



Burlington Football Program

Parent-Player Handbook

March 2022

People+Culture+Preparation+Execution = The Winning Formula

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Section One

Expectations and Essential Understandings

Vision – Mission – Core Values

Vision

To promote the development of student-athletes who are committed to achieving excellence in the classroom, on the field, and in the community through the game of football.

Mission

- Develop student/athletes committed to team success and personal excellence.
- Provide an inspirational and motivational environment where preparation, practice, and hard work generate legitimate opportunities for success.
- Emphasize the importance and development of fundamental techniques necessary for positive football and life experiences.
- Create a consistently exciting and entertaining program that generates support, pride, and tradition for our community to share.

Core Values:

Commitment: Be committed to personal excellence. Our goals must be a priority.

Teamwork: Teamwork is achieved when individuals make personal sacrifices to work together for the group's success.

Discipline: Being mentally and physically challenging to continually improve and become the best player, coach, mentor, student, teacher, and family member we can be.

Effort: Give everything we have in everything we do.

Accountability: Taking ownership of what happens due to your choices and actions.

Core Values - Leadership Council Presentation: [LINK](#)

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Winning Formula

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People	Culture
<p>Everything Starts With People</p> <ul style="list-style-type: none"> • <u>Players</u> • Families • Coaches • Teachers • Administration • Community <p>Bad Teams - Nobody Leads Average Teams - Coaches Lead Elite Teams - Players Lead asd</p>	<p>How we do things.</p> <ul style="list-style-type: none"> • How we communicate. • How we behave. • How we respond to adversity. • How we train. • How we recognize one another. <p>Culture is:</p> <ul style="list-style-type: none"> • Culture is dynamic. • Culture is intentional, and it's not assumed its present and alive. • Culture is either getting better or worse; it never stays the same.
Preparation	Execution
<p>The battle is won before it's fought. -Sun Tzu</p> <ul style="list-style-type: none"> • In-and-out of season strength and conditioning. • Practice with purpose. • Participation in team and individual sports. • Living the Life of An Athlete. • Positive mental health. • Supporting teammates. 	<p>E + R = O Event + Response = Outcome</p> <p>We don't control EVENTS, but we control our response. If we treat people the right way... If we build the right culture... If we prepare the right way...</p> <p>Our RESPONSE will be more effective to whatever event comes our way.</p>

Success – How do we define success?

Team Success

We define success as a team's willingness to work beyond our potential to achieve at a high level without wavering from our values.

Personal Success

We believe our players should define personal success as being a great teammate in the

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process of reaching beyond your potential without wavering from our core values.

Head Coach Expectations

- A. Managing the Overall Football Program
- B. Managing Assistant Coaches
- C. Managing Players (9-12)
- D. Handling Parents and Teachers
- E. Working Relationship with Youth Program (Junior Demons)
- F. Community Involvement

A. Managing the Overall Football Program

- 1. Making decisions for the best interests of the football program.
- 2. Managing the day-to-day needs of the program in and out of season.
- 3. Budgeting for needs and wants of the program. They are communicating those needs to the athletic director and assistant athletic director.
- 4. Maintaining an active role with the Burlington All-Sport Booster Club.

B. Managing Assistant Coaches

- 1. Hiring quality assistant coaches to develop a successful program.
- 2. Monitoring the development of assistant coaches; conducting a yearly evaluation of each coach.
- 3. Communicate with each assistant coach to develop a successful program throughout the year.

C. Managing Players (9-12)

Detailed throughout this handbook

D. Relationship with Jr. Demons Football Program

- 1. Maintain a supportive and active role with the JDFB program.

E. Community Involvement

- 1. Present a positive image of the football program to the Burlington Community.
- 2. Involve the team in community service projects (Jr. Demons, Football Buddies).

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Assistant Coach Expectations

Our assistant coaches are an extension of the head coach. All duties, responsibilities, and conduct reflect the head coach. Assistant coaches are held to a high standard and will perform their coaching duties to the best of their abilities.

Be a positive role model: Professionally carry yourself on the field and in the community at all times. Players and community members are always watching; as a representative of the program, your actions reflect everyone, not just yourself. Make sure your interactions on the field reflect how you would want your child to be treated.

Coach every player: They don't care how much you know until they know how much you care. We will coach players to help prepare them to achieve their most significant potential. Each player is putting in the time and effort to make the team better, and it is the coach's responsibility to help them improve their skills.

Communicate: A football program consists of many parts; it is essential that everyone works hard to stay on the same page. All coaches will work together to stay informed of the scheme and the program in general. Coaches should also strive to ensure the players understand the material presented in practice and be approachable if a player wants to talk.

Commitment: We ask our players to invest a lot of time into our program, and therefore, the same commitment is needed from each coach. In turn, the program will try to prioritize using time wisely during meetings, practices, and team activities.

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Part Two: Burlington Football Program (9-12)

Program Levels: Freshman, Junior Varsity/Varsity Reserve, and Varsity

Freshman (JV2)

The purpose of the freshman/sophomore program is to:

- Develop and refine the basic skills and conditioning of the player.
- Introduce, explain, and reinforce the rules of the sport.
- Introduce, present, and support the same offense and defense that the varsity uses.
- Assess the students' athletic ability, which will lead to continued involvement in the sport.
- At the coaches' discretion, provide playing time to all participants. Playing time is outlined under section six.

Junior Varsity (JV1)

The purpose of the Junior Varsity program is to:

- Develop the player's skills.
- Increase the intensity of the competition.
- Prepare the player for the varsity level.
- Place more emphasis on winning, but not to the extent of the varsity level.
- Provide opportunities to play in game situations as game conditions merit.

Varsity Football

The purpose of the Varsity program is to:

- Develop the physical skills and conditioning of the player to his fullest potential.
- Provide talented players the chance to excel.
- Provide players with the opportunities to learn to set goals, strive to achieve them, and serve as role models for younger players.
- Develop program goals that include winning, team-building skills, and enjoyment of the sport.

Varsity

The varsity team will consist primarily of Juniors and Seniors. Sophomores who have demonstrated the ability to be starters or key contributors may also earn an opportunity to play varsity. The varsity player must show the mental skills, proper attitude, physical skills, and sport-specific skills needed to be starters or essential contributors to success. These attributes will be assessed daily in practices and meetings.

Junior Varsity (JV 1)

The junior varsity team will consist primarily of juniors and sophomores. Freshmen who have demonstrated the ability to be starters may get moved to the JV. These attributes will be assessed daily in practices and meetings.

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Freshman (JV 2)

The freshman team will consist of freshmen only. We will bring a sophomore to the freshman level if injuries occur, and it is necessary.

Note: Regardless of the level, no player is guaranteed a starting position in the current year because he was a part of the program the previous year. If the coaches feel that somebody is better, then that player will play.

2022 Burlington Football Coaching Staff	
Freshman (JV2) Coaching Staff Josh Dow - Head Coach <ul style="list-style-type: none">• Offensive Coordinator Josh Letkewicz - Freshman Assistant <ul style="list-style-type: none">• Defensive Coordinator Ben Biedrzycki - Freshman Assistant	JV1 & Varsity Coaching Staff Tyler Bostand <ul style="list-style-type: none">• Varsity Assistant• Wide Receivers• JV Head Coach - OC Matt Landers <ul style="list-style-type: none">• Varsity Assistant• Defensive Line• JV Assistant - DC Adam Cook - Varsity Assistant <ul style="list-style-type: none">• Running Backs Paul Hasler - Varsity Assistant <ul style="list-style-type: none">• Linebackers Jason Bousman - Varsity Assistant <ul style="list-style-type: none">• Offensive Line Steve Tenhagen - Varsity Assistant <ul style="list-style-type: none">• Offensive Coordinator• Special Teams• Quarterbacks Eric Sulik - Varsity Head Coach <ul style="list-style-type: none">• Defensive Coordinator• Defensive Backs

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Culture Promoters

- Shows up on time (early) for practices and workouts
- Always puts Team ahead of Me
- Takes academics seriously
- Regularly attends voluntary out-of-season workouts
- Regularly attends Summer SSAC (Strength-Speed-Agility-Conditioning)
- Works hard even when no one is looking
- Attends summer contact days
- High moral character and a role model
- Avoids alcohol and drugs
- Unselfish
- Trust the We. Us. Ours. Together (WUOT)
- Positive
- Brings a **winning** attitude to our team!

Culture Poison

- Entitlement
- Complacency
- Drama
- Selfish Players
- Negative Social Media
- Judgement
- Cliques on the team
- Ego
- Negative Attitudes
- Inattention to small details
- Jealousy

Player Expectations (Team Policies)

1. Practice attendance is mandatory. If injured (short-term injury) you are still expected to be at practice. Missing a practice needs to be excused by the head coach (Coach Sulik JV & Varsity, Coach Dow Freshman). There are **few**, if any, reasons to miss practice. If you are ill, we require you to stay home to get well.
2. Practices are a time to learn. Pay attention to your coach when he is teaching, "LOCK IN". When a coach is talking to an individual who plays your position, pay attention; get to a position where you can listen.
3. The weight room is part of the practice. Players are held to the same standard as if we were on the practice field.
4. Always be on time...or early.
5. Helmets must be worn **at all times** unless a coach tells you to take your helmet off.
6. Know the practice and game time schedules. If you are late for an academic reason, you

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are responsible to get a note (or email) from that teacher excusing you.

7. Always know the tempo of the drill you are in at practice (full speed, walk-through, no tackle, etc.).
8. Know and accept your role on this team unconditionally. Not everyone can be a starter on a football team; not everyone can play their first choice position. It is up to you to accept the role that the coaches assign you.
9. No profanity.
10. Energy drinks are strictly prohibited.
11. Follow the team dress code on game days (jerseys).
12. Player hair must be at an appropriate length to ensure proper helmet fit. Hair must not hang any longer than 2 inches out of the back of the helmet.
13. Follow the academic and athletic code. (Specific details in the student handbook.)
14. Harassment of any kind will not be tolerated and is grounds for suspension or dismissal from the team. Celebrations that taunt opponents or teammates are subject to loss of playing or suspension.
15. **Only** see the athletic trainer with a coach's permission or if he approaches you about a possible injury. The purpose of the athletic trainer is to diagnose and offer treatment to injuries. Our responsibility is to get the player back on the playing field in a safe but expedient fashion.

***All players are held to these expectations and failure to abide by it has the potential to result in loss of playing time, suspension, or dismissal.**

Dismissal Process

All players are given a fair opportunity to play in the BHS Football Program. Failure to follow these player expectations and core values has the potential for a loss of playing time or dismissal from the team. Below I have outlined the dismissal process.

Level One: The head coach or assistant coaches have noted a major or consistent violation or series of minor infractions by the player. Conversation with coach or leadership council member and loss of playing time.

Level Two: Issue with the player does not improve. A meeting is called to order by the head coach with the player and player's parent(s). The purpose is to bring a positive resolution to the issue. Significant loss of playing time or a full-game/s suspension is issued depending on the severity of the violation or infractions.

Dismissal: If the issue persists the player will be dismissed from the team.

Automatic Dismissal

- Bullying or harassment of any player.
- Attempted theft or theft from teammates or coaches.
- Unexcused missed practice/s.
- Vandalism of any kind of our home locker room, school grounds, etc.

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- Belligerent and disrespectful actions towards other players or coaches.

Playing Time

Three factors determine a player's playing time in our program.

- Practice, Preparation, & Performance
- Talent
- Attitude

Game Day Dress Code

Players are expected to wear jerseys on game days. This includes Freshman/JV and varsity players. Jerseys should be tucked in and will only be worn by the player. On occasion, players will be given a matching road or home jersey to be worn by their mother or father attending the game.

Leadership Council

A leadership council will be implemented for the first time this season. This council will help Burlington Area High's football program grow from within by putting the student-athletes at the forefront of many team decisions. It gives the players a chance to lead by example and help shape the overall culture of the program. Their feedback is truly valued by the coaching staff. Students will be taught how to deal with issues concerning their fellow teammates while also developing a strong working relationship with their coaches. This dual investment, made by the coaches and the players, creates greater trust and accountability on both ends, and fosters a better working environment overall. The leadership council will consist of players of JV and Varsity teams regardless of position or location on the depth chart.

Part Three: Important Items

Out-of-Season Expectations

- We strongly encourage our players to participate in other sports, activities, and clubs in the off-season. If your schedule allows, we promote attending open weight room times during the winter and/or spring seasons.
- We host monthly "Breakfast Club Meetings". We encourage our players to attend these meetings if their schedule allows.
- Football players are strongly encouraged to enroll and regularly attend our Speed-Strength-Agility-Conditioning class held during the summer months.
- We expect our players to strive to be the best student they can be.
- We expect our players to be positive members of the high school and Burlington Community.

WIAA Approved Summer Contacts Days

- The WIAA has allowed five football contact days during the summer months that are planned and organized by the coaching staff. We expect our players to make every attempt to make these days a priority in the summer schedule. We will do our best to pick dates and times that work out for the majority of our players.

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Lettering Policy

- A player must play a positive and significant role on the varsity team.
- Achieve the strength and conditioning goals.
- Players are not eligible for letters if they violated the athletic code or did not meet academic requirements during the season.

Fundraising Involvement

- This season we will participate in a football program fundraiser. We expect our players to actively participate in both. All proceeds go to the expenses related to the football program.

Part Five: Community Involvement

A cornerstone of our program is servant leadership. We practice servant leadership throughout our program by

- Assisting at the August Youth Football Camp.
- Helping at Jr. Demons 6-8 practices and games.
- Varsity players participating in our Football “Buddies” Program.
- Assisting at the Youth Football Punt/Pass/Kick Competition.
- Various out-of-season opportunities.

Section Two

Football Parent/Guardian Section

11 Essential Understandings of Our Football Program

1. We strive to treat our players like they are our sons.
2. We believe and teach priorities on a daily basis (family-school-football-self).
3. We believe the team always comes first.
4. We may expect your son to be more disciplined than you expect at home.
5. We don't play with kids to keep them happy. Players play based on three factors: their abilities are valuable to help the team succeed; effort in practice preparation; and a “team-first” attitude.
6. Drugs and alcohol will not help us become a better team. Players are expected to follow the athletic code of conduct.
7. A parent's influence or position makes no difference to our coaching staff.
8. We put a player in his best college potential position only if it's best for the team.
9. We keep negative issues “in-house”. We only want positive publicity to promote our team, school, and community.
10. We value practices and missing them is detrimental to the team and the individual.
11. We encourage all our players to serve our program as servant leaders.

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Communication Process

Player:

Communication is crucial to any successful program. I expect our players to communicate questions and concerns in an appropriate fashion. If your son has an issue or an ongoing concern about something, he needs to communicate that to his position coach. If the position coach cannot handle the issue, it will be forwarded to the head coach. At that time I will address the issue and concern, and we will work to a positive resolution. Players should always feel free to communicate with our Leadership Council.

Parent:

As a parent, feel free to communicate with me but please do so appropriately (via phone, e-mail, or after practice). If a situation arises, I expect you to talk over the issue with your son first. If you both share the same concern, your son needs to follow the process described above. However, if this is not achievable, please forward the issue to me. If you feel as though we need to talk in person, please schedule a meeting at a mutually convenient time.

Parent Involvement

- Be positive with your son. Let them know you are proud they are part of the team. (Focus on the benefits of teamwork and personal discipline.)
- Allow your son to perform and progress at a level consistent with his ability.
- Support the coaching staff when controversial decisions are made (coaches need your backing to keep good morale on the team).
- Insist on positive behavior in school and the community.
- Encourage proper time management (academics, athletics, home, social).
- A player's self-confidence and self-image will be improved by support at home. Comparison to other players is discouraged. Encourage the player to do their best regardless of brothers or sisters who may have been outstanding players.
- Winning is great but building a positive team is most important. The concept of working together to perform a task will have lasting benefits. Winning takes place when all the little things are done correctly.
- Find the time to be an avid booster of school activities (Gridiron Club). Help build a solid support system for ALL players.
- Many players enjoy participating in multiple sports. Specialization in one sport may prevent a player from enjoying great team relationships in other activities.
- Persistence and being able to accept a role are extremely important for the team to be successful. Not everyone can be a starter but everyone is important to the team. Some players may not develop until their senior season. Encourage your son to remain persistent.

Burlington Gridiron Club

- Burlington Gridiron Club: players' parents that assist with team functions and fundraising that go on outside of the football budget.