

ONE WAMEGO

STRATEGIC PLAN

WAMEGO ATHLETICS



VISION

ONE WAMEGO. Collectively, we will enhance the student-athlete's experience in order for them to become a well-rounded, character-driven individual. A Wamego student-athlete understands that teamwork, community engagement, and hard work leads to perseverance and success throughout life.



MISSION

Our mission is to create a positive culture that energizes and encourages, fosters connected relationships and unity, empowers student-athletes to reach their maximum potential academically, athletically, mentally, and socially while cultivating a genuine commitment to Wamego athletics, our community and to each other.



STRATEGIC PRIORITIES

I. LIVE OUR MISSION & VISION

- A. Our student-athletes will take great pride in representing their team, our school and the community of Wamego.**
- B. We will uphold an environment in which coaches and staff feel supported, respected, and enjoy coming to work every day.**
- C. We will be known as a place in which people desire to work and student-athletes are able to thrive and reach their goals.**

II. CREATE A POSITIVE CULTURE THAT FOSTERS CONNECTED RELATIONSHIPS

- A. Each person in the Athletic Department plays a unique role in achieving student-athlete success.**
- B. Constantly improve communication, interaction, & cooperation between AD, coaches, staff, student-athletes, WABC, parents, & community.**
- C. Mutual respect among the coaching staff and administration will provide a family-like environment.**

III. SUPPORT STUDENT-ATHLETE SUCCESS & WELL-BEING

- A. Supporting our student-athletes in their pursuit of a top-level education, and providing them the resources & experiences necessary for success after High School is our ultimate priority.**
- B. We will enhance our student-athletes' ability to lead, perform consistently, act responsibly, and grow emotionally.**



STRATEGIC PRIORITIES

IV. WIN CHAMPIONSHIPS

- A. Our goal for every sport is to compete for NCKL Championships and State Championships.
- B. We will put a priority on hiring the best coaches, a commitment to Health & Performance, developing our youth programs, and focusing on daily improvement.
- C. We will be forward-thinking in our approach to facilities, equipment, training, program development, and promoting athletics.

V. PROVIDE PROFESSIONAL DEVELOPMENT & INSTILL UNITY AMONG the COACHING STAFF

- A. We will develop a support plan for each head coach. New coaches will have access to a mentor program.
- B. Encourage and support staff to pursue professional development opportunities throughout the year.
- C. We will provide opportunities for coaches to connect & grow as a staff, leading to equal support for all student-athletes.

VI. COMMUNITY SUPPORT & CHAMPIONSHIP ENVIRONMENT

- A. Our daily actions will focus on serving our student-athletes, coaches, Wamego School District, and the community of Wamego.
- B. We will create connections and deliver lasting memories between our fan base and our student-athletes, coaches, and staff.
- C. Our student-athletes will be easy to support and take pride in giving back to our community.



STANDARDS

ATHLETIC DIRECTOR

OVERVIEW

Provide visionary leadership for the development, evaluation and support of the athletic program in accordance with the USD 320 Mission Statement and the policies of the Kansas State High School Activities Association, and the National Federation of High School Activities. The Athletic Director must see that the athletic program lives the Vision and Mission of Wamego Athletics while attaining the Strategic Priorities that meet the needs of the students, coaches and the Wamego community.



STANDARDS

ATHLETIC DIRECTOR

OBJECTIVES

- ❖ Understands how to enhance the unique opportunities for growth and advancement of USD 320 through athletics & activities.
- ❖ Provides visionary leadership, strategic planning (including facilities) and policy development for the athletics program.
- ❖ Fosters high standards of integrity, selflessness, academic success, and athletic excellence.
- ❖ Will complete administrative duties which includes scheduling, communications and notifications.
- ❖ Represents the District in a positive and professional manner while setting high standards and expectations for self and others.
- ❖ Is able to cultivate positive relationships with coaches, parents, and community members.
- ❖ Shall work to develop a positive public relationship between the school district and the community.
- ❖ Actively recruits and hires coaches who are committed not only to winning but to the welfare of student-athletes.
- ❖ Possess the ability to work gracefully with parents, student-athletes, coaches, and other school staff to develop a unified and successful athletic program.
- ❖ Develops and implements a support plan for each head coach and serves as or finds a mentor to all new coaches.
- ❖ Attends practices, games, and other athletic functions on a regular basis to show support and encouragement of the District Athletic Vision.
- ❖ Promotes professional growth and enrichment by encouraging coaches to be members of professional athletic organizations and to participate in clinics, conferences, and other professional growth opportunities.
- ❖ Works with coaches, principals, and superintendents to develop a communication plan that promotes athletics.
- ❖ Works with student-athletes, parents, coaches and counselors to provide a supportive atmosphere for athletes seeking post-secondary athletic participation.



STANDARDS COACHES

OVERVIEW

Coaches will lead with integrity, trust, and mutual respect. They will create a positive culture that will build high self-esteem, a sense of responsibility, effective communication skills, an appreciation for others and the community of Wamego. High character will be displayed in the daily decisions made by the coaching staff. Coaches will take the student-athlete where they can not take themselves academically, athletically, and most importantly emotionally.



STANDARDS COACHES

OBJECTIVES

- ❖ Live the Athletic Vision and Mission.
- ❖ Lead by example. High character, integrity, work ethic and consistency are exhibited in daily actions.
- ❖ Lead with passion, energy and enthusiasm.
- ❖ Follow the KSHSAA policies and practices regarding student safety.
- ❖ Develop a Championship Mindset in our student-athletes. This begins with celebrating the small victories and building to the next.
- ❖ Create impactful and trusting relationships with student-athletes, staff, administration and community.
- ❖ Support and encourage all athletic programs and activities in the district. We are ONE WAMEGO.
- ❖ Continually improve through self-reflection, mentorship, professional development, evaluation, and self-care.
- ❖ Create a clearly defined philosophy and vision for your program.
- ❖ Understand that whatever a culture embraces comes out in the decisions of those involved.
- ❖ Head Coaches will develop well thought out, detailed plans prior to every workout or practice.
- ❖ Teach the importance of presentation, etiquette, and taking pride in your performance. We will represent Wamego in a first class manner. O
- ❖ Invest in Wamego youth and build continuity with Wamego Middle School coaches.
- ❖ All programs will be fully invested in Health & Performance.
- ❖ Prepare student-athletes for life after high school.
- ❖ Develop habits to get student-athletes through adverse situations that life will place on them.
- ❖ Student-athletes will become wives or husbands, mothers or fathers and or leaders in the community; the life skills they learn through athletics will give them a platform to positively influence others.



STANDARDS **STUDENT-ATHLETES**

OVERVIEW

The Wamego Athletic Program is highly visible throughout the Wamego community and surrounding area. Those who participate in its athletic programs represent the very fabric and mission of our district, ONE WAMEGO. By choosing to participate in an activity so closely tied to the public's perception of USD 320, they have an additional obligation to uphold the mission and values of our district. Student-Athletes at WHS & WMS are expected to carry themselves both on and off the field with high moral and ethical standards and are required to adhere to the mission of USD 320 and the Athletic Department.



STANDARDS STUDENT-ATHLETES

OBJECTIVES

- ❖ Embrace the vision and mission of USD 320 & Wamego Athletics.
- ❖ Hold myself to the highest standards of integrity in the classroom, on the practice field, during competition and in the community upholding District Policy.
- ❖ Lead by example. Sportsmanship, personal responsibility, accountability and communication will be exhibited in my daily actions. This includes during competition, at school, in the community and on social media.
- ❖ Embrace adversity. Adversity will help me develop grit and resiliency.
- ❖ Promote the well-being and the success of my teammates and coaches.
- ❖ Winning in the classroom and on the field is a by-product of our consistent, daily actions.
- ❖ Pledge to their coaching staff the highest levels of loyalty, fidelity, cooperation, team effort, hard work, openness to constructive criticism and willingness to be guided by their knowledge, skill and expertise.
- ❖ Support and participate in extracurricular activities. Contribute to building a sense of community pride while volunteering for service projects and projects that affect the community of Wamego.
- ❖ Practice a healthy lifestyle, refusing and discouraging the use, possession and distribution of alcohol, tobacco, illegal narcotics and performance-enhancement drugs.
- ❖ Live their life in such a way that they are an example and source of inspiration to their family, teammates, fans, teachers, staff and the Wamego community.



STANDARDS PARENT/GUARDIAN

OVERVIEW

Parents are an integral part of building a positive culture within our Athletic Department. The support, love and encouragement of a parent is the foundation for a successful student-athlete. The Coach, Player and Parent Partnership begins with communication and positive support. The connections this Partnership creates will help build trust, unity and commitment among our Athletic Programs at USD 320.



STANDARDS PARENT/GUARDIAN

OBJECTIVES

- ❖ Embrace the vision and mission of USD 320 & Wamego Athletics.
- ❖ Help create a culture of positivity and support within the teams in which your child participates.
- ❖ Lead by example. Sportsmanship, personal responsibility, accountability and communication will be exhibited at all times.
- ❖ Provide support to the coaches.
- ❖ Enhance your student-athlete's experience by being supportive, encouraging and loving.
- ❖ Represent your child, the team, coaches, school and the community of Wamego in a positive way.
- ❖ The Coach, Player, and Parent Partnership will guide conversations if questions or problems arise.
- ❖ Parents will take ownership in creating a positive atmosphere where their child can reach their full potential as an individual and teammate.



STANDARDS COMMUNITY

OVERVIEW

In Wamego, we are ONE FAMILY. Our bond envelops our student-athletes, coaches, parents, staff, donors, and the Wamego Community. The Wamego Community plays an important role in building a positive culture within our Athletic Department. The support of the community creates a special partnership between the student-athletes, coaches, parents, athletic department, USD 320 and community members.



STANDARDS COMMUNITY

RESPONSIBILITIES

- ❖ Embrace the vision and mission of USD 320 & Wamego Athletics.
- ❖ Help create a culture of positivity and support within the teams.
- ❖ Lead by example. Sportsmanship, personal responsibility, accountability and communication will be exhibited at all times.
- ❖ Enhance the student-athletes experience by being supportive, encouraging and loving.
- ❖ Represent the student-athletes, the team, coaches, school and the community of Wamego in a positive way.
- ❖ Coaches, Athletic Directors, WABC, local businesses and donors will work together on effective fundraising strategies. The WABC is the official fundraising entity for Wamego Athletics.
- ❖ We are committed to strategic fundraising in order to complement our annual budgets. The timeliness of executing these projects will be assisted through cultivating leadership contributions from individual donors, families, and corporations.
- ❖ Coaches are encouraged to have a partnership with local youth organizations to help support K-12 community athletic programs.
- ❖ The partnership between local businesses, donors, WABC, and USD 320 will be a collaborative effort to ensure our athletic programs are fully funded. Working together, we will not only receive benefits from the community but find creative ways to show appreciation to our boosters.
- ❖ We want WMS & WHS Athletics to have a great reputation. We want our fans and parents to be known as loyal supporters who are always positive. We want our coaches to be looked upon as hard working, caring professionals. We want our student-athletes to be known for their hard work, competitive spirit, sportsmanship, and positive, up-beat attitudes. We never want our student-athletes to be overshadowed by our coaches, parents, fans or community. The student-athletes should be the main focus in everything we do.



Wamego Athletics Strategic Plan

Committee Members: Sheryl Wohler, Rob Pettay, Weston Moody, Kyrstie Miller, Adam Topliff, Rick Patton, Dennis Charbonneau & Brian McIntosh

- ★ *We are here to serve our student-athletes to the best of our ability.*
- ★ *We started with our purpose & the culture we want to build within the Athletic Department.*
- ★ *We wanted to align our Strategic Plan with the District's Plan and Goals.*
- ★ *Many schools & businesses have vision & mission statements but few people actually live them. We want to live them in order to accomplish success together.*

● Process

- The Plan was inspired by KSU's Athletic Plan, other Athletic Handbooks, and the discussions of the committee.
- After gaining input from the committee our Strategic Plan began to take shape.
- Our main focus was on our Student-Athletes and what they need to become their best self.
- We wanted to also align with the District Strategic Plan.
- A positive culture, cultivating positive relationships, unconditional support, academics, and community connections were all at the forefront of our discussions.
- We want this to be a clean, detailed and easy to follow Plan.

● Meetings

- AD's & Mr. Winter have met three times to discuss Plan and progress.
- Committee has met twice.
 - November 18th
 - Outline was presented and discussed.
 - December 23rd
 - Reviewed first part of plan then discussed the second part.
- Board of Education Update (1/11/21)
- Finalize Plan before sharing it with community members and getting feedback (2/3/21).
- Consider feedback from community members.
- Take into consideration input then present Final Plan to Board of Education in April for approval.
- APRIL 2021 - APPROVED BY BOARD