



SALEM ACADEMY ATHLETIC HANDBOOK



**FOOTBALL, VOLLEYBALL, SOCCER, CROSS COUNTRY,
CHEER, BASKETBALL, SWIMMING, GOLF, BASEBALL,
SOFTBALL, AND TRACK & FIELD**

Salem Academy Christian School
Athletic Handbook – Revised 2026

Participation in athletics is a privilege that carries with it honor, responsibility, commitment, and sacrifice. Because participation is a privilege, student-athletes are expected to follow the policies established by the Salem Academy Athletic Department, as well as the specific expectations set by their coaches. As representatives of Christ, their team, and the Salem Academy community, student-athletes are expected to demonstrate integrity, respect, humility, and Christ-like character in their words, actions, and attitudes both on and off the field of play.

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Mission Statement

The mission of Salem Academy Athletics is to develop the skills, strengthen the character, and cultivate the teamwork necessary for student-athletes to compete with excellence while honoring Christ in all they do.

We believe athletics is a powerful tool for developing young men and women both on and off the field of play. Through competition, student-athletes will have the opportunity to grow spiritually, mentally, physically, and relationally while demonstrating Christ, character, and class in every practice, competition, and interaction.

Vision Statement of Salem Academy Athletics

Like every program at Salem Academy, the athletic program exists to glorify God. While we strive to compete for championships and pursue excellence in every sport, our ultimate measure of success is not found in wins and losses, but in the Christ-like character, integrity, and commitment demonstrated throughout the pursuit of victory.

Athletic Philosophy of Salem Academy Athletics

We believe coaching and athletic leadership are, first and foremost, a ministry. Every coach within the Salem Academy athletic program is called to partner with God in developing the whole student-athlete, spiritually, mentally, emotionally, and physically. Coaches are committed to helping student-athletes pursue team success while also encouraging personal growth, spiritual development, and lifelong habits that extend far beyond athletic competition.

Head coaches and their assistants serve as intentional mentors, modeling Christian leadership and partnering with families to help each student-athlete grow in faith, character, and excellence through the unique opportunities athletics provides

Coaching Philosophy of Salem Academy Athletics

Qualified, Christ-centered coaches are essential to the success of Salem Academy Athletics. As leaders and mentors, coaches play a vital role in helping student-athletes fulfill the mission and philosophy of the athletic department. They are expected to develop each student-athlete by improving athletic skills, fostering teamwork, building confidence, and demonstrating how a life devoted to Christ is reflected in competition, practice, the classroom, and everyday life.

Coaches are partners with families and the school in the spiritual, academic, and athletic development of each student-athlete. While they contribute to the overall educational experience, their primary responsibility is to lead and develop their respective teams. Salem Academy coaches are committed followers of Christ who model biblical leadership, teach the technical and strategic aspects of their sport, and cultivate a culture of accountability, discipline, and excellence.

In keeping with the philosophy of Salem Academy Athletics, coaches are expected to pursue competitive excellence while remembering that true success is measured not only by victories on the scoreboard, but by the character, integrity, and growth demonstrated by their teams throughout the season

Role of Athletic Director

The Athletic Director (AD) serves as the leader of the Salem Academy Athletic Department, providing vision, leadership, and oversight for all athletic programs. The AD is responsible for establishing and advancing the department's mission while overseeing the daily operations that support a successful, Christ-centered athletic experience.

Responsibilities include scheduling practices and competitions, monitoring the academic eligibility and progress of student-athletes, managing the athletic budget, providing and maintaining athletic equipment and facilities, supervising athletic events, hiring, developing, evaluating, and retaining coaching staff, promoting Salem Academy Athletics within the community, supporting the Salem Academy Crusader Club, and Crusader Youth Sports, communicating effectively with students, parents, alumni, and supporters, and serving as a liaison between the athletic department and the broader community to advance the mission of Salem Academy.

As the leader of the athletic department, the Athletic Director is expected to model the highest standards of Christian character, integrity, professionalism, and servant leadership. Every decision, relationship, and responsibility should reflect the mission and philosophy of Salem Academy and its commitment to glorifying God through athletics.

Role of Head Coach

Qualified, Christ-centered coaches are essential to the success of Salem Academy Athletics. As leaders, mentors, and role models, coaches play a vital role in helping each student-athlete embrace the mission and philosophy of the Salem Academy Athletic Department. Coaches are expected to develop athletic skills, foster teamwork, encourage personal responsibility, and inspire student-athletes to pursue excellence in the classroom, in competition, and throughout life.

While coaches are partners in Salem Academy's Christ-centered educational mission, their primary responsibility is to lead and develop their respective teams. Every coach is expected to be a committed follower of Christ who models biblical leadership and serves as a positive spiritual influence. Coaches must be able to teach the technical and strategic aspects of their sport, communicate effectively, cultivate a positive team culture, and lead student-athletes toward continual growth and competitive excellence.

As outlined in the philosophy of Salem Academy Athletics, every program is expected to pursue excellence and compete with the goal of achieving at the highest level. Coaches are the primary leaders in creating an environment where student-athletes strive for success while demonstrating character, integrity, discipline, humility, and respect.

The following coaching standards serve as the model by which Salem Academy coaches are evaluated. These expectations reflect the spirit of excellence we strive to achieve in every athletic program and provide a framework for developing coaches who lead with competence, character, and a commitment to Christ.

Elementary Athletic Philosophy: Salem Academy believes that introducing children to athletics at an early age provides an opportunity to develop a lifelong love of sports while building character, confidence, teamwork, and healthy habits. The purpose of the elementary athletic program is to foster a passion for each sport, teach sound fundamental skills, and create a positive, Christ-centered environment where young athletes can grow both on and off the field.

Middle School Athletic Philosophy: The purpose of the middle school athletic program is to build upon the passion and fundamental skills developed at the elementary level while helping student-athletes understand their role within a team. During these

formative years, athletes are encouraged to grow spiritually, mentally, physically, and socially as they develop the habits and character necessary for future success.

Middle school athletics emphasizes skill development, teamwork, sportsmanship, personal responsibility, and a commitment to honoring Christ in all aspects of competition. Student-athletes are challenged to pursue excellence by giving their best effort, embracing discipline, and learning to compete with integrity and humility.

While teams strive to compete successfully and pursue victory, the middle school experience is developmental in nature. Every student-athlete will have meaningful opportunities to participate, grow in confidence, and contribute to the success of the team. The primary goal is to prepare students for the increased expectations of high school athletics while fostering a lifelong love of competition and a Christ-centered approach to sports.

Junior Varsity Athletic Philosophy: The purpose of the junior varsity program is to further develop student-athletes by refining individual skills within a competitive team environment while preparing them for varsity-level athletics. At this stage, athletes are expected to deepen their understanding of their sport, embrace increased responsibility, and demonstrate a stronger commitment to personal and team improvement.

Junior varsity athletics seeks to maintain a healthy balance between player development and competitive success. Coaches will make every reasonable effort to provide meaningful playing opportunities for all team members; however, playing time is not expected to be equal and is earned through commitment, preparation, attitude, effort, and performance. As athletes mature, they begin to understand that increased responsibility is accompanied by increased accountability.

Success at the junior varsity level is measured by more than the final score. It is reflected in the effort we give, the discipline we demonstrate, the choices we make, the way we respond to adversity, the sportsmanship we display, and our commitment to honoring Christ in all circumstances. While winning is not the sole measure of success, pursuing victory through preparation, teamwork, and competitive excellence remains an important objective.

The junior varsity program serves as the primary bridge to varsity athletics, preparing student-athletes to compete at a high level while developing the character, leadership, and Christ-centered mindset expected of Salem Academy athletes.

Varsity Athletic Philosophy: The varsity athletic program represents the highest level of competition at Salem Academy. Its purpose is to develop student-athletes who are prepared to compete with excellence by fully integrating their individual talents into a unified team committed to pursuing championships and honoring Christ in all they do.

Varsity teams are expected to compete at the highest level possible, striving for success throughout the regular season and postseason. While every student-athlete is a valued member of the team, playing time at the varsity level is determined solely by the head coach based on factors such as the needs of the team, preparation, effort, attitude, skill development, and competitive performance.

Varsity athletics challenges student-athletes to maximize their God-given abilities through disciplined practice, personal accountability, teamwork, and a commitment to continual improvement. Athletes are expected to display humility, perseverance, resilience, and a teachable spirit in both victory and defeat while serving as ambassadors for Christ, their team, and Salem Academy.

Every Athlete Has Value

Every Salem Academy student-athlete plays an important role in the success of the team. An athlete's value is not determined solely by playing time or statistics, but by their commitment,

attitude, work ethic, encouragement of teammates, and willingness to contribute to the team's mission.

As athletes progress through each level of our program, opportunities for participation and playing time evolve based on the developmental goals of that level. Regardless of role, every student-athlete is expected to pursue excellence, support their teammates, and represent Christ with character and integrity.

Salem Academy Athletics strongly encourages participation in multiple sports. We believe that multi-sport athletes develop into more well-rounded competitors by improving overall athletic ability, reducing the risk of burnout and overuse injuries, building relationships with a broader community of teammates and coaches, and experiencing a variety of leadership and team environments. Most importantly, participating in multiple sports provides additional opportunities for personal growth, character development, and representing Christ through athletics.

Coaches are responsible for communicating team expectations clearly and helping each student-athlete understand and embrace their role. When every athlete fulfills their role with humility, dedication, and a team-first mindset, the entire program is strengthened

Athletic Staff Communication and Guidelines

Clear, timely, and appropriate communication is essential to the success of Salem Academy Athletics. All communication between coaches, student-athletes, and families should reflect the mission and values of Salem Academy and be conducted with professionalism, respect, and integrity.

Team communication will be conducted through **TeamStack** and **email**, which are the official communication platforms for Salem Academy Athletics. Coaches should not use personal text messages or social media platforms as primary methods of communicating with student-athletes.

Coaches should communicate during reasonable hours, generally between **7:00 a.m. and 10:00 p.m.** Exceptions may be made for time-sensitive situations, such as schedule changes, travel updates, emergencies, or checking on the well-being of an injured student-athlete.

Communication should be limited to team-related matters, including practice schedules, game information, travel details, team meetings, and other athletic program updates.

Any communication with a student-athlete regarding non-sport-related matters must include the student's parent or guardian (via email or TeamStack) or another Salem Academy coach or athletic staff member.

Coaches are expected to use sound judgment in all communication. Whenever possible, conversations involving instruction, performance, or other coaching matters should take place in person during practices, games, or scheduled meetings.

At the beginning of each season, coaches should establish clear communication expectations with athletes and parents, including how information will be distributed, expected response times, and appropriate methods for contacting the coaching staff.

All electronic communication should honor the trust placed in Salem Academy coaches and reflect the Christ-centered values of the athletic department.

OSAA Regulations

Salem Academy is a part of the Oregon School Activities Association (OSAA) that interscholastic athletics exist as an extension of the educational experience. The mission of

OSAA member schools is to develop well-rounded students by using athletics to teach character, teamwork, leadership, discipline, and perseverance. High school athletics are intended to complement a student's educational journey rather than serve as preparation for collegiate athletics. While participation at the collegiate level is an opportunity available to a small percentage of student-athletes, the primary purpose of interscholastic athletics is to foster lifelong growth and development.

Sportsmanship - Christ, Character & Class

The goal of Salem Academy Athletics is to glorify God through the ministry of interscholastic athletics. We believe that every practice, competition, and interaction provides an opportunity to represent Jesus Christ with excellence. Whether coach, athlete, parent, or spectator, every member of the Salem Academy community is expected to demonstrate Christ, Character, and Class in both victory and defeat.

In support of the mission of Salem Academy and the sportsmanship standards established by the Oregon School Activities Association (OSAA), the following expectations apply to all athletic events.

Coaches

Coaches set the standard for sportsmanship within their programs. Through their words, actions, and attitudes, coaches are expected to model Christian leadership, self-control, humility, and respect for others. Coaches will:

- Treat officials, opponents, athletes, and spectators with dignity and respect.
- Compete with integrity while honoring both the letter and spirit of the rules.
- Demonstrate composure during competition and model appropriate responses to adversity.
- Shake hands with opposing coaches and officials following each contest as a visible display of respect and appreciation.
- Lead their teams in representing Christ with excellence at all times.

Student-Athletes

Student-athletes are expected to compete with passion, discipline, and integrity while honoring Christ through their conduct. Athletes will:

- Compete to the best of their ability from beginning to end, regardless of the score or circumstances.
- Demonstrate respect toward teammates, opponents, coaches, officials, and spectators.
- Display humility in victory and grace in defeat.
- Refrain from profanity, taunting, abusive language, or any unsportsmanlike behavior.
- Avoid physical or verbal confrontations and allow coaches and officials to address conflicts.
- Recognize that they represent Christ, their family, their team, and Salem Academy whenever they wear the Crusader uniform.

Whenever an athlete from either team is seriously injured during competition, Salem Academy teams are encouraged to gather respectfully, take a knee when appropriate, and pray for the injured athlete as an expression of Christian compassion and support.

Parents and Spectators

Parents and spectators play an important role in creating a positive, Christ-centered environment for all participants. They are expected to:

- Encourage all athletes through positive words and actions.
- Demonstrate respect toward coaches, officials, opponents, and other spectators.

- Avoid criticizing officials, opposing players, or coaches before, during, or after contests.
- Refrain from profanity, abusive language, taunting, or behavior that could provoke conflict.
- Model emotional self-control and sportsmanship regardless of the outcome of the contest.
- Allow coaches to coach, players to play, and officials to officiate.

Parents and spectators should never approach officials before, during halftime, or immediately following a contest for any reason. Any concerns regarding officiating should be directed to the Athletic Director, who will determine the appropriate course of action.

Unsportsmanlike Conduct

Any athlete, coach, parent, or spectator who engages in physical confrontation, abusive behavior, intimidation of officials, or other acts of unsportsmanlike conduct may be subject to disciplinary action. Consequences may include removal from the contest, suspension from future athletic events, dismissal from a team, or restriction from attending Salem Academy athletic events, depending on the severity of the offense.

At Salem Academy, winning is valued, but honoring Christ is paramount. We believe the true measure of success is found not only in how we compete, but in how faithfully we represent Christ through our words, attitudes, and actions.

Code of Conduct

Participation in Salem Academy Athletics is a privilege that provides student-athletes with the opportunity to grow physically, mentally, spiritually, and emotionally. Through athletics, students learn discipline, perseverance, teamwork, leadership, and personal responsibility while striving to honor God through their effort, attitude, and pursuit of excellence.

Because student-athletes represent Jesus Christ, Salem Academy, their families, and their teammates, they are expected to uphold high standards of academic achievement, Christian character, and personal conduct both on and off the field of play. Every student-athlete is expected to demonstrate integrity, respect, humility, self-discipline, and sportsmanship in all aspects of school and athletic participation.

Participation in Salem Academy Athletics is a privilege, not a right. That privilege carries with it the responsibility to comply with the policies outlined in this handbook, the expectations established by the coaching staff, the standards of Salem Academy, and the regulations of the Oregon School Activities Association (OSAA). Failure to meet these expectations may result in disciplinary action, including suspension or removal from athletic participation.

Athletics is a partnership between student-athletes, parents, coaches, and the school. Together, we are committed to creating an environment that reflects the mission of Salem Academy and glorifies God through competition, character, and community.

As part of the annual athletic registration process, each parent or legal guardian must review and sign the Salem Academy Parent Code of Conduct. Student-athletes and parents must also complete all required athletic eligibility forms before participation in practices or competitions will be permitted.

Guidelines for Athletes

Demonstrate Christ-like character in all circumstances by exhibiting integrity, humility, respect, and self-control. Student-athletes are expected to treat

teammates, coaches, opponents, officials, spectators, and school staff with dignity and respect at all times, both on and off the field of play.

Strive to maintain peak physical and mental readiness by practicing healthy habits, including proper nutrition, adequate rest, hydration, physical conditioning, and making choices that support overall health, wellness, and athletic performance.

Attend all scheduled practices, competitions, team meetings, and other required team activities. Any absence must be communicated to and approved by the head coach in advance whenever possible. Student-athletes are expected to communicate directly with their coach regarding attendance, recognizing that unexpected emergencies may require exceptions.

Demonstrate good stewardship of Salem Academy facilities, equipment, uniforms, and all school property. Student-athletes are expected to use school resources responsibly, care for them properly, and promptly report any lost, damaged, or unsafe equipment or facilities.

Be committed to the success of the team by placing team goals above individual recognition. Every student-athlete is expected to contribute through a positive attitude, consistent effort, selfless service, and encouragement of teammates. The strength of every team is built on trust, unity, accountability, and a shared commitment to pursuing excellence together.

Guidelines for Parents

Parents play a vital role in the success of Salem Academy Athletics. We believe the greatest athletic experiences occur when student-athletes, parents, coaches, and the school, work together in support of a common mission. The encouragement, example, and involvement of parents significantly influence the development of student-athletes both on and off the field of play.

As partners in the educational and spiritual mission of Salem Academy, parents are expected to support the athletic department's commitment to developing Christ-centered young men and women of character who pursue excellence in competition and in life

Demonstrate Christ-like sportsmanship by treating officials, coaches, student-athletes, opposing teams, spectators, and school staff with respect, grace, and dignity at all times, regardless of the outcome of the contest

Encourage loyalty, commitment, and unity within the team by supporting coaches, student-athletes, and the athletic program in a positive and respectful manner. Parents are encouraged to pray regularly for athletes, coaches, officials, opponents, and teams, asking God to provide safety, wisdom, growth, and opportunities to honor Him through athletics.

Parents are ambassadors of Salem Academy and play a significant role in shaping the culture of our athletic program. Through their words, attitudes, and actions, parents represent Christ, their family, and Salem Academy just as much as the student-athletes do. Whether at home or away contests, on the sidelines, in the stands, or through interactions with coaches, officials, opposing teams, and other spectators, parents are expected to model Christ-like character, demonstrate respect, encourage others, and promote a positive athletic

environment. Their example leaves a lasting impression on student-athletes and reflects the mission and values of Salem Academy Athletics.

Emergency School Closures

The safety of our student-athletes, families, coaches, and staff is the Athletic Department's highest priority. In the event of an emergency school closure, early dismissal, severe weather, power outage, or other unforeseen circumstance, the Athletic Director and school administration will determine whether practices, competitions, and other athletic activities will proceed.

Whenever possible, families will be notified through the school's official communication platforms. Student-athletes and parents should not assume that practices or contests will take place following an early school dismissal or closure.

Unless otherwise approved by the Athletic Director or school administration, all middle school and junior varsity practices and activities will be canceled when school is dismissed early or closed due to an emergency. Varsity practices or competitions may be permitted when conditions allow and with approval from the Athletic Director or school administration.

Athletic Communication & Conflict Resolution

Salem Academy Athletics is committed to fostering healthy, respectful, and Christ-centered relationships among student-athletes, parents, coaches, and administrators. We recognize that questions and concerns will occasionally arise throughout an athletic season. Our goal is to address those concerns promptly, respectfully, and in accordance with the biblical principles of reconciliation found in Matthew 18:15–17.

This communication process is designed to:

- Encourage respectful, face-to-face communication between those directly involved.
- Resolve concerns as quickly and constructively as possible.
- Promote healthy relationships built on trust and understanding.
- Provide a clear and consistent process for addressing concerns.
- Protect the unity and mission of Salem Academy Athletics.

Communication Chain

Whenever possible, concerns should be addressed in the following order:

1. Student-Athlete to Coach
Student-athletes are encouraged to communicate directly with their coach regarding concerns whenever appropriate. Learning to communicate respectfully, advocate for themselves, and resolve conflict is an important part of their development.
2. Parent to Coach
If the concern remains unresolved, or if the matter is appropriate for parent involvement, the parent should contact the coach to schedule a meeting.
3. Parent and Coach with the Athletic Director
If the concern remains unresolved after meeting with the coach, the Athletic Director may facilitate a meeting with the parent, student-athlete (when appropriate), and coach.
4. Athletic Director to Superintendent
If all previous steps have been followed and the concern remains unresolved, the matter may be referred to the Superintendent for review.

24-Hour Rule

Athletic competition often involves heightened emotions. To encourage productive and respectful conversations, Salem Academy Athletics observes a 24-hour rule.

Parents and student-athletes are asked to wait at least 24 hours following the conclusion of a contest before requesting a meeting or discussing concerns with a coach regarding playing time, coaching decisions, team strategy, or other competition-related matters.

Parents should never approach a coach immediately before, during, at halftime, or immediately following a practice or contest to discuss concerns. Coaches have responsibilities to their team, opponents, officials, and other families during these times and cannot give concerns the attention they deserve.

After the 24-hour period has passed, parents should contact the coach to schedule a mutually convenient meeting.

The 24-hour rule does not apply to concerns involving the immediate health, safety, or well-being of a student-athlete or allegations of abuse, harassment, discrimination, or other serious misconduct. Those concerns should be reported immediately to the Athletic Director or school administration.

Appropriate Topics for Parent Communication

Parents are encouraged to communicate with coaches regarding:

- The physical, emotional, or spiritual well-being of their child.
- Ways their child can improve and develop.
- Academic concerns that affect athletic participation.
- Attendance, illness, injuries, or schedule conflicts.
- Questions regarding team expectations or communication.

Topics Not Appropriate for Parent Discussion

The following decisions are the responsibility of the coaching staff and are generally not appropriate subjects for parent discussion:

- Playing time.
- Team strategy or game plans.
- Play calling or coaching decisions during competition.
- Position assignments or lineup decisions.
- Team placement (Varsity, Junior Varsity, etc.).
- Concerns regarding another student-athlete.

Student-athletes are encouraged to discuss these topics directly with their coach in an appropriate and respectful manner.

Serious Concerns

Concerns involving the safety or well-being of a student-athlete—including allegations of abuse, harassment, discrimination, illegal activity, or other serious misconduct—should be reported immediately to the Athletic Director or school administration. These matters do not need to follow the normal communication process and will be addressed promptly and appropriately.

Parent & Student-Athlete Communication Policy (Three-Strike Policy)

Salem Academy Athletics expects parents and student-athletes to follow the communication process outlined above. Failure to do so may result in a communication strike.

Examples of actions that may result in a strike include, but are not limited to:

- Bypassing the established communication chain without a legitimate reason.
- Confronting a coach before, during, at halftime, or immediately following a practice or contest.
- Publicly criticizing coaches, student-athletes, officials, or the athletic program, including through social media.
- Discussing concerns with other parents, spectators, or community members instead of addressing them through the established process.
- Contacting school administrators before communicating with the appropriate coach, except in cases involving serious concerns.
- Behaving in a disrespectful, intimidating, or confrontational manner toward coaches, officials, athletes, or school personnel.

The Athletic Director reserves the right to determine when a strike is warranted based on the nature, severity, and circumstances of the violation.

First Strike

The parent and/or student-athlete will meet with the Athletic Director to review the communication policy and will be redirected to the appropriate step in the communication process.

Second Strike

A meeting will be held with the parent, student-athlete (when appropriate), coach, and Athletic Director to review expectations and develop a plan for moving forward.

Third Strike

Continued disregard for the communication policy may result in disciplinary action determined by the Athletic Director and school administration. Consequences may include suspension from attending athletic events, suspension from athletic participation, restrictions on communication with coaches, or other disciplinary measures deemed appropriate.

This policy exists to protect relationships, encourage biblical conflict resolution, and preserve a positive, Christ-centered athletic culture. It is intended to ensure concerns are addressed respectfully, constructively, and in a manner that reflects the mission and values of Salem Academy Athletics.

Communication Expectations for Coaches

Salem Academy coaches are expected to lead with integrity, humility, professionalism, and Christ-like character in every interaction with student-athletes and parents. Healthy communication is essential to building trust, developing strong relationships, and creating a positive athletic experience.

Communication Process

When concerns arise, coaches should follow the communication process below:

1. **Coach to Student-Athlete**

Whenever appropriate, coaches should communicate directly with the student-athlete regarding concerns involving attitude, effort, attendance, behavior, role, performance, or

other team-related expectations. These conversations should be conducted privately, respectfully, and with the goal of helping the student-athlete grow.

2. Coach to Parent

If the concern cannot be resolved with the student-athlete alone, or if the issue requires parent involvement, the coach should contact the parent to schedule a meeting. Meetings should occur at a mutually convenient time and never immediately before, during, or immediately following a practice or contest unless the matter is urgent.

3. Coach, Parent, and Athletic Director

If the concern remains unresolved, the Athletic Director may facilitate a meeting with the coach, parent, and student-athlete (when appropriate) to seek a positive resolution.

4. Athletic Director to Superintendent

If all previous steps have been followed and the concern remains unresolved, the matter may be referred to the Superintendent for review.

Appropriate Topics for Coach Communication

Coaches are expected to communicate with student-athletes and parents regarding matters that contribute to the student's growth and success, including:

- Playing time and the athlete's role on the team.
- Areas for athletic improvement and skill development.
- Attendance, punctuality, and commitment.
- Team expectations and standards.
- Sportsmanship, attitude, effort, and behavior.
- Academic concerns affecting athletic eligibility.
- Injuries, health concerns, and return-to-play expectations.
- Team policies, schedules, and communication.

Communication Guidelines

To ensure communication remains professional and appropriate:

- Coaches should treat every student-athlete and parent with dignity, respect, and Christ-like compassion.
- Coaches should communicate honestly, directly, and constructively.
- Coaches should avoid discussing one student-athlete with another family.
- Coaches should maintain appropriate professional boundaries in all communications.
- Whenever possible, sensitive conversations should occur in person with another adult present or in an appropriate public setting.
- Coaches should follow the Salem Academy Athletic Communication Policy regarding electronic communication with student-athletes.

Male coaches should exercise wisdom and discretion when discussing sensitive personal matters with female student-athletes. Whenever appropriate, another coach, female staff member, administrator, or parent should be included in these conversations.

Athletic Director Notification

Coaches are expected to keep the Athletic Director informed of significant concerns involving student-athletes or parents. Early communication allows the Athletic Director to provide support, assist in conflict resolution when necessary, and ensure consistent application of athletic department policies.

At all times, Salem Academy coaches are expected to model the mission of the athletic department by communicating with professionalism, demonstrating biblical wisdom, and leading with Christ-like character.

Eligibility Requirements

At Salem Academy, academics are the highest priority for every student-athlete. Athletics are an extension of the educational experience, and participation is a privilege that requires a commitment to academic excellence, Christ-like character, and responsible citizenship. In addition to meeting all Oregon School Activities Association (OSAA) eligibility requirements, Salem Academy student-athletes must meet the following academic and citizenship standards.

Academic Eligibility

To remain eligible for athletic participation, student-athletes must:

- Maintain a cumulative 2.00 GPA or higher.
- Receive no failing grades (F).
- Receive no more than one D during an official grade check.

Official academic eligibility checks will be conducted on the **second Tuesday of each month** throughout the school year. Eligibility will be reviewed by the Principal and Assistant Principal. Any student-athlete who does not meet the academic eligibility standards at the time of the review will be placed on Athletic Probation.

Athletic Probation

Athletic Probation is intended to provide student-athletes with the opportunity to improve academically while remaining connected to their team.

During Athletic Probation, student-athletes:

- Are expected to attend all practices and team meetings.
- May not participate in scrimmages or interscholastic contests.
- May not travel with the team to away contests unless approved by the Athletic Director.
- Are encouraged to use after-school time for academic support, tutoring, or meeting with teachers. Athletes will not be penalized by their coach for arriving late to practice due to receiving academic assistance.

Reinstatement

Student-athletes placed on Athletic Probation will have their academic progress reviewed daily by the High School Office. Once a student-athlete meets all Salem Academy academic eligibility requirements, they will be immediately reinstated to full athletic participation and may return to practices, competitions, and team travel.

End-of-Year Eligibility

A student-athlete who does not meet Salem Academy's academic eligibility standards at the conclusion of the school year will be ineligible to participate in athletic contests at the beginning of the following school year. The student-athlete will remain ineligible until the school determines they have demonstrated the ability to successfully maintain their academic coursework while participating in athletics.

Athletic Registration

Before participating in their first official practice, every student-athlete must complete the Salem

Academy athletic registration process through FinalForms. Registration is required annually and must be completed before an athlete is permitted to participate in practices or competitions. A link to FinalForms can be found on the Salem Academy Athletics website. To be eligible for participation, the following requirements must be completed:

FinalForms Registration

- Complete all required student and parent information through FinalForms.
- Review and electronically sign all required athletic documents and acknowledgments.

Athletic Participation Fee

- Middle School Athletics: Athletic participation fees must be paid in full prior to the first official practice of the season.
- High School Athletics: Participation fees will be assessed on the first Saturday following the official start of the season and must be paid by the following Monday. Student-athletes who have not paid their participation fee by the beginning of practice on the second Monday of the season will be ineligible to participate until payment arrangements have been made through the Athletic Department.

Athletic Handbook Acknowledgment

Student-athletes and a parent or guardian must review and acknowledge the Salem Academy Athletic Handbook each school year.

OSAA Sports Physical

A current OSAA Pre-Participation Physical Examination is required prior to participation. Physicals are valid for two years from the date of the examination in accordance with OSAA regulations.

Health History & Medical Information

Parents must complete the required health history and medical information forms through FinalForms each school year.

Emergency Medical Authorization

A current Emergency Medical Authorization must be completed annually through FinalForms to ensure appropriate medical care in the event of an emergency.

Parent Code of Conduct

Parents or guardians must review and acknowledge the Salem Academy Parent Code of Conduct each school year.

Preseason Parent Meeting

At least one parent or guardian and the student-athlete are expected to attend the preseason parent meeting conducted by the Athletic Department or coaching staff for each sport.

Concussion & Informed Consent

Parents and student-athletes must complete all required OSAA concussion education and informed consent forms, along with any additional forms required by the State of Oregon and Salem Academy, before participation is permitted.

* No athlete may participate in practice until all eligibility and registration requirements have been completed.

General Rules for Participation

Attendance

Regular school attendance is an essential expectation for all Salem Academy student-athletes. To be eligible to participate in practices, contests, or other school-sponsored co-curricular activities, students are required to attend at least 4 class periods. Students who leave school due to illness after completing 4 classes will not be allowed to participate.

Exceptions may be granted for pre-approved absences communicated by a parent or guardian prior to the start of the school day, school-sponsored activities, medical appointments, or other extenuating circumstances as approved by school administration.

Student-athletes who are suspended from school, whether in-school or out-of-school, are not permitted to participate in practices, contests, or other team activities during the suspension. In addition, students serving an out-of-school suspension will be ineligible to compete in the next scheduled athletic contest

Team Attendance

Student-athletes are expected to attend all scheduled practices, contests, team meetings, and other required team activities as established by their coach and the Athletic Department. The time commitment and expectations for participation increase at each level of competition—from Middle School to Junior Varsity to Varsity—and student-athletes are expected to make their team a priority during its season.

Before committing to a team, students and their families are encouraged to carefully consider the time commitment required and ensure they are able to fulfill those expectations throughout the season.

If a student-athlete is unable to attend a scheduled team activity, they are expected to communicate directly with their coach as soon as possible, preferably in advance of the absence. Coaches understand that illnesses, family emergencies, and other unforeseen circumstances may arise and will consider those situations appropriately.

Each coach may establish additional attendance expectations and consequences that are specific to their program. These expectations, along with any penalties for unexcused absences or tardiness, will be clearly communicated to student-athletes and parents at the beginning of the season.

Athletic Injuries

The health and safety of our student-athletes is a top priority. To ensure appropriate care, supervision, and documentation, all athletic injuries should be reported to the head coach as soon as possible. Coaches will communicate significant injuries to the Athletic Director and, when appropriate, to the student's parent or guardian.

Injuries Requiring Professional Medical Care

If a student-athlete receives professional medical evaluation or treatment for an athletic injury, the following procedures must be followed before returning to athletic participation:

1. The student-athlete must provide written medical clearance from the treating healthcare provider before returning to practice or competition.
2. The head coach and Athletic Director will review the medical release and any activity restrictions with the student-athlete and parent or guardian to ensure a safe and appropriate return-to-play plan.
3. Coaches will follow all medical recommendations and any limitations established by the treating healthcare provider. Participation may be modified as the student-athlete gradually returns to full activity.

Minor Injuries

For minor injuries that can be evaluated and treated by the school's athletic trainer or other qualified personnel, additional medical clearance is generally not required unless symptoms worsen or further medical evaluation is recommended.

The coach will communicate with the parent or guardian regarding the injury, treatment provided, and any recommendations for follow-up care. Significant injuries and parent communication should also be documented and shared with the Athletic Director.

Insurance

Athletes are required to have medical insurance coverage to participate in all sports.

Dress Code

Athletes are allowed to wear clothing designed for their specific sport but are expected to maintain modesty and neatness expectations found in the Parent/Student Handbook. Coaches may also require specific dress codes for practices and game days.

Uniforms/Equipment/Facilities

Athletes are expected to be good stewards of the uniforms, equipment and facilities provided for them in each sport. Athletes should not participate in or tolerate the destruction or misuse of school equipment or property. Students may be held financially responsible for damage they cause to uniforms, equipment and facilities. Uniforms are not to be worn during PE/weight lifting classes.

Language/Gestures

Improper or questionable language or gestures will not be tolerated and may result in extra conditioning, suspension from future games or possible dismissal from the team.

Transportation

School vehicles will provide transportation to non-home sporting events whenever possible. When school transportation cannot be provided and parent drivers are required, all parent drives must have a current "Private Auto – Certificate of Insurance" form filled out. (A new form must be filled out each school year) Parents are allowed to take their students home from away contests but must sign out with someone on the coaching staff before leaving with the athlete. Athletes are expected to take school arranged transportation to away contests. Students needing to drive themselves to a contest or a practice must submit a written request from their parents prior to leaving for the game or event and receive clearance from the Athletic Director or Principal. Athletes will not be allowed to ride with other students to and from away contests or practices. Any athlete who would like to ride home with another parent or sibling must submit a written permission form from their parent prior to leaving for the game or event and receive clearance from the Athletic Director or Principal.

Varsity Letters

Head coaches for each varsity program will set and communicate clear expectations for lettering requirements.

Detention

Athletes must serve detentions prior to attending games or practices. In the event that there is a conflict between a scheduled detention and a practice or game, detentions will take precedence. Should a player skip detention to attend a practice or game, or if a player accrues multiple detentions within a season, that athlete may face additional consequences, such as suspension from future contests and dismissal from the team.

Quitting

Salem Academy strongly discourages athletes from quitting a sport once they have started a season. Students who choose to quit after tryouts have concluded and payment has been made, for a reason other than illness, injury or academic struggles will not receive an athletic fee refund or receive postseason recognition. Athletes that quit for non-approved reasons will be prohibited from joining the next school sponsored athletic sport they would normally participate in. Reasons for quitting other than illness, injury or academic struggles may be submitted to the Athletic Director in writing for approval however few reasons will be accepted.

Ejection

Students and parents will be personally responsible for fines levied against the school as the result of an ejection from a contest. Students may also face additional penalties, such as suspension from future contests and dismissal from the team. Parents may also be prohibited from attending future contests.

Transfer Policies

Policies regarding the eligibility of a high school athlete transferring from one school to another are regulated by the OSAA and need to be closely adhered to. For an explanation of OSAA transfer policy visit www.osaa.org, or stop by the Athletic Office for more information.

Illegal Substances

Alcohol, drugs, tobacco and illegal performance-enhancing substances are not to be used at any time. Proven use will constitute suspension from the team and possibly expulsion from the team and/or school.

Supplements/Protein Shakes/Energy Drinks

Student athletes are encouraged to talk with their parents and their head coach before using over the counter performance enhancing supplements, protein shakes or energy drinks. Students are allowed to bring such performance enhancing supplements, protein shakes or energy drinks onto campus that are pre made and are for personal consumption. Students are not to share or distribute performance enhancing supplements, protein shakes or energy drinks with other students.

Hazing

Hazing is strictly prohibited and such conduct may result in disciplinary action including suspension and/or expulsion from Salem Academy. "Hazing" refers to any activity expected of someone joining a group (or to maintain full status in a group) that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate. Hazing is not limited to activities that are physically abusive, hazardous, and/or sexually violating but also includes personal servitude; sleep deprivation and restrictions on personal hygiene; yelling, swearing and insulting new members/underclassmen; being forced to wear embarrassing or humiliating attire in public; consumption of vile substances or smearing of such on one's skin; brandings; physical beatings; binge drinking and drinking games; sexual simulation and sexual assault.

Participation Restrictions

The following are participation restrictions due to grade level:

Seniors are not allowed on JV1 or JVII teams without specific permission granted by the Athletic Director after receiving Conference approval.

OSAA regulations prevent middle school athletes from participating on high school teams or practicing with High School students.

Team Selections

Consistent with the philosophy of Salem Academy Athletics, we desire to provide as many students as possible the opportunity to participate in interscholastic athletics while maintaining competitive, well-balanced, and developmentally appropriate programs.

When determining team rosters, coaches are encouraged to retain as many student-athletes as reasonably possible without compromising the quality, safety, instruction, or competitive integrity of the program. Factors such as facility capacity, available equipment, coaching resources, practice space, scheduling, safety considerations, and OSAA roster regulations may limit the number of athletes who can be accommodated on a team.

When roster limitations are necessary, team selections will be based on the needs of the program and the evaluation criteria established by the coaching staff. Coaches will make selections prayerfully, professionally, and fairly, considering each athlete's skill level, effort, attitude, coachability, commitment, and potential contribution to the team.

While not every student-athlete may be selected for every team, Salem Academy is committed to providing a positive and respectful selection process that reflects the mission of developing Christ-like character while pursuing athletic excellence.

Team Selection Policies

Responsibility

The selection of student-athletes for each team is the responsibility of the head coach of that program. Coaches are entrusted with making roster decisions that are fair, objective, and consistent with the mission, philosophy, and competitive goals of Salem Academy Athletics.

When applicable, middle school, junior varsity, and other sub-varsity coaches will work collaboratively with the varsity head coach to promote consistency throughout the program. Team selection decisions should reflect the long-term development of the program while considering the individual growth and best interests of each student-athlete.

All roster decisions made by the coaching staff are considered final.

Notification

Prior to the start of tryouts, coaches will clearly communicate the expectations and requirements of the selection process. Student-athletes should understand the commitment involved before participating in tryouts.

At a minimum, coaches will provide information regarding:

- The length and schedule of the tryout or evaluation period.
- The criteria that will be used to evaluate and select team members.
- Practice schedules and attendance expectations for those selected to the team.
- Game schedules, travel expectations, and other team commitments.
- Any additional program-specific expectations or requirements.

Coaches will communicate team selections in a timely and respectful manner while maintaining the privacy and dignity of all student-athletes.

Procedures

When the number of student-athletes trying out for a team exceeds the available roster spots, every participant will be given a fair and equitable opportunity to demonstrate their abilities. The evaluation process may include skill drills, sport-specific instruction, situational activities, scrimmages, physical assessments, and other methods the coaching staff deems appropriate.

Coaches may make roster decisions either at the conclusion of the tryout period or progressively throughout the evaluation period, depending on the needs of the sport and the structure of the program.

Student-athletes who are not selected for a team will be informed personally and respectfully by the head coach whenever possible. Coaches will provide constructive feedback regarding the factors that influenced the selection decision and, when appropriate, offer encouragement and suggestions for future growth and improvement.

Whenever possible, Salem Academy encourages coaches to help students remain connected to the athletic program by discussing alternative opportunities to serve the team, such as team manager, statistician, scorekeeper, or other support roles.

If a student-athlete has questions regarding a team selection decision, they may request a meeting with the head coach after team selections have been announced. The purpose of this meeting is to better understand the evaluation process and receive constructive feedback. Team selection decisions made by the coaching staff are final.

MS Athletics

Middle School offers 7th and 8th grade volleyball, football, soccer, basketball, baseball, and softball. Track and field is offered for 6th, 7th and 8th grade students.

Athletic Department Contacts

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