

The Vanguard School

POLICY: Vanguard IGD-R-1 – Extracurricular and Interscholastic Programs Staffing Guidance

POLICY ADOPTED: 12-18-2024

The purpose of this policy is to guide in the hiring of coaches, moderators, mentors, supervisors, advisors, and other faculty (hereafter referred to as “coaches”) who aid in the development of the students at The Vanguard School through extracurricular activities.

The Vanguard School shall hire at least two coaches per team or organized association of The Vanguard School. These two coaches shall be organized as a head coach and an assistant coach.

Additionally, based on the number of students participating on a team or organization (a.k.a. the number of students on the roster), the appropriate hiring director (such as The Vanguard School Athletic Director, depending on the extra-curricular activity) shall attempt to hire/recruit the number of coaches based on the following formula. The total number of coaches shall be allocated as one coach per 6 students, rounded up or down after the mathematical division is performed. As always, volunteers can contribute to aid in running an activity, but those volunteers shall not count toward meeting this requirement, unless that volunteer coach, in writing, commits to spending more than 80% of required activity time supporting coaching.

The following serve as examples of staffing required:

- A. A team rostering 22 students shall ensure that the team has 1 head coach and 3 assistant coaches, or $22/6 = 3.6$ coaches, rounded to 4 coaches.
- B. A team rostering 12 students shall have 1 head coach and 1 assistant coach.

Non- or partial-participating students (such as red-shirts and swing players) shall not add to the count of students on the roster for the purpose of this policy. Exceptions to this policy may be made based on special circumstances leading to insufficient numbers of coaches (such as a coach leaving mid-season). These exceptions may be approved by an agreement between the hiring director and secondary principal.

Coaches shall be chosen based on their excellence in coaching and demonstrated performance at coaching in the designated activity, and support for Vanguard values. No preference shall be given to current or past faculty assignments at The Vanguard School.

Initial Date: December 2024

Legal Ref: C.R.S. 246401 *et seq.* (*Open Meetings Law*)