

What Would You Do?

Coach Jones is a very successful high school basketball coach with 10 years of coaching experience from another small county in the state. He was highly recruited by the district to turn around a program at one of the oldest high schools in the county. He has been building great relationships with the students, parents, and staff at ABC High School.

On Sunday, Coach Jones went out with a group of his former college roommates and ended up going to a bar where one of his friends got into a physical fight. Coach Jones stepped in and punched the other guy in the face multiple times, knocking him out, and then got arrested for disorderly conduct and simple battery. He was taken to the local jail, bailed out, and went home. He did not disclose to his supervisors that he had been arrested for disorderly conduct and simple battery.

On Monday, some of the teachers could smell alcohol on his breath. They reported it to the three assistant principals, who soon after the initial reporting, asked for a meeting with the coach. All three assistant principals could smell the alcohol on his breath once the meeting started, but an Assistant Superintendent called the assistant principals (principal was off campus) and told them they were on a hard lockdown because the local police were chasing down an armed man very close to the campus. The group quickly dispersed into areas around the school to monitor until the hard lockdown lifted.

By the time the lockdown lifted, Coach Jones had to leave for the basketball game. One of the other coaches, who has a CDL, was supposed to drive the team but had a family emergency, so Coach Jones drove the bus (since he also holds a CDL). Coach Jones did not have time to get his gym bag out, so he sent one of his basketball players to his car with his keys to get the bag. When the student retrieved the bag, he noticed there was a gun, a 45 Smith and Wesson pistol, under the driver's seat. He gave coach the bag and told him that he saw the gun. Coach told him not to say anything, but the player shared it with his girlfriend, who is a cheerleader. The cheerleader then reported it to the cheer coach as they were loading the bus. The cheer coach sent an email to the lead counselor and left for the game.

Coach Jones' basketball team won the game, but at the very end, a fight broke out between two players on opposing teams. Coach Jones stepped in to break up the fight, but pushed a student in the process of separating the boys. The student pushed fell on to a metal cart and cut his eye. One of the administrators from the earlier meeting was on "duty" at the game and guided the team to the bus to leave.

Before they left, the coach from the other team sent Coach Jones gate fees through his personal Cash App. The coaches had a handshake agreement on splitting the gate for this game. Coach Jones then drove the athletes back to the school.

The next day, Coach Jones called an administrator friend of his at the high school where they played basketball the night before. He wanted some information about the player who was involved in the fight with his player. The administrator told Coach Jones that the player has an IEP for EBD and tends to fight a lot when he gets frustrated. The administrator was on speakerphone in Coach Jones's office, and some of the athletes in the locker room overheard the information and began talking about it during practice.

On social media, the players started making comments about the basketball player involved in the fight from the other school. They referenced his disability several times and used derogatory language. When one of the players was asked about the social media posts, he told the student he overheard the information about the player on coach's speakerphone when he was changing for PE class.

That same day, the cheer coach followed up with the school administrators about the email she sent to the counselor. The school administrators had not been informed. The cheer coach later found out that the counselor and Coach Jones were in a relationship and the counselor did not think having a gun for protection in a locked car was a big deal. The counselor said the student should have kept his mouth closed and that the coach had a concealed carry permit.

The principal had been out of the building and at a GAEL conference. Once he received information in regards to the past three days, he wrote a letter of reprimand to the teacher/coach and placed him on administrative leave.

Human Resources called the principal later that day to say Coach Jones' FMLA had been approved (had applied for personal medical three days prior to the first incident in paragraph 2) and he will be out until the end of the month. The principal asked HR why he is on FMLA and HR told the principal that Coach Jones is entering a recovery program for alcoholism.

Group Work:

Consider all of the events in this scenario and talk within your group to discuss the following:

- Underline what you believe are reportable offenses/situations to the District Office.
- **Highlight** what you believe are reportable offenses to the District Office **AND** Professional Standards Commission?
- What leadership/administrative actions do you feel **were** appropriate for the different incidences in this scenario? Why?
- What leadership/administrative actions do you feel **were not** appropriate for the different incidences in this scenario? Why?