
6. Increase the number of paid coaches to address supervision and safety concerns in the boys' and girls' outdoor track programs, the boy's and girls' cross country programs, the ice hockey program, and in freshman programs as well.



Recommendations - Program Administration Foran High School

1. Create a full-time director of athletics position to better serve the need of the Foran High School athletic program.
2. Increase the level of clerical assistance given to the athletic director through secretarial support dedicated to the operations of the athletic office.
3. Supplement the level of financial support to the athletic program so that gate receipts are no longer relied upon as the chief source of revenue for operating expenses.
4. Utilize the expertise of the athletic trainer as a professional developer to enhance the knowledge and skills of the coaching staff.



Recommendations - Program Administration Foran High School

5. Improve the frequency and quality of dialogue among stakeholders in the athletic program concerning topics such as policy and program changes, department needs, improvements plans, financial status, budgeting, athletic achievements, and other vital issues.



Commendations - Program and Player Evaluation Jonathan Law High School

1. The coaches who provide pre- and post-season evaluation plans that assist student-athletes with specific information concerning their strengths and needs as they continue with their skill development.
2. The use of a student athlete survey at the end of each season as a means of collecting data regarding the student athletes' perception of their athletic experience.



Commendations - Program and Player Evaluation Foran High School

1. The athletic department's post season player evaluation forms that are detailed and sport-specific, allowing coaches to share with the student athlete information about conditioning drills and how to improve their sport specific skills during the off season.
2. The strong interdepartmental communication between the athletic director and coaches.



Recommendations - Program and Player Evaluation Jonathan Law High School

1. Establish a standing athletic advisory committee chaired by the athletic director that includes representatives of all of the athletic department's constituent groups to solicit their input and share with them the successes of the athletic program and to review the mission statement biannually.
2. Implement a mandatory pre and post-season assessment of all athletes that includes using an individualized, sport-specific instrument designed to establish and evaluate player performance goals on an annual basis.



Recommendations - Program and Player Evaluation Foran High School

1. Establish a standing athletic advisory committee chaired by the athletic director that includes representatives of all the athletic constituent groups to solicit their input, share with them the successes of the athletic program, and to review the mission statement biannually.
2. Provide dedicated secretarial support to the athletic director by either shifting assignments of current personnel, or by funding a full or part-time position.
3. Provide program support to the athletic director by either making the position a full time one, or providing him with the services of a faculty manager.



School responses to the Commendations and Recommendations:

- Personnel at both schools thank the CIAC for their hard work and insight into how to make our programs better.
- We believe that the information you have given us will strengthen our programs for many years to come.



Jonathan Law - Priorities

1. Supplement the level of financial support to the athletic program so that gate receipts are no longer relied upon as the chief source of revenue for operating expenses.
2. Increase the level of clerical assistance given to the athletic director through secretarial support dedicated to the operations of the athletic department.
3. Create a full-time director of athletics position to better serve the needs of the Jonathan Law High School athletic program.



Jonathan Law - Priorities

4. Increase the number of paid coaches to address supervision and safety concerns in the boys' and girls' outdoor track programs, the boys' and girls' cross country programs, the ice hockey program, and in freshman programs as well.
5. Provide funding for the Unified Sports program that appropriately supports the special athletes and includes a coaching stipend.
6. Develop and implement a review process for the athletic mission that involves representatives of each constituency and a regular review.



Jonathan Law - Priorities

7. Establish a Captains' Council that will enable the athletic director to enhance the leadership component of the athletic curriculum, and help him to gain more valuable insight into the program from the student-athlete point of view.
8. Establish a standing athletic advisory committee chaired by the athletic director that includes representatives of all of the athletic department's constituent groups to solicit their input and share with them the successes of the athletic program and to review the mission statement biannually.



Jonathan Law - Priorities

9. Seek ways to increase student participation in the school's athletic program through the addition of no-cut varsity sports such as boys' and girls' indoor track.
10. Develop and complete a written athletic curriculum that includes sport-specific skill development and conditioning as well as general lessons in sportsmanship, character development, leadership, and healthy life style.
11. The athletic director in cooperation with the facilities director will develop a 5-year plan for facility use and improvement.



Foran High School - Priorities

1. The Milford Board of Education will provide sufficient resources on a consistent basis for the operation of the athletic program in order to eliminate dependence on gate receipts. A budget account must be developed to pay for game day personnel, entry fees, banquets and awards.
2. Create a full-time administrative position assigned as director of athletics.
3. Hire a full time secretary to the athletic director.
4. Renovate the boy's team and physical education locker rooms. Renovate girl's team locker room.



Foran High School - Priorities

5. Fund a mandatory after school tutoring program for the students who do not meet the 2.0 Rule.
6. Build a practice field in the place of the tennis courts and relocate the tennis courts to upper traffic circle.
7. Build a second gym (Butler building.)
8. The pool must be more accessible to the community.
9. Renovate the pool area by painting the walls and replacing swimming related equipment.
10. Develop a captain's council.



Foran High School – Priorities

11. Increase the hours of the athletic trainer to expand his/her role in complying with medical confidentiality and in educating our athletes and coaches.
12. Add middle school sports.
13. Increase the number of paid assistant coaches.
14. Review and update the coaches' evaluation plan to expand the scale of evaluation.
15. Regularly review the athletic program mission statement and solicit feedback from all stakeholder groups from the Foran community.
16. Develop a sport specific curriculum.