



# AFL ACADEMY - PERSONAL LEADERSHIP PROGRAM POLICY

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Authorised by:  
**Principal**

Approved by School Council:  
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## Context:

This policy explains the key elements of the AFL Academy Program at Horsham College. This policy encompasses the program expectations from Years 7 to 12.

## Background:

Horsham College is committed to providing an AFL Academy specialist program for our students. The AFL Academy Program commencement is in 2021, it has a selection process and unique curriculum offerings for students in Years 7 to 12.

The Academy's vision is to provide a positive learning culture for students interested in the sport and in doing so to develop both their leadership, and sporting capacity.

The purpose of the Academy is to provide specialist sports coaching, together with leadership and personal development activities. The program aims to develop students' skills, knowledge and understanding of Australian Rules Football, whilst promoting and enhancing self-development, leadership and self-discipline skills.

Students will be exposed to high performance strength and conditioning programs and the latest in fitness training. The program will provide opportunities for students to maximise their physical development and facilitate participation in football pathways. As students' progress through the program there are clear senior school pathways in the sporting field including VCE, VCAL and VET Sport and Recreation certificates will be provided.

## Implementation – Background:

### 2020:

- AFL Academy Coordinator employed
- Horsham College accepted into SSV Premier League Competition
- Selection process for 2021 Academy positions undertaken
- Selection of Academy students finalised for 2021

### 2021:

- Year 7 & 8 CORE Physical Education/Health (AFL strand) classes commence
- Year 9 & 10 AFL elective classes commence
- Year 11 & 12 Certificate 3 Sport and Recreation (AFL strand) classes commence

## **Guidelines:**

### **General Principle**

The guidelines in this policy spell out the roles and expectations of students, teachers, learning area heads and key members of the school leadership team in regard to the AFL Academy Program. Students may be removed from the program, if the expectations are not met.

### **Student Participation Expectations – AFL Academy**

The Horsham College AFL Academy program is tailored to service student athletes who are committed to achieving their best within the sport, along with developing their leadership skills and self-improvement as a person within the Horsham College community. Entry into the program is a privilege that requires total commitment from the student in their physical and theoretical performance.

All AFL Academy students must make a commitment to attend and participate in all activities connected to the program (absences must be accompanied with parental notification).

Athletes accepted into the AFL Academy program must agree to sign the student contract (Attachment 1) and abide by the following:

- Commit to all AFL Academy Program sessions both theoretical and practical.
- Comply with the direction of Horsham College staff, Strength and Conditioning coaches and any external coaches
- Comply with the rules and expectations of Horsham College.
- Be a good role model in the eyes of peers, teachers and coaches - ie. wearing the correct uniform, exemplary behaviour, attitude and effort in the class, yard behaviour and extra-curricular activities etc.
- Demonstrate good sportsmanship and conduct at all sporting fixtures and training sessions.
- Maintain a satisfactory rate of Attitude and Effort progress. The expectation for students is that a 3.7 Grade Point Average (GPA) minimum is maintained on their Interim Report.
- Wear the AFL Academy or Horsham College Physical Education uniform on all occasions when undertaking Academy programs
- Be available for selection in school sporting teams when required and compete to the best of your ability. There may be inhibiting factors that limit your availability to be selected for school sporting teams and these should be discussed with the Academy Coordinator.
- Take no drugs that will modify growth, behaviour or performance.

### **Selection Process**

The AFL Academy selection panel will be: AFL Academy Coordinator, Assistant Principal and current Female football coach/Leading Teacher or HAPE coordinator. Any conflicts of interests must be declared to the selection panel and a replacement staff member will be added to the panel.

The selection of students will be based on:

- Students selecting the AFL academy subject
- Students completing the AFL academy application form (This is an online form that is available on the College website in term 2), including goals/achievements section, club referees' section and teacher reference section

- Current Horsham College students applying for the following year will need to meet the 3.7 GPA requirements
- Decisions will be made by the selection committee in circumstances where students do not meet the above 3.7 GPA
- The panel will meet and decide on the Year 7 to 12 AFL academy classes for the following year. The panel will take into consideration the student application and their suitability to commit to the student expectations for the program
- Student suitability will be based on the following – football achievements/ability, character/leadership qualities and willingness to develop in this area, behaviour and commitment to the College values.

### **Provisional Acceptance**

Following the application process students may be placed on a provisional acceptance for the program. A provisional acceptance means there currently are some concerns with a student's suitability for the program, however they will be given an opportunity for the remainder of the school year or mid-year to provide evidence of their suitability.

To prove their suitability, students will need to meet a GPA of 3.7 on their next term Interim Report. The Interim Report assesses the following areas (preparedness for class, completes set work, remaining on task, appropriate behaviour).

### **Review Process:**

#### **AFL Academy Subjects**

All AFL Academy students will be reviewed at the end the first month of the Semester and at the end of each term by the AFL Academy coordinator, Year level coordinators and coaches. The review will include using each student's data on SEQTA:

- Interim Report data (3.7 GPA minimum)
- Attendance report showing percentage of unexplained absences (0%)
- Behaviour concern records (level 1 only, level 2 Behaviours=review)
- Academic results (above 50% across CATS)

Students that fail to abide by the program expectations, as outlined above, will be removed from the program. Offers of acceptance into the program are conditional on parents and students signing these expectations.

If students are not fulfilling these expectations, they will be placed on review:

- The AFL Academy Coordinator will meet with the student and parent and raise the concern
- The student will be given an additional time "on review" to meet the expectations
- Students still failing to meet the expectations will meet with Leading Teacher and the AFL Academy coordinator to create a transition plan out of the program.

Appeals may be made by parents/guardians directly to the selection panel (Process outlined in Attachment 2).

### **AFL Academy Coordinator**

In regard to AFL Academy, the Coordinator is required to:

- Have at least Level 1 AFL coaching qualification
- Level 1 Australian Strength and Conditioning Accreditation (ASCA)
- Certificate 4 trainer and assessor qualification to teach VET units at senior level
- Provide opportunities for professional development for other Physical Education staff and Coaches
- Liaise with Health & Physical Education Coordinator and the Year Level Coordinators if a student is not abiding by the AFL Academy program expectations
- Liaise with HOPE Coordinator/s in establishing curriculum for the program
- Be a panel member in the AFL Academy elective classes
- Coordinate male and female Premier League teams, games, equipment and travel arrangements
- Participate in professional development related to AFL or Strength and Conditioning
- Communicate with parents if students are not meeting the expectations of the elective class.
- Oversee all program operations

### **AFL Academy Coaches**

- All external coaches must have current Working With Children Checks and abide by the Childsafe Code of Conduct.
- Must have current AFL coaching qualifications or Strength and Conditioning qualifications

### **Health and Physical Education Learning Area Head**

In regard to AFL Academy, the Health & Physical Education Learning Area Head is required to:

- Ensure that staff have the relevant and up to date qualifications to teach in the program
- Provide opportunity to staff to gain professional development in this field
- Work with the leading teacher responsible for the school timetable for staff requests and rooms.
- Work with the AFL Academy Coordinator to ensure curriculum needs/requirements are met

### **External Coaches**

- All external coaches must have current Working With Children Checks and abide by the Childsafe Code of Conduct.
- Must have current AFL coaching qualifications or Strength and Conditioning qualifications

### **Assistant Principals:**

The Assistant Principal is required to:

- Manage the AFL Academy budget (Year 7 & 8 Assistant Principal)
- Liaise with AFL Academy Coordinator in regard to new enrolments (relevant Sub-school Assistant Principal)

- Liaise with AFL Academy Coordinator in regard to program operations (relevant Sub-school Assistant Principal)

### **VET Coordinator**

The VET coordinator is required to:

- Assist the structural set up of the VET units covered in the AFL Academy subjects
- Support AFL Academy staff in obtaining VET training and qualifications

### **Principal**

In regard to reports, the Principal is required to:

- Manage any appeals to program decisions
- Providing accountability to staff who do not abide by the guidelines set out in this policy

### **Review Cycle:**

This policy will be reviewed in accordance with the Policy Review Schedule

## Attachment 1:



# AFL ACADEMY - STUDENT CONTRACT



## STUDENT AGREEMENT 2021

BETWEEN: The Student Athlete and Parents/Carers and Horsham College/AFL Academy Program

### **1. INTRODUCTION AND TERM**

1.1 Horsham College is the school implementing the AFL Academy Program.

1.2 You have been selected as a member of the Horsham College AFL Academy Program by satisfying the criteria based on referrals from a number of people/staff. Students are reviewed during Term Two and Four to determine whether they remain in Program. The review takes into account whether the student remains in the program based on the Attitude, Effort and Behaviour across all academic subjects.

1.3 Each student's Attitude, Effort and Behavioural progress will be checked on a term cycle (Interim reports). If a student is not meeting the minimum 3.7 GPA standard across all subjects then the Academy coordinator will conduct a student meeting to discuss goals on how to improve.

- If a student is still below the 3.7 GPA expectation by the next reporting cycle then a student's position within the program will be reviewed and a decision will be made on their place in the program.

Similarly, if a student does not meet the behavioural expectations as outlined below, then their place within the Academy will also be reviewed. Seriousness of behavioural breach or repeated behavioural breaches would see a student removed from the program.

### **BEHAVIOURAL EXPECTATIONS - You must:**

1.4 Commit and be prepared for all AFL Academy Program sessions both theoretical and practical.

1.5 Comply with the direction of Horsham College staff, Strength and Conditioning coaches and any external coaches

1.6 Comply with the rules and expectations of Horsham College.

1.7 Be a good role model in the eyes of peers, teachers and coaches - i.e. wearing the correct uniform, exemplary behaviour, attitude and effort in the class, yard behaviour and extra-curricular activities etc.

1.8 Demonstrate good sportsmanship and conduct at all sporting fixtures and training sessions.

1.9 Maintain a satisfactory rate of Attitude and Effort progress. The expectation for students is that a 70% minimum is maintained across all studies.

1.10 Wear the Horsham College PE uniform on all occasions when undertaking Academy programs

1.11 Be available for selection in school sporting teams when required and compete to the best of your ability. There may be inhibiting factors that limit your availability to be selected for school sporting teams and these should be discussed with the Academy coordinator.

1.12 Take no drugs that will modify growth, behaviour or performance.

1.13 This Agreement contains the terms on which you have been selected and which must be adhered to as a member of the Horsham College AFL Academy.

1.14 The terms of this Agreement are valid for your enrolment in the Horsham College AFL Academy and are agreed to and signed each year.

## **2. ATHLETE BENEFITS - You will receive:**

2.1 Access to a holistic program that balances academic achievement and sporting excellence.

2.2 The right to participate in the AFL Academy training programs and activities.

2.3 Access to strength and conditioning programs, coaching personnel and associated fitness programs, AFL resources and facilities such as the Horsham College Strength and Conditioning Centre.

2.5 Access to personal development/leadership programs including possible overnight camps, guest speakers and excursions.

2.7 Support from the AFL Academy coordinator to take into account subject selection for the following year, career advice and development of sporting goals and time management skills.

## **3. MEDICAL**

3.1 If injured and cannot participate you must have a written note from parent/guardian or a Health specialist (Doctor, Physio, Chiro) for longer term injuries giving detail on injury.

3.2 If injured follow the correct rehabilitation and commit to designated rehabilitation program.

3.3 If you are ill, injured or involved in an accident within any part of the program, parents authorise the administering of medical treatment and agree to pay for the cost of any such treatment.

3.4 Athletes will also be required to complete a Pre-Exercise questionnaire/screening tool to identify athletes with a known disease/illness, or signs or symptoms of disease/illness, who may be at a higher risk of an adverse event during physical activity/exercise.

3.5 **Asthma management plans must be provided to the school** – copies will be made and Academy coaches/teachers will be informed of the management plan (hard copy will be placed in student file). If a student suffers from asthma and an updated

management plan is not provided then participation in Academy practical sessions will be compromised.

3.6 All Academy students will complete a basic medical check sheet that will inform Academy coaches/teachers if there are any basic medical concerns or previous injuries that need to be considered.

#### **4. BREACH BY HORSHAM COLLEGE AFL ACADEMY PROGRAM STUDENT**

4.1 If you do not comply with any term of this Agreement, Horsham College may preclude you from participating in the Horsham College AFL Academy Program and remove you from the program. All students will adhere to the expectations procedures and policies of Horsham College and the AFL Academy Program

4.2 Enrolment of athletes in the AFL Academy Program is conditional upon them meeting the behavioural and attitudinal requirements set by the teaching and coaching staff. Students' who elect to withdraw from the program or are excluded from the program because of behaviour or attitude will be required to forgo their enrolment in the program to make way for other students.

4.3 Students failing to meet minimum Attitude and Effort standards will be placed on a personal improvement program after meeting with the AFL Academy Coordinator. If improvement is not effected the student will be suspended from the program.

4.4 In the event that a student is found to be unable to meet the sporting standards required for continued participation in the AFL Academy Program, the student will lose their place in the program but will be permitted to continue their education at Horsham College.

#### **5. SIGNATURE**

I have carefully read this document and understand my obligations under the Horsham College AFL Academy Agreement. I agree to abide by all the rules and conditions as stated.

Signed by \_\_\_\_\_

Print name of Student \_\_\_\_\_

Signed (Parent/Carer) \_\_\_\_\_

Print name of Parent/Carer \_\_\_\_\_

Date signed: \_\_\_\_\_



# Attachment 2:

## AFL ACADEMY – APPEALS PROCESS

