

The Atonement Academy

Athletic Department

Middle and Upper School

Athletics

5 Year Strategic Plan

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Overview and Scope of the Plan

Purpose

The purpose of this plan is to examine the achievement and effectiveness of The Atonement Academy Middle and Upper School athletic program, measured against the department's mission and goals.

The Atonement Academy athletic program's primary objectives are to assist in the matriculation of student-athletes, assist in strengthening their catholic faith, assist in developing the character traits and work ethics that lead to student success, instill a competitive attitude in student-athletes, teach sport specific skills, teach life-long skills in fitness, and to encourage and motivate student-athletes to become role models in their respective communities.

The primary objectives for the Athletic program are as follows:

- Catholic Faith
- Recruitment
- Educate (Teaching physical/mental/social/spiritual skills)
- Matriculate
- Compete

The Five-Year Plan for Athletics will:

1. Provide a framework within which to implement our athletic philosophy, goals and mission statement, described in the Athletics Handbook.
2. Provide a framework in which to give coaches and athletics staff direction and guidance for planning programs, scheduling, venue selection, practice scheduling, and equipment needs for future budgets.
3. Support and enhance participation in each of our sports programs by giving a clear direction for that program.
4. Serve as a planning tool for The Atonement Academy Booster Club with respect to their support of the programs.

Philosophy

The athletic program at The Atonement Academy is committed to building our student-athletes into young men and women of integrity, character, and physical excellence. It is our mission to work together with the school parish to create a committed sports program based on the mission of the school. The athletics program at The Atonement Academy is designed to support the development of our students in the intellectual, spiritual, and physical virtues.

Our mission includes the following objectives:

- Deliver an environment in which goals can be set, supported and realized.
- Ensure that the academic progress of student-athletes is monitored and never compromised.
- Deliver justifiable participation opportunities and quality of service to both female and male student-athletes, while enhancing the unique diversity of our campus into a source of pride and success.
- Employ the best probable coaches and support staff.
- Deliver the best possible facilities, equipment and supplies.
- Ensure competitive schedules, appropriate to provide challenging opponents and competitive balance.
- Prepare individuals and teams to realize their full competitive potential.
- Communicate the mission, goals and accomplishments of our Athletic Program to the campus, community and alumni as frequently as possible.
- Have a community that will support athletics during the games being held on campus. Parents are required to work the admissions or concessions of games at least once during their athletes' respective season.

Strategic Objectives

The following objectives, in keeping with the philosophy for athletics, are designed to help move the athletics program toward fulfillment of the schools mission for athletics.

By the completion of the 2023-2024 school year, The Atonement Academy athletic program will:

Personnel

- Employ a stable and qualified coaching staff sustained by stipends or salaries that are competitive with other private schools in the greater San Antonio area. (Year 1)
- Utilize a performance evaluation process for coaches that help them grow in their implementation of the school's philosophy for athletics. (Year 1)
- Cultivate and follow a plan for training coaches in their philosophy, skills, and techniques necessary for success in their sport (Year 1)
- Have a budget for coaches to attend conferences to further their knowledge on the sport they coach. (Year 2)
- Staff the athletics department to ensure proper supervision of all coaches as well as handling of all duties. The staff will consist of a Full-time Athletic Director and Assistant Athletic Director with primary oversight of the Lower and Middle School Athletics, and a full-time athletics Secretary. (Year 3)

Facilities

- Open the new gymnasium in the new Upper School (Year 3)
- Operate the new fully equipped gymnasium with 2 female/2 male locker rooms, 1 official's dressing room with showers, wooden basketball/volleyball courts, athletic training room, 5-7 coaches' offices, retractable bleachers for more efficient use on both sides of the gym, LED scoreboard on both sides of the gym, and a full-size weight room. New gym will be operational before and after school practices as well as year-round activities. (Year 3)
- Light the athletic fields (Year 2)
- Add fully functional in-ground Scoreboard outside on Crusader Field. (Year 2)
- Expand seating on the athletic fields. (Year 4)
- Begin in developing expanded two acres of playing fields in separating 4 major outdoor sports; soccer, 6-man/11-man football, softball and baseball. (Year 5)

Communications

- Develop and follow a stylistic handbook dictating the use of colors and logos on uniforms, gear and publications related to athletics. (Year 2)
- Develop a quarterly newsletter devoted exclusively to Crusader athletics, that will update and inform the community of highlights, scores, athletic alumni, schedules, etc. (Year 1)

Finances

- Fund the athletics program to a level necessary to provide competitive coaching stipends or salaries, operations of facilities, regular training for coaching staff, and basic operational expenses to field competitive teams. (Year 1)
- Develop a primary Athletic Fundraiser in accordance with the school calendar that involves the entire community annually. (Year 1)
- Open to sponsorships from families or local businesses that go in accordance with the same ideals as the school and our departments goals. (Year 1)
- Provide traveling team meals. (Year 1)

Programming

- Become a part of TAPPS (Year 1)
- Field teams that are able to compete at 2A level and above in TAPPS. (Year 1)
- Develop and sustain an active off-season and summer training program, including summer athletic camps. (Year 1)
- Coaches work with Athletic Director to establish schedules for games, meets, tournaments, etc. at least 6 weeks prior to the start of the first practice. (Year 1)
- Implement an Athletic Period at the Upper School Level (Year 2)
- Transport teams using school owned buses/vans (Year 2)

Funding Priorities

To meet the above objectives, the following capital needs items must be funded (in order of priority):

1. Bi-annual capital athletic fundraising
2. Bus/Vans
3. Traveling team meals
4. Completion of new Gymnasium
5. Expanded layout of current playing fields for soccer and baseball/softball.

In the past, The Atonement Academy Athletic Department has had two funding sources- Tuition and Booster Club. This year we will be adding Sponsorships.