

## **PROGRAM MISSION STATEMENT**

The Mission of the Bruce Randolph High School Boys Basketball Program is to foster a program that excels on the court, achieves in the classroom, and positively impacts our school and community. Student athletes involved in our program will remember they are exactly that, student athletes. We will succeed on the court as well as the classroom. At Bruce Randolph, we will produce positive basketball instruction, embrace competition, and learn lifelong skills that will help our student athletes beyond the basketball court.

## **PROGRAM VISION STATEMENT**

The Vision of the Bruce Randolph Boys Basketball Program is to compete at the highest level possible, model excellence, energy, and the execution of fundamentally sound basketball with passion and enthusiasm.

## **TEAM VALUE STATEMENTS**

The Value Statements represent the team's core priorities and most important characteristics of success. These values will mirror those of the Bruce Randolph School's core values.

*Brilliance      Respect      Unity      Character      Effort*

These are universal core values and can be applied to all aspects of basketball as well as life. These are values that the program will live by and referred to daily, on and off the court.

**Brilliance-** We will promote basketball players who are not only gifted athletes, but who are intelligent basketball players and understand the game of basketball. Not only will we encourage basketball intelligence, but academics will be our players number one priority. All our student athletes will be students first and then athletes.

**Respect-** Students will respect their parents, peers, teachers, coaches, school, community and the game of basketball.

**Unity-** Be selfless. We will promote team goals over personal goals. You are only as good as the team around you. Everyone on our team has value, from the starters to the reserves. We will be a family on and off the court.

**Character-** What do you do when your coaches, teachers, or parents are not looking? We will be positive contributing members of our school and community.

**Effort-** We will give 100% every time we step on the court, as well as every time we walk in a classroom. We will play hard and compete in everything we do.

## **PROGRAM MOTTO**

“We are B.R.U.C.E!”

## **PROGRAM GOALS**

Improve the fundamental basketball skills of each young person in our program while developing their character and integrity.

Build a dynamic basketball program that generates pride and tradition throughout the Bruce Randolph community and other areas of the surrounding community.

Develop a strong work ethic among student-athletes to be committed to personal excellence and team success.

Prepare our players to become leaders on their teams, in their schools, and among their community by emphasizing and building important character traits.

Provide an intense and enthusiastic environment where commitment, determination, and preparation create opportunities for success.

Offer an inclusive program that continually provides playing and training opportunities for all Grizzly players.

## **PHILOSOPHY OF BASKETBALL**

The game of basketball takes on many different styles of play. Whether it is slow and controlled or fast and aggressive or anything in between, each coach's style is unique. To allow for a coach's uniqueness to develop and grow, a coach should keep in mind what his/her priorities are. Is the coach going to focus on defense, rebounding, up-tempo, teamwork or a collection of all of these? Whatever style is chosen, a coach must believe in his/her “system” and instill that belief into the players.

Here again, much like my other philosophies, my philosophy of basketball is an on-going journey that will continue to be edited, critiqued and adapted to fit the betterment of my team. However, there are core values, which each coach holds dear to his heart and from which he will not waiver. I am no different, when it comes to the core values in which I believe. I firmly believe that basketball is an up-tempo, team-first, fun sport that requires hard work and knowledge of the fundamentals. These fundamentals are reflected in how I coach and in what I teach my players.

First, let me explain the core value of teaching and coaching an up-tempo style of play. Basketball is full of transitions. Whether it is from offense to defense or vice versa, the game demands that you transition quickly! When a team of mine gets a rebound, I expect them to push the basketball up the court as quickly as possible. With players running the lanes

appropriately, scoring in transition is always the focus. The term “early offense” is stressed and reflects the emphasis on scoring in transition. This is a highly effective strategy because defenses don’t get the chance to set-up properly. On the flip side, getting back in defensive transition is also a must. Sprinting back on defense is not a choice, it is expected. Getting back before the offense has a chance to attack is crucial to slowing the other team down. In transition defense, I teach our players to pick up the ball early, protect the paint and force the offense to make at least two non-threatening passes. If this is accomplished on a routine basis, transition defense sets the groundwork for great half-court defense. As you can see, transitions are vital in the game of basketball. I expect our players to run hard and be in shape in order to be successful in this part of the game.

There are many clichés out there about being a part of a team. Such as, there is no “I” in team; it’s “we” before “me” and as the late John Wooden stated “be more concerned with what you can do for others than what others can do for you.” All of these are great, but the acronym that I use is simply the word TEAM, which stands for Together Everyone will Achieve More. This great game of basketball demands that you put the best interest of your teammate before yourself. When this is taught, practiced and repeated, not only will you have great teammates, but also the chemistry as a unit will be “off the charts”. This lasting principle will have an impact on our player’s lives--when they are a part of our program and after they leave it.

It would be naïve for a coach to ignore the fundamentals of basketball. Such fundamentals include, but are not limited to: ball handling, passing, shooting, footwork and moving without the ball. These skills need to be taught, reinforced and players need to be held accountable for them. Personally, I take time every practice to focus on these fundamentals so my players understand that I value these traits in them. Having solid skills to build on allows a coach to “open up” a player’s potential and encourage them to reach higher. A coach has a responsibility to make his/her players’ better and skill building is one of the major areas that need to be covered.

Finally, the core values of hard work and fun must be part of the equation. I expect every player of mine to work as hard as they can to maximize their potential. I want the mindset of my players to be that of “leave nothing on the court” and to “give everything they have”. I want a 100% everyday, from every player. Some coaches want a 110%, but last time I checked 110% is not possible. This is a simple standard that I hold myself and will hold my players to. This is a daily goal of mine as I feel it’s important to set the standard by giving 100% energy, effort and execution regarding all facets of the game. With everything that has been stated to this point, one must keep in mind that this game is meant to be FUN. Most players play this game because they simply enjoy it. It is fun. A coach who takes the fun out of the game is someone that I do not want to be associated with. The lasting impression you have on a player is whether or not they enjoyed playing for you and had a great experience.

It is my hope that each player has the experience of being pushed, encouraged, supported, and taught while “playing”. May I never forget that this game of basketball can be a training ground

for instilling lifelong principles. When a player leaves my program, I want them to return to Bruce Randolph and say they were satisfied and better prepared for life ahead.

## **GOAL SETTING**

Goal setting is a powerful process for thinking about your ideal future, and for motivating yourself to turn this vision of the future into reality. The process of setting goals helps you choose where you want to go in life. By knowing precisely what you want to achieve, you know where you have to concentrate your efforts. You'll also quickly spot the distractions that would otherwise lure you from your course. More than this, properly set goals can be incredibly motivating, and as you get into the habit of setting and achieving goals, you'll find that your self-confidence builds fast.

Goal setting techniques are used by top-level athletes, successful business people and achievers in all fields. They give you long-term vision and short-term motivation. They focus your acquisition of knowledge and help you to organize your time and your resources so that you can make the very most of your life. By setting sharp, clearly defined goals, you can measure and take pride in the achievement of those goals. You can see forward progress in what might previously have seemed a long pointless grind. By setting goals, you will also raise your self-confidence, as you recognize your ability and competence in achieving the goals that you have set.

A goal setting program that can be used with any program can be broken into three main categories: process, performance and personal. For each of these three categories it is good to break the goals into two sub-categories entitled: Basketball and Life. For each section players are to give a basketball goal and a life goal as it pertains to short-term and long-term. Below are goals setting tips we will use with our players:

Make goals meaningful. Goal setting for the sake of goal setting almost always ends in disappointment. Goal setting is simply a tool to use in achieving a favorable outcome -- what some people call a "Dream."

Use positive language and the present tense when setting a goal. It is better to say "I weigh a healthy, trim and fit 185 pounds" than "I want to lose 20 pounds."

Always put your goals in writing. Every expert agrees that setting a goal without putting it in writing drastically reduces your chances of success.

Goal setting should take place in every area of your life, including Health, Relationships, Spiritual, Emotional and Mentally.

Setting Life Goals will add dimension, excitement and texture to your life.

Failure doesn't always mean that you did something wrong in your goal setting or implementation. It may just mean that the time you allotted for success wasn't adequate. A thorough review process should be undertaken before setting the goal again.

**Process Goals:** these goals are designed to be a work in progress. In other words, this is a goal that players should be working on all throughout the season and in their lives. It is a goal that may not have an end in sight, but it has direction towards something greater. For example, being able to dribble the ball equally with both hands. This is a goal that will take some time, but it is important to the overall development of the player.

**Performance Goals:** these goals are designed to work on something particular within a basketball game or in life. Examples could include: taking a charge in a game, forcing my player to the baseline, encouraging my teammates throughout the game, high five someone after a great pass and so on.

**Personal Goals:** this is where the player gets to put expectations on themselves, something to strive for and live up to. Examples could include: averaging 10 ppg and 6 rbg, while Life Goals could focus on maintaining a 3.0 GPA.

### **Commitment and Beliefs**

Along with our motto "Be B.R.U.C.E", you will continually hear two words during our meetings, practices, and games, Commitment and Believe. Players, coaches and parents need to be committed to the program and believe in the program for it to be successful.

Players are expected to Be Committed to...

**BE COMMITTED TO YOUR ACADEMICS** - Go to class every day. Be on time. Do your homework. Show effort.

**BE COMMITTED TO HAVING CLASS** - Treat teachers, trainers, support staff and all the people you meet with respect. Treat others people the way you want to be treated. Remember to smile, to say please, thank you and give people the benefit of the doubt.

**BE COMMITTED TO DO THE RIGHT THING** –Follow all school rules. Use common sense. Realize if you try to the right thing you will be OK.

**BE COMMITTED TO THE PROGRAM** - Our program provides many opportunities yet brings many responsibilities. We must be committed to build the tradition of our program.

**BE COMMITTED TO HARD WORK** - Our program is built on the concept that hard work pays off. We believe that we work harder than anyone else and because of that we always deserve to win. There is a reason we are the best we work hard at it.

**BE COMMITTED TO BECOMING A SMART PLAYER** - We must develop players who understand the game. Our players must be good listeners and learn by watching. We must make good decisions; we must play with poise. We prepare mentally for practice and games.

**BE COMMITTED TO OUR TEAM ATTITUDE CONCEPT** - We must have players who believe in our team concept. Our program is built on the concept that the team program is bigger than any one player. We need unselfish players.

**COMMIT YOURSELF TO A WINNING ATTITUDE** - Our players must be committed to winning but understand we don't measure our success by winning alone. Each time we play we evaluate ourselves on reaching our potential.

Along with being committed players must Believe in...

**BELIEVE IN OUR SYSTEM** - Commit yourself to our philosophy, to our system of play. Learn your role. Then accept yours and do it the best you can.

**BELIEVE IN YOURSELF** - Play with confidence, think positive and realize that you are a great player. Don't get down when you play poorly, be a leader and lead by example.

**BELIEVE IN YOUR TEAMMATES** - Communicate with your teammates. Encourage each other and support each other. Understand that we are everyone is different and we need be tolerant of teammates and others.

**BELIEVE IN YOUR COACHES** - Know that your coaches are trying to make you better people and players. Ask questions if you don't understand something. Don't whine and complain, be coachable. You must believe that the coaches are doing what they think is right for the team and you.

## **Expectations Conduct**

We must understand basketball is a sport where you are a display for all fans, parents and teachers to see. Your identity is not covered with a helmet or mask. People know who you are. The way we play and conduct ourselves will be on display a lot. Understanding what it means to be a competitor, a good sport can be difficult. May we embrace this difficult challenge together by adhering to our B.R.U.C.E values.

- We intend to promote an environment in which champions can develop and flourish. We recognize the importance of working together.
- We take responsibility for all our actions, their consequences, and our own physical and mental preparation. Excuses are seen by all as a failure to take responsibility.
- Despite our aspirations, none of us are perfect. Therefore, it is necessary for us to forgive each other and ourselves again and again and again.
- We keep lines of communication open and attempt to be straight with each other by speaking clearly and directly. One way we do this is by listening carefully to everyone.
- Anything worth doing is worth having fun doing it. It is our intention to get as much enjoyment as we can from the team, practices, games, and other team activities.

### **Life Priority**

There are a variety of things that compete for our attention in this world. It is our hope that as a member of the Bruce Randolph Boys Basketball Program you will understand the priority of things in your life. As the staff of the Boys Basketball Program we would like to encourage the following priorities:

1. Family
2. Academics/School
3. Sports

### **Practices**

Every day we practice must be seen as an opportunity to learn, grow and challenge one another. As a player you must be mentally focused, energetic and be ready to be challenged from the coaching staff. Each practice is thought out and prepared to make the team better. We expect every player to be on time and ready to go when it's time to hit the court. Be early and dressed ready to go! Making good habits goes a long way towards the overall success of the team.

### **Holidays & Breaks**

On holiday breaks, players are expected to practice periodically on their own initiative. In addition to player-scheduled practices, the coaching staff will schedule practices periodically during breaks and all players are expected to be present! Players needing to be gone for the holiday or family vacations must be approved at the discretion of the head coach!

### **Snow Days**

Snow does NOT mean practice is canceled! Practice or games may be canceled if school is closed but the head coach is only one who cancels practice. If you have not heard directly from a coach, either through a phone call, text or email, we will still have practice.

## **Game Day**

In order to be eligible to play in a game, all **High School** athletes must attend 5 full periods during the school day. Players will decide the attire of the day. Everyone is expected to follow the decision set by the team. This is a small thing, but this is another great way to show team chemistry and unity. Most of our games will be played later in the evening. Also, there is usually a lower level game before us, which will allow us to begin mentally preparing for our game. At halftime of the game before us (usually Junior Varsity), players should report to the locker room to change, get taped and continue to mentally prepare for the game. The coaching staff will enter at the beginning of the 4th quarter and pass along final instructions. Players should be focused on the game at hand and ready to execute the game plan.

## **TRAVELING RULES**

We expect our players on all our teams to conduct themselves in manner that projects an outstanding image of themselves, our program, and our school. This happens most when we are on the road. We do not anticipate discipline problems when we travel.

Often lower level players request the opportunity to go home with their parents after their game. We encourage everyone to stay and be fans for the varsity game. This helps build team unity, no matter what grade. We are all on the same team. If there is an emergency you will need notify your coach of the situation and he will sign off that you can leave with your parent or guardian. If you ride the bus you are coming home on the bus with the team.

## **Penalties**

It is important to understand that practices and games are very important opportunities to the overall development of the individual and the team. Furthermore, missing these opportunities can hurt the overall success of a player and the team. This includes family vacations. However, each player can miss one practice excused or unexcused. The player must notify the coaching staff if they will be gone. The following penalties will be enforced in regards to playing time. The coaching staff will determine what is unexcused and what is excused. Each situation will be dealt with on an individual basis and penalties will be enforced at the coach's discretion.

### **Unexcused Missed Practices:**

- 1 = will not start and playing time will be at the coach's' discretion
- 2 = miss a complete game
- 3 = conference

### **Excused Missed Practices:**



- 1 = will not start and playing time will be at the coach's discretion
- 2 = miss a complete game
- 3 = conference

**Missed Games:**

- 1 = miss one complete game
- 2 = miss two complete games
- 3 = conference

If a player is injured or sick for a long period of time, the coaching staff has the right to make the appropriate decision on playing time. Also, any family issues (death, wedding, special engagements) will not be held against the player.

**Playing Time**

We understand that you want your son to play and the coaching staff respects that. However, the coaching staff's decisions will be based on the following things but not limited to:

- How they are practicing on a daily basis.
- Is the player making any improvements in their overall individual game?
- Contribution in games.

Please understand that we as a coaching staff are doing the best that we can to make the team and the program better. It is the responsibility of the player first, to talk to the coach about playing time, NOT the parents. Here again, this is a minor thing that can disrupt the overall success of the team. We have a policy as a program that you please wait 24 hours before you talk to a coach about an issue you may have.

Bruce Randolph Basketball Players' "guaranteed playing time" stops when they commit to play high school athletics. For the high school teams, winning takes on more importance, and playing time is not guaranteed for these levels. Players that make these teams are expected to understand this. Coaches are expected to communicate each player's perceived role on the team at the beginning of the season. A player may not leave a practice or game early, other than those approved by the coach. If a player chooses to leave a game early for a reason not approved by a coach, the player's playing time will be at the discretion of the coach.

**Parent / Coach Relationship**

Both parenting and coaching are very difficult. By establishing an understanding between coaches and parents, both are better able to accept the actions of the others and provide a more positive experience for everyone. Parents have the right to know, and understand, the

expectations placed on them and their child. We do ask that you wait 24 hours after a game before meeting the coach.

***Communication parents should expect from their child's coach:***

Expectations the coach has for your child, as well as for other players on the team

Locations and times of practices and contests

Team requirements (i.e., school and team rules, off-season expectations, etc.)

***Communication coaches expect from parents:***

Concerns regarding their son, expressed directly to the coach, at the appropriate time

Specific concerns in regard to the coach's philosophy and/or expectations

Notification of any schedule conflicts well in advance

***Appropriate concerns to discuss with a coach:***

The mental and physical treatment of your child

What your son needs to do to improve

Concerns about your son's behavior

***Issues NOT appropriate for discussion with your son's coach:***

How much playing time each athlete is getting

Team strategy

Play calling

Any situation that deals with other student athletes

It can be very difficult to accept that your son is not playing as much as you and he had hoped. Coaches make decisions based on what they believe are in the best interest of all student athletes participating.

Our coaching staff is always willing to sit-down and discuss any concerns you may have with our program. All meetings will involve two coaches present in conjunction with the parent(s). Feel free to contact us to set-up a meeting on a non-game day. Should you feel the concern is not appropriately addressed after the meeting, you should call the Athletic Director to setup a meeting between the athletic director, coach(es), and parent(s). We ask that you follow the communication hierarchy. We feel that this process will best help us maintain a positive attitude amongst the players.

- Player talks with coach
- Parent talks with player
- Parent talks with player's coach
- Parent talks with head coach
- Parent talks with activities director

**ROSTER CUTS**

If the number of players who come out exceeds the number that the coaches feel they can't give their fullest attention to, cuts will be made. It is the intention of this program to keep the players that exhibit both the desire and ability to help at some level of the program.

Cutting is a difficult process, but at times it is necessary. It is the hope of our program that all players enter into practice knowing what possibilities lay in front of them, and accepts the coach's decisions. Each player will go through an evaluation process and the coaching staff will determine the schedule of cuts.

### **Anti-Hazing Policy**

Hazing is prohibited at Bruce Randolph High School and will not be tolerated on our basketball team. We are all equals on this team. Hazing is a practice which diminishes the integrity of individuals and their teams, activities, and organizations. Hazing occurs when an action is taken against a person for the purpose of initiation or admission into that organization or team where the action either results in humiliating, intimidating, demeaning, or endangering the physical/mental health of the person. Any player found in violation of this policy will either be suspended or removed from the basketball team.

### **Social Media**

Athletes who have Facebook, Twitter, or any other form of social media will be disciplined accordingly for inappropriate pictures, comments or videos that are posted on their site or that of others. Athletes that post what they think are "private" photographs or comments that become public will be held accountable. A significant number of athletes are captured in very embarrassing photographs that have proven to be a huge embarrassment to the athletes/students/ families. Players are cautioned that NO ONE in our program put anything on social media that would embarrass themselves, their family or the school. Remember - once it goes on a website it can be distributed throughout the public. Also realize that whatever comments you make on that site - are also in the public domain. So what may seem cool to write to a friend --- may be very embarrassing if it goes to the general public.

Social Media can be a great tool to promote and support a program, but needs be used in an appropriate manner.

### **Lower Level/Assistant Coaches**

Lower Level/Assistant Coaches play a huge role in our program. They are the ones who are developing the athlete in the game of basketball and instilling in them a work ethic to achieve more. Each coach is responsible to do their very best in coaching their team and assisting the entire program in general. It is important to stay up to date with current strategies, attend clinics

to further your knowledge and be accountable to making yourself the best coach possible. Below are some points on how you can help the program:

You have to bring energy/enthusiasm

Get players off the fence, work hard

Add value

Enforce the culture, confront the players who are not following the core values

Positive body language

Be ready to speak when the coach needs you

It's not your program, but your input is valuable

Emotion vs. Evaluation

Give solutions to problems you see

Read your head coach

Furthermore, lower level coaches should look for ways to assist the program to help strengthen and solidify the overall development of all parties involved. The lower level coaches should make it a priority to sit on the bench during the varsity games. This is a great way to provide another pair of eyes, ears and ideas to the head coach during the game.

### **Community Involvement**

As we adhere to the mission statement of Bruce Randolph School, which states "The mission of Bruce Randolph School is to graduate 100% of seniors prepared to succeed without remediation in a four year college or university", it is the goal of the Boys Basketball Program to make a difference in Bruce Randolph community and the greater community at large. There are many ways to this, which can include community service projects, mentoring younger players and putting others before ourselves. Student athletes are held to a higher standard and we must do everything we can to live up to that high standard. As a team we will participate in one to two community service projects a year.

### **Bruce Randolph Boys Basketball**

#### **Player & Parent Contract**

We, \_\_\_\_\_ the parent/guardian (s) of \_\_\_\_\_ have read the contents of this handbook with our student. We clearly understand as a parent

and participant the expectations and policies that will contribute to the success of our son and the team. We acknowledge that the expectations and policies that will govern the 2014-2015 boys basketball program are fair and consistent. As a caring member of the Bruce Randolph Boys Basketball Program, we agree to uphold these expectations to the best of our abilities. We also accept our role and responsibilities to ensure that our student becomes a positive and valued member of the team.

Parent/Guardian      Signature: \_\_\_\_\_      Date:  
\_\_\_\_\_

Participant      Signature: \_\_\_\_\_      Date:  
\_\_\_\_\_

Head      Coach      Signature: \_\_\_\_\_      Date:  
\_\_\_\_\_

***A copy of this contract will be placed in a file maintained by the coach for each athlete during the season.***