Our topic

COMPLIANCE TRAINING

Muskego High School
Nina Rouse

What does compliance mean

Athletic compliance involves adhering to the spirit and intent of the rules and regulations of the WIAA

The school’s responsibility for the conduct of its interscholastic athletics program includes responsibility for the actions of its staff members and for the actions of any other individual or organization engaged in activities promoting the athletics interests of the institution.

Who are we governed by?

01

NFHS: National Federation of State High School Associations

02

WIAA: Wisconsin Interscholastic Athletic Association

Who does compliance apply to?

01 Coaches

02 Student-athletes

03 School Administrators

04 Booster Clubs

COACHES COMPLIANCE

COACHES COMPLIANCE:

- Teacher or CNLT
- WIAA Exam & Rules test
- Coaches Handbook Acknowledgement, SafeSchools , etc.
- Coaching Contact
- First Aid, CPR, and AED certification
- Enforcement of the Code of Conduct

CNLT

CNLT (Coaches Not Licensed to Teach)

Coaches that are not licensed to teach are required to take a coaching fundamentals course as well as a sports first aid course before they may coach their second year at a WIAA member senior high school.

- Fundamentals of Coaching
- First Aid, Health and Safety for Coaches.

The following individuals do not have to take an approved course:

- A student teacher while student teaching.
- An individual with an administrator or counselor license.
- Guest lecturers (one time appearance).

The following conditions do not exempt a person from the requirement:

* Holding a license to teach that has expired.
* Being a volunteer.
* Being unpaid.
* Being an occasional, but regularly scheduled lecturer or demonstrator.
* Having been a student teacher, but is no longer officially in that capacity.
* Being a nonvarsity coach.
* Being an assistant coach.

ENFORCEMENT OF CODE

Head Coaches Responsibility

- Promote an atmosphere of compliance within his/her program and monitor the activities of those who reported directly to him

GENERAL RULES

- Coaches shall enforce the "Co-curricular Code of Conduct".
- Coaches shall follow procedures established for student-athlete eligibility (medical, insurance, parent permission, etc.) before permitting an athlete to participate.
- Coaches should inspect all facilities and equipment utilized in their sport on a regular basis to be certain it is in a safe condition for use. Facility areas or equipment should be reported to the AD and its use terminated immediately. Athletes should be encouraged to be alert for and report unsafe conditions to the coach.

COACHING CONTACT

Unrestricted School Coaching Contact

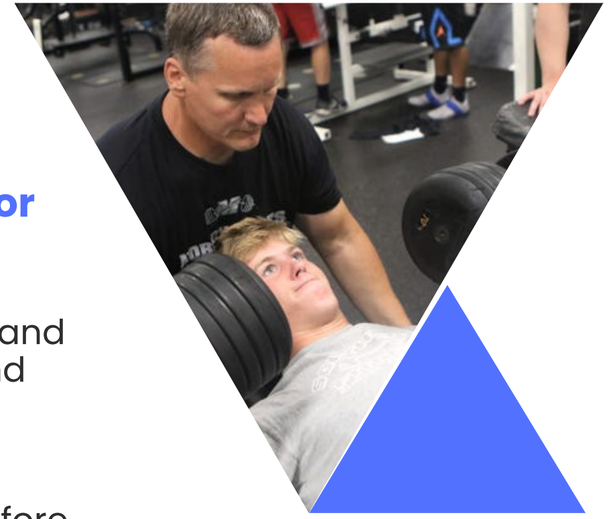
- All sports
- When: Last day of school to July 31st in the summertime
  - Except: 11-player football = July 25th
- Duration: 5 days
- School Equipment, facilities, and transportation: May be used
- Participation: Open to any and all interested. May not be mandated.

Unlimited Non-School Coaching Contact

- All sports except football
- When: Last day of school to the first day of school in summertime
- Duration: unlimited during the time period
- School Equipment: must follow school policy
- School Facilities: May be rented by the nonschool organizations following school policy
- Participation: Open to any and all interested. May not be mandated.

Examples: AAU baseball, hockey associations, club volleyball, booster clubs, etc.

14 LEGAL DUTIES



Duty to Plan (AD's):

- Have a yearly plan, keep it, and follow it

Prevent or reduce injury and loss by developing responsive strategies in:

- Coaching competence
- Medical screening
- Appropriate activities that consider age, maturity, and environmental conditions Injury response
- Warnings to athletes and their families
- Child advocacy in cases of alcohol and other drug abuse or family neglect or abuse

Duty to Supervise:

A coach must be:
• Physically present
• Provide competent instruction
• Structure practices that are appropriate for the age and maturity of players
• Prevent foreseeable injuries and respond to injury or trauma in an approved manner

Duty to Assess an Athlete's Readiness for Practice & Competition:

- Coaches are required to assess the health and physical or maturational readiness skills and physical condition of athletes

- Athletes must be medically screened in accordance with applicable regulations before
- participating in tryouts, practice, or competition

- Injured athletes who require the services of a physician may not return to practice or competition without written permission of the physician

Other Legal Duties:

- Duty to maintain safe playing conditions
- Duty to provide proper equipment
- Duty to instruct properly
- Duty to match athletes during practice
- Duty to condition properly
- Duty to warn
- Duty to ensure athletes are covered by injury insurance
- Duty to provide emergency care
- Duty to develop/follow EAP
- Duty to provide proper transportation
- Duty to select, train, and supervise coaches

TRACKING COMPLIANCE

COACH/VOLUNTEER/CNLT LIST

22-23 School Year

SPORT	NAME	START DATE	FIRST YEAR	TEACHER	5 YEAR	CNLT	VOLUNTEER APPROVED	END DATE VOLUNTEER APP	WIAA EXAM	WIAA VIDEO	SAFE SCHOOLS
GIRLS SWIM											
Head Varsity		2014-15	NO	NO		6/19/2014			X	X	X
Ass't Varsity		2016-17	NO	NO		8/14/17			X	X	X
JV		2022-23	YES	YES					X	X	X
Ass't Varsity/JV - Dive		2021-2022	Yes	NO		8/9/21			X	X	X
VOLUNTEERS											

STUDENT-ATHLETE COMPLIANCE

STUDENT-ATHLETE ELIGIBILITY & COMPLIANCE

Student-Athlete eligibility includes:

- Code of Conduct
- Grades
- Transfer Rules
- Registration Forms
- Amateur Status

CODE OF CONDUCT, GRADES & TRANSFER RULES

Code of Conduct:

- **Suspension policy**
  - A suspended student shall not be permitted to take part in practices, games, or activities during the time of his/her school suspension.

- **Attendance policy**
  - A student should be in school for at least one-half of the school day to participate in any co-curricular activity. One-half day means being in school attendance for four class periods.

- **Academic policy**
  - The student-athlete has received no more than one failing grade (including incompletes and/or W/F) in the most recent quarter
  - Any student not meeting the academic standard will be ineligible to compete for a period of 15 scheduled school days and nights. On the 16th day, the student may obtain a reinstatement form that verifies his/her academic eligibility. Eligibility Chart

CODE OF CONDUCT, GRADES & TRANSFER RULES

Transfer Rules:

Transfers with no change of residence of the parent(s) at the beginning of:
9th grade – unrestricted
10th grade – unrestricted
11th grade – non-varsity for calendar year
12th grade – no competition at any level, but may practice.

Transfers with no change of residence of the parent(s) during the school year:
9th grade – non-varsity for the remainder of the year
10th grade – non-varsity for calendar year
11th grade – non-varsity for calendar year
12th grade – no competition at any level, but may practice.

A transfer made necessary by a total and complete change of residence of the parent(s) – unrestricted.

CODE OF CONDUCT, GRADES & TRANSFER RULES

Registration:

A student-athlete whether an adult or not, must have written permission from parents to participate in school athletics, an emergency information form, and he/she must have a physical examination (signed by a licensed physician, physician's assistant, or advanced practice nurse prescriber) every other school year.

Amateur Status:

A student-athlete may not accept, receive or direct to another, reimbursement in any form of salary, cash, or share of game or season proceeds for athletic accomplishments, such as being on a winning team, being selected for the school varsity team, or being a place winner in an individual tournament, e.g.

A student-athlete may receive: a medal, cup, trophy, or plaque from the sponsoring organization regardless of cost; school mementos valued at not more than $200

A student-athlete may not receive compensation or benefit, directly or indirectly, for the use of name, picture, and/or personal appearance, as an athlete because of ability, potential, and/or performance as an athlete

ADMINISTRATOR & SCHOOL COMPLIANCE

THINGS TO MONITOR

01 TITLE IX

02 DATA SUPPORT

TITLE IX

3 Prong Test:

- Substantial Proportionality
- History & continuing practice of program expansion
- Full & effective accommodation of athletic interest & ability

TITLE IX

Ratios of male athletic participation and female athletic participation must be "substantially proportional" to ratios of male enrollment & female enrollment

Equations for % Difference
Duplicated = female enrollment - (All female athletes/total athletes)
Non Duplicated =female enrollment - (female athletes counted once/total athletes non-duplicated)

Prong 1: Substantial Proportionality						
Ratios of male athletic participation and female athletic participation must be "substantially proportional" to ratiors of male enrollment & female enrollment						
DOES NOT COUNT IN PARTICIPATION		Poms	Cheer	Managers		
21-22						
		Total Students	Male Enrollment	Female Enrollment		
		1654	850	804	3-5% Difference (Safety)	
Non Duplicated:	Female Athlete Participation	Male Athlete Participation	Total Athletes Unduplicated	% of Female Athletes	% of Female Enrollment	% Difference
	383	414	785	0.4878980892	0.4860943168	-0.18%
Non Duplicated: With Cheer & Poms						
	Female Athlete Participation	Male Athlete Participation	Total Athletes Unduplicated	% of Female Athletes	% of Female Enrollment	% Difference
	440	414	854	0.5152224824	0.4860943168	2.91%
Duplicated:	Female Athlete Participation	Male Athlete Participation	Total Athletes	% of Female Athletes	% of Female Enrollment	% Difference
	535	635	1144	0.4676573427	0.4860943168	-1.84%
Duplicated:With Cheer & Poms	Female Athlete Participation	Male Athlete Participation	Total Athletes	% of Female Athletes	% of Female Enrollment	% Difference
	600	635	1208	0.4966887417	0.4860943168	-1.06%

TITLE IX

History & continuing practice of program expansion

Prong 2: History & Continuing Practice of Program Expansion				
Year	Sport	Year added or additiond	Highest Participation # in Program	Areas of Improvement
1998-1999	Gymnastics - JV	New team	18	
2001-2002	Gymnastics - JV	Added Assistant Coach	18	
2002-2003	Gymnastics - V	New team	18	
2003-2004	Golf - JV	New team	26	
2005-2006	Tennis - Girls	Added Assistant Coach	89	
2007-2008	Girls Swim	Added Assistant Coach	61	
2007-2008	Golf - V	New Team & Added Assistant Coach	26	
2010-2012	Softball	Softball Field Improvements	57	
2012-2013	Volleyball - Freshman	New Team & Added Assistant Coach	54	
2012-2013	Softball - Freshman	New Team & Added Assistant Coach	57	
2013-2014	Tennis - Freshman	New Team & Added Assistant Coach	89	
2014-2015	STUNT	Developing new sport		
2014-2015	Girls Cross Country	Added Assistant Coach	54	
2017-2018	Girls Cross Country	Added Visual Support Staff Member	54	
2018-2019	Ice Hockey -Womens	New team	4	Recruitment, Co-op
2018-2019	Girls Track	Added Assistant Coach -Hurdles & Pole Vault	108	
2018-2019	Basketball - V	Added Varsity Assistant	43	
2019-2020	Soccer	Added Assistant - Varsity		
2020-2021	Girls Golf	Added Assistant		
2020-2021	Lacrosse - Womens	New team	42	
2021-2022	Softball	New Scoreboard		

TITLE IX

Full & effective accommodation of athletic interest & ability

- Offering every team for women for which there is
  - (1) a demonstrated interest in the sport by the school's female enrollment
  - (2) sufficient ability among those interested to field a viable team;
  - (3) an adequate number of competitors in the school's geographic area

TITLE IX

Athletic Benefits & Opportunities

- Booster club giving
- Amount of coaches
- Transportation
- # of contests

SPORTS	14-15	15-16	16-17	17-18	18-19	19-20	20-21	21-22
Baseball	47	50	53	51	54	0	55	54
Basketball-Men	37	37	38	37	38	43	42	41
Basketball-Women	42	36	36	34	27	40	35	40
Cross Country-Men	39	39	37	45	45	52	41	39
Cross Country-Women	49	47	47	49	48	51	54	50
Football	132	146	148	165	154	163	198	168
Golf-Men	19	18	24	19	22	0	27	25
Golf-Women	11	13	14	19	20	23	26	30
Gymnastics	9	13	7	9	10	10	7	8
Ice Hockey - Men								11
Ice Hockey - Women					1	4	2	2
Lacrosse - Women							42	48
Ski-Men	12	12	11	6	5	9	11	14
Ski-Women	8	9	7	6	10	11	8	9
Soccer-Men	55	58	47	40	51	49	47	51
Soccer-Women	40	49	42	57	49	0	42	52
Softball	50	45	40	42	46	0	57	53
Swim-Men	32	26	28	19	27	27	42	30
Swim-Women	54	59	59	54	61	59	55	50
Tennis-Men	35	28	30	28	29	0	16	24
Tennis-Women	60	67	70	64	60	65	60	52
Track-Men	97	88	98	109	98	0	97	105
Track-Women	88	77	69	87	108	0	76	97
Volleyball-Men	40	41	38	40	39	37	31	32
Volleyball-Women	52	54	50	41	35	36	32	41
Wrestling - Boys	27	44	45	39	36	44	46	40
Wrestling - Girls								8
Total Men	572	587	597	598	598	424	653	634
Total Women	463	469	441	462	474	295	496	532

DATA SUPPORT

- Develops correlations between academics & co-curricular
- Support program growth
- Data speaks for itself

DATA

2021-22 SCHOOL YEAR

	ACTIVITIES	ATHLETICS	MUSIC
OFFERED	25	28	5
# OF UNQIUE STUDENTS PARTICIPATED	881	857	269
# OF TOTAL STUDENTS PARTICIPATED	1692	1245	342

Total Unique Students IN Co-Curricular/Athletics	1,171
Total Students IN Co-Curricular/Athletics	3,279

	9th	10th	11th	12th
Total Students	407	407	430	403
Percentage IN Co-Curricular/Athletics	75%	73%	68%	67%
AVERAGE GPA of Students IN Co-Curricular/Athletics	3.13	3.11	3.19	3.36
AVERAGE ACT of Students IN Co-Curricular/Athletics	No scores	No scores	23.55	24.4
Total Students NOT in Co-Curricular/Athletics	96	110	138	148
Percentage NOT in Co-Curricular/Athletics	25%	27%	32%	33%
AVERAGE GPA of Students NOT in Co-Curricular/Athletics	2.37	2.18	2.29	2.48
AVERAGE ACT of Students NOT in Co-Curricular/Athletics	No scores	No scores	19.3	19.09

	9th	9th	10th	10th	11th	11th	12th	12th
2021-2022 School Year	AVG GPA	AVG ACT	AVG GPA	AVG ACT	AVG GPA	AVG ACT	AVG GPA	AVG ACT
0 club/sport	2.37	No scores	2.18	No scores	2.29	19.3	2.48	19.09
1 club/sport	2.89	No scores	2.58	No scores	2.78	21.58	2.96	21.54
2 or more club sport	3.22	No scores	3.29	No scores	3.32	24.24	3.48	25.24

REVIEW TIME

Scenarios – Review

Your head football coach schedules a mandatory contact day on July 7th as one of his 5 unrestricted contact days, is this compliant?

ANSWER

No, participation needs to be voluntary, there shall be no restrictions

Scenarios – Review

The soccer booster club pays for boy's soccer jerseys but not the girl's soccer team creating an overall imbalance of benefits between the programs. Is this compliant even though the booster club paid?

ANSWER

No, if the uniforms create an overall imbalance of benefits between the men’s and women’s programs, then the school must provide funds to correct the imbalance.

Scenarios – Review

As a volunteer coach, I do not need to complete the CNLT requirements

ANSWER

False. Being a volunteer coach does not except them from completing the requirements.

Scenarios – Review

Can a boy's high school soccer coach now coach club competitive teams during the summer that can include players from the high school team they coach in the fall?

ANSWER

True. Fall soccer coaches may have non-school (club) coaching contact during the summertime

Scenarios – Review

A wrestler's 15-day ineligibility ends today because it is the 15th day. He is not eligible for regionals tomorrow because it is not a scheduled school day correct?

ANSWER

Yes, he becomes eligible on the 16th scheduled school day: Monday.

Scenarios – Review

I received an EVTS (Eligibility of Transfer Student) form, the family has a complete change of address. Would this student-athlete be unrestricted?

ANSWER

Yes, Student-athletes we have a total and complete change of residence of parents is unrestricted

Scenarios – Review

My student is ineligible due to grades and has now received a code violation, can they serve it all at once?

ANSWER

Depends on the school's code of conduct. Ex. Students must be academically and medically eligible to participate before a suspension may be served.

Scenarios – Review

A student-athlete receives a cash prize for winning a tournament, is this compliant?

ANSWER

No, Student-athletes are not permitted under their amateur status to accept, receive, and/or direct to another, reimbursement or award in any form of salary, cash, or share of game or season proceeds for achievement in athletics.

QUESTIONS