



Game Plans



Coaching Advancement Program Newsletter

Coaches Advancement Program Starting Fifth Year!

If you are a coach reading this newsletter, you have completed a minimum of six hours of the MHSAA Coaches Advancement Program. And, as the saying goes, . . .the MHSAA Coaches Advancement Program has come a long way, baby. . .and you have been a part of it!

On June 26, 2008, there was cause for celebration and a great realization of accomplishment and achievement when the first group of individuals to complete all six levels of the Michigan High School Athletic Association's Coaches Advancement Program were honored. Twenty-nine people will be forever acknowledged as the first team of coaches to have completed six levels of one of the finest coaches education programs in the country. During the 2007-08 school year, the CAP program reached 1240 coaches and the ultimate goal is for CAP to reach the over 30,000 Michigan coaches involved at all levels of school sports, and to advance them through all six levels of program.

The first group of CAP 1-6 graduates are: Brad Armey, girls soccer coach, Saginaw Heritage High School; Justin Ansel, athletic director, Comstock High School; Larry Ash, boys basketball coach, Plainwell High School; Richard Bailey, baseball coach, Comstock High School; Douglas Barnhard, middle school football coach, Hudsonville; Dustin Cichocki, wrestling coach, Lowell High School; Jeffrey Clark, middle school coach, Schoolcraft; Gregory Corbin, Catholic Youth Organization coach, Detroit; Kelly Derocher, girls cross country and track coach, Saginaw Heritage High School; Gwyneth Evans, athletic director, Vicksburg Middle School; Bradley Geesaman, freshman football coach, Vicksburg High School; Jaime Gordon, varsity girls basketball coach, Kalamazoo Central High School; Kenneth Kubiak, junior varsity golf coach, Kalamazoo Loy Norrix High School; Linda LaVictor, athletic administrative assistant, Bay City Western High School; David Lawrence, track and cross country coach, New Boston Huron High School; Nathan Ledlow, junior varsity football coach, Vicksburg High School; Jeff Lepler, varsity swimming coach, Clinton Township Chippewa Valley High School; Ken Mohny, director of student activities, Mattawan High School; James Noble, track coach and athletic director, Saginaw Heritage High School; Kurtis Phelps, football coach, Schoolcraft High School; Gregory Rapp, junior varsity boys basketball coach, Mattawan High School; Michael Sarandrea, bowling coach and registered MHSAA soccer official, Taylor Kennedy High School; Gary Senkowski, tennis coach, Saginaw Heritage High School; Fredrick Smith, athletic director, Buchanan High School; Gary Sporer, soccer coach, Cooks-Big Bay de Noc High School; William Stone, basketball



GET IN THE PICTURE. Above is the first CAP graduating class assembled at the MHSAA Office in June 2008. We invite you to be a part of the next graduating class!

coach, Fruitport High School; John Thompson, athletic director, Brighton High School; Steven Virkstis, cross country and track coach, Comstock Park High School; and Chad Yager, baseball, football and middle school wrestling coach, Mattawan Public Schools.

In addition, the MHSAA Coaches Advancement Program is in the first year of implementation in several colleges and universities throughout the state. This means that CAP instruction is being received through college coaching education programs and the students are receiving CAP certification through the MHSAA.

CAP is already off to a great start this year with August programs that were held at New Haven HS, Glen Lake HS, L'Anse Creuse HS, Ann Arbor Pioneer HS, Webberville HS, and Lowell HS. Upcoming programs are scattered throughout the state with Competitive Cheer Coaches Associations taking the lead in promoting CAP through both CCCAM and MCCA. In addition, there are now two sessions of CAP scheduled for the Upper Peninsula – October 10 and 11 in Marquette and October 17 in Sault Ste. Marie. Additional sessions of CAP will be held at Muskegon HS, the MHSAA, Oxford HS, the Grand Rapids Amway Grand Plaza, Detroit University Prep, Webberville HS and Fruitport HS.

It's a great time to be a coach and it's even a better time to enroll for the next level of CAP! Go to mhsaa.com for further infor-

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Inside: Changing Parental Involvement

CHANGING PARENTAL INVOLVEMENT: FROM OVER-INVOLVED TO OPTIMALLY INVOLVED

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Parents. The nemesis of high school coaches, the archenemy of athletic directors, and often the greatest concern for an upcoming season. There is much fear and loathing when it comes to parental involvement in high school sport. All of us can recall those most ridiculous of stories: parents running onto the field, pushing an official, swearing at their child's opponent.

Many won't admit it out loud but here it is; you can't have high school sport without the parents. Taking it further, would you really want high school sport without the parents? Not me. Parents can be very helpful to your program if they are appropriate-

about playing time or being reprimanded. In fact, parents may even jump over the head of the coach and athletic director and go to the principal or superintendent to try to impose their will on the situation.

Parents lack the emotional control at the gym that they exhibit at work. Cursing or yelling at officials and booing opponents (or even you) has become commonplace.

Parents break the boundaries of the coach-parent relationship. Parents will approach you before games, after games, in the locker room or call you at home late at night. The 24 hour rule (i.e., parent cannot approach or call the coach about a game or a situation until 24 hours have passed) has been instituted in many high school codes of conduct and cer-

important. What is important is that over-involved parents do care about their children and want what is best for them. Sometimes they go about it the wrong way but they do care!

You should be aware of two other things. First, past research has revealed that 66 percent of parents are "perfect" parents and only 5 percent truly are "problems". Thus, remember that the majority of your parents will support you if things go according to plan (i.e., you do a competent coaching job).

Second, many coaches profess that "behind every great athlete was an involved parent". I imagine this corollary holds true in most cases. Some parents are negative and are borderline abusive with their over-involvement, but mostly these are good people who have a great desire to see their child succeed. This desire can lead them to



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Parents undermine the team cohesion needed to suc-

ceed by second-guessing the coaches and/or talking badly about players on the team. This creates confusion for student-athletes and they begin to ask themselves questions like: Should I buy-in to what coach is preaching? Does the coach know what she is doing? This destroys team chemistry and often creates a negative team climate.

make some bad decisions and become too emotional. However doesn't that also happen to us as coaches at times? Therefore, as coaches we have to get over our paranoia that all parents are bad and out to get us.

A Continuum of Parental Involvement

Ultimately, you are in charge of your program as the coach and need to have a plan for working with parents; leaving their involvement to chance will likely lead to some serious conflicts. From a review of sport parent research it seems that parental involvement can be described on a continuum from **Under-Involved** to **Optimally-Involved** to **Over-Involved**, and then reversed.

You will notice that optimally involved parents are able to sit in the middle provid-

ly involved.

So, what is this fuss about parents? According to coaches many parents are too involved and try to control the sport experience of their children. As a sport psychology consultant to adolescents and to high school teams with parents that are over-involved, this is what has been observed.

Negative Trends in Sport Parenting

Parents speak for their children too often especially when the child is upset

Parents Are Not All Bad

I am sure you can come up with a dozen or more scenarios, but that is not

ing enough influence and energy to be helpful to the coaching process, but also not being too involved where they become an interference or distraction.

When does parent behavior go from optimally-involved to over-involved? I would suggest it is when a coach and/or athlete begin to feel that the parent is overstepping their boundaries and attempting to coach, speak for the athlete, control their involvement in sport (decide what other sports they can play for example), and their emotional investment is becoming unhealthy for the parent or the athlete. Over-involved parents tend to be demanding and overbearing thus creating stress which negatively affects performance, and more importantly, enjoyment and well being.

How Parents Become Over-Involved

Let us examine how parents become over-involved. Researchers don't have all the answers to this question, but we do know that an emotional attachment or investment is involved. Likely it is because parents care greatly about their child or what their child can achieve – scholarships, glory, status, etc. Maybe it is because they hope their child can achieve in sport which is something they were unable to do. In many cases these are well educated, well meaning parents but they become emotional when things don't go right for their child. There exists an intense concern for the child's progress and development.

Additionally, we have to look at the development of the child and the parent's role. Think about how involved a parent is in their child's learning motor skills at an early age? A parent takes them to the park, kicks a ball with them and plays catch with their child. Parents are, and should be, 100% involved in the early years of a child's development.

A transition has to occur, however, that optimally-involved parents recognize and

over-involved parents do not. They must allow others to coach their child and trust in their expertise to do what is appropriate. This is a sticking point for so many parents; they cannot give up control over the decisions and the training of their child. They want to control it so they can make sure their child is getting exactly what they need. Thus, parents find it hard to back off of their involvement as their child matures around ages 15-18. Yet, we know from research that this is the time when adolescents need to learn to be independent and responsible (visit www.youthsports.msu.edu and review ISYS' role of parents in tennis studies for more information). Mom and dad can't hold their hands anymore. Adolescent athletes need to communicate with their coaches about their training, issues that come up, and so forth. Unfortunately, you will find the parent standing in-between the coach and athlete attempting to filter information and make decisions for the child, redirect blame (thus diffusing attempts at teaching accountability), and protect their child's self-esteem from criticism (sometimes appropriately!).

Coaching Your Parents this Season

Like it or not, your student-athletes' parents are important to your success this season. Instead of ignoring them or hoping that they will fall into line, the following are a few ideas for developing positive, collaborative relationships with parents that facilitate a positive team climate.

Getting Started – If you have had bad relationships or experiences with parents in the past, it will probably continue unless you have an optimistic attitude. Consider your parents a source of support versus a necessary evil. Look for the good in parents and what they have to offer to the team. They have a right to be involved! Reflect on your coaching philosophy and how it has either enhanced or hurt your relationships

with parents. Make an effort to be collaborative with parents and they will often return the favor.

Moving Forward – Educate your parents on positive and negative behaviors and their short and long term consequences. If you need help with this go to the MHSAA's coaching page and look for the "Working with Parents" supplementary PowerPoint. This provides some of the basics of what parents should and should not do and some explanations as to the rationale behind these recommendations.

Involve Your Parents at an Optimal Level – Define an optimal level of involvement in your program. What does it mean? Raising funds, holding the banquet, and supporting the players from the stands? Define optimal involvement, provide those expectations to the parents and how it will help the team, and then begin to give them roles.

In addition, communicate the expectations for behavior and the boundaries for interactions and why they are important. Don't expect that parents have had this discussed with them or that they already know it. If you want this to go well please do it in a collaborative way not "at the pulpit preaching and my way or the highway". This will only sow the seeds of discontent and frustration.

Stay in Touch – Communicate throughout the season to help parents feel involved and considered. This does not require formal meetings, but maybe dinners or team bonding functions. You could also do an e-newsletter keeping parents up-to-date on the team's progress and what is coming next.

Whatever you choose to do in working with parents, it is important to treat them with respect. Make the effort to help your parents be involved at an optimal level and your team will benefit with less stress and more enjoyment. Best of luck!

CAP into Fifth Year – from page 1

mation on the Coaches Advancement Program or call the MHSAA at 517-332-5046 for additional enrollment detail. Not only will you be providing additional experiences and information for the young people that you teach and influence, but it is an opportunity to network and collaborate with other coaches regarding best coaching practices. If your school or district is still interested in providing CAP as a clinic or as part of a professional development day, please contact the MHSAA to schedule. CAP continues to utilize an anytime, any day, anyplace approach.

And what are coaches who have been a part of CAP saying?

"This program exceeded my expectations. The presenters were exciting, enthusiastic, inclusive of all participants and gave the right mix of theory and personal experience to keep the presentation interesting and fast-paced. Thank you for a practical, professional look at coaching. I encourage all coaches and athletic administrators to attend."

Don't forget that CAP participants receive liability insurance in the amount of \$1 million per occurrence for coaching their school team during the interscholastic season for the school year in which a level of CAP is completed as well as the following year. GamePlans will continue to be provided six times a year and coaches who complete a six-hour session of CAP can receive Continuing Education Credits (SB-CEUs) to be used to renew selected certificates from the Michigan Department of Education.

The season is off to a great start! Continue your learning by taking more course, reading more books and joining a coaches association in your sport. Examine your experiences periodically and think about what you are learning.

What a privilege to be a coach and to have the opportunity to guide young people in sport participation! You will continue to have many new experiences which await you! Enjoy the upcoming season!

2008-09 CAP ATTENDANCE

Figures as of Sept. 10, 2008



For the most updated CAP Schedule consult mhsaa.com
Click on "Coaches" from the left-hand nav bar

CAP 1 PROGRAMS	ATTENDANCE
New Haven	12
Glen Lake	15
Ann Arbor Pioneer	25
L'Anse Creuse	23
Webberville	14
Muskegon	40
TOTAL - 6 PROGRAMS	129

CAP 2 PROGRAMS	ATTENDANCE
Ann Arbor Pioneer	6
Lowell	18
TOTAL - 2 PROGRAMS	24
TOTAL	153

2008-09 CAP GRADUATES

ELITE

Brad Amey, Saginaw Heritage
Justin Ansel, Comstock
Larry Ash, Plainwell
Richard Bailey, Comstock
Douglas Barnhard, Hudsonville
Dustin Cichocki, Lowell
Jeffrey Clark, Schoolcraft
Gregory Corbin, Independent Coach
Kelly Derocher, Saginaw Heritage
Gwyneth Evans, Vicksburg
Bradley Geesaman, Vicksburg
Jaime Gordon, Kalamazoo Central
Kenneth Kubiak, Maple Street Magnet School
Linda LaVictor, Bay City Western
David Lawrence, New Boston Huron
Nathan Ledlow, Vicksburg
Jeffrey Lepler, Clinton Township Chippewa Valley
Kenneth Mohny, Mattawan
James Noble, Saginaw Heritage
Kurtis Phelps, Vicksburg
Gregory Rapp, Mattawan
Michael Sarandrea, Taylor Kennedy
Gary Senkowski, Saginaw Heritage
Fredrick Smith, Buchanan
Gary Sporer, Cooks Big Bay de Noc
William Stone, Fruitport
John Thompson, Brighton
Steven Virkstis, Comstock Park
Chad Yager, Mattawan

MASTERS

Justin Ansel, Comstock
Richard Bailey, Comstock
Emerson Green III, Sturgis

Jane Hall, Sturgis
Kenneth Kubiak, Maple Street Magnet
Nathan Ledlow, Vicksburg
Jeffrey Lepler, Clinton Township Chippewa Valley
Kenneth Mohny, Mattawan
Kurti Phelps, Vicksburg
Fredrick Smith, Buchanan
Garry Snyder, Plainwell
William Stone Jr., Fruitport
Chad Yager, Mattawan
Dustin Cichocki, Lowell
Bradley Geesaman, Vicksburg
Jeffrey Clark, Schoolcraft

ADVANCED

Justin Ansel, Comstock
Jennifer Behnke, Independent Coach
Kenneth Kubiak, Maple Street Magnaet
Jeffrey Lepler, Clinton Twp-Chippewa Valley
William Stone Jr., Fruitport
Chad Yager, Mattawan
Holly Carmichael, Sturgis
Jeffrey Clark, Schoolcraft

INTERMEDIATE

Justin Ansel, Comstock
Anthony Brown, Independent Coach
Gordon Jamison, Linden
Susan Hutchings, Marshall
Gene Idziak, Grand Rapids West Catholic
William Stone Jr., Fruitport
John Thompson, Brighton
Holly Carmichael, Sturgis
Jeffrey Clark, Schoolcraft

Coaches Advancement Program Schedule

CAP 1:

Sat, September 27, 2008— Detroit University Prep (9am - 4pm)
 Fri, October 3, 2008—MHSAA (BCAM) (8am - 3pm)
 Fri, October 10, 2008—Marquette HS (8am - 3pm)
 Fri, October 10, 2008—MHSAA (CCCAM) (9am - 4pm)
 Sat, October 11, 2008—Oxford HS (8am - 3pm)
 Thurs, November 6, 2008—Amway Grand Plaza (10am - 5pm)
 Fri, November 21, 2008—Amway Grand Plaza (10am - 5pm)
 Sat, January 24, 2009—MHSAA (9am - 4pm)
 Sat, February 7, 2009—MHSAA (9am - 4pm)

CAP 2:

Fri, October 3, 2008—MHSAA (BCAM) (8am - 3pm)
 Sat, October 11, 2008—Marquette HS (9am - 4pm)
 Sun, October 12, 2008—MHSAA (CCCAM) (9am - 4pm)
 Fri, October 17, 2008—Sault Ste Marie (8am - 3pm)
 Sat, November 1, 2008— Detroit University Prep (9am - 4pm)
 Sat, November 8, 2008—Amway Grand Plaza (8am - 3pm)
 Sun, November 23, 2008—Amway Grand Plaza (9am - 4pm)
 Sat, December 6, 2008—Bloomington HS (9am - 4pm)
 Sat, January 24, 2009—MHSAA (9am - 4pm)
 Sat, February 7, 2009—MHSAA (9am - 4pm)
 Mon, February 16, 2009—Webberville HS (9am - 4pm)

CAP 3:

Fri, October 3, 2008—MHSAA (BCAM) (8am - 3pm)
 Fri, October 10, 2008—Marquette HS (8am - 3pm)
 Sat, November 1, 2008—Fruitport HS (9am - 4pm)
 Sat, February 7, 2009—MHSAA (9am - 4pm)

CAP 4:

Sat, October 11, 2008—Marquette HS (9am - 4pm)
 Sat, January 24, 2009—MHSAA (9am - 4pm)

CAP 5:

Sat, February 7, 2009—MHSAA (9am - 4pm)

CAP 6:

Sat, December 6, 2008—Hamilton HS (9am - 4pm)

**This schedule is also available on
 mhsaa.com. Please check
 periodically for additions and/or
 cancellations.**

MHSAA Coaches Advancement Program Registration Form

- Registration is \$60 *per level* and includes instruction, materials and refreshments.
- CAP Beginning Certification is achieved after completing CAP 1 and CAP 2; additional certification occurs after completion of subsequent levels.
- Payment must be received with registration form. Please make checks and money orders payable to MHSAA.
- No refunds will be issued. Money paid can be transferred to another program.

Name: _____

(Print name exactly as you want it to appear on certificate)

Gender: F M Date of Birth: ____/____/____
 (required for insurance)

Address: _____

City: _____ Zip: _____

Phone: (W) _____ (H) _____

Email: _____

School: _____

School ID: _____ Amount Enclosed: \$ _____

_____/____/____ _____
 (level) (date) (location)

_____/____/____ _____
 (level) (date) (location)

_____/____/____ _____
 (level) (date) (location)

_____/____/____ _____
 (level) (date) (location)

_____/____/____ _____
 (level) (date) (location)

Years Coaching: _____ Faculty Member: Y N

Sport(s) you coach:

Sport	Gender	Level
_____	_____	_____
_____	_____	_____
_____	_____	_____

Why are you attending this program? _____

**Please send registration and payment to:
 MHSAA, 1661 Ramblewood Dr, East Lansing, MI 48823.**