



BASEBALL
2022 Team Handbook

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Dear Players and Parents,

I am honored to be the head coach of the Wenatchee High School baseball program, and I'm excited about the 2022 season. We will field a Varsity and Junior Varsity team this year and I look forward to working with our student-athletes at every level of our program.

I feel we have assembled a first-rate coaching staff this season with Mark Brownlee and Neal Safley, and while each team will have its own designated coaching staff, all of our coaches will have the opportunity to work with players at all levels.

Our goal as coaches is to develop our players both on and off the field. They are student's first and then athletes, so their first commitment must be to school. Through our program, we want to develop fundamentally sound baseball players that understand and respect the game of baseball. We'll place a strong emphasis on teaching the fundamentals of the game and playing "smart" baseball.

For the Wenatchee High baseball program to be successful, we'll need your support as players and as parents. Please read the team policies, procedures and expectations included in this manual. Some of the rules included on the following pages are in accordance with the Wenatchee Public School District and others are unique to our baseball program. Most of what is here was established with a focus on simple common sense, courtesy and respect for all involved in the program.

Please remember that it is a privilege to play baseball at Wenatchee High School, and not a right. I hope your experiences in the Wenatchee High baseball program provide you enjoyable memories and when you look back on the season you are proud of what you accomplished as an individual and team.

Josh Ervin
Head WHS Baseball Coach

COACHING PHILOSOPHY

WORK ETHIC: Desire and hard work are what it takes to be the best. Being the best means out-working your opponents.

DEDICATION: Give 100% of yourself in all you do. Focus on your goals and your goals will become reality.

ENTHUSIASM: It is important and necessary to have fun and enjoy what you are doing. This ensures total dedication in all your endeavors.

TEAM WORK: No one is bigger than the team. We will win and learn as a team.

GOALS: You must have goals to succeed. Without goals there is nothing to work towards. Set your goals high and have the discipline and dedication to achieve them.

REPRESENTATION: Each athlete and coach is expected to represent themselves, their families, teammates, coaches, school and community with pride and class.

The Wenatchee Baseball coaching staff is focused on preparing, instructing and developing our student-athletes. The coaching staff is committed to the team and each player.

Coaches will be held to these expectations:

- “ Assisting our players to be the best in the classroom and on the field. We are not just baseball coaches.
- “ Developing character in our players by teaching them to be responsible and accountable for their words and their actions.
- “ Leading by example, demonstrating a passion for the game and respecting all players.
- “ Modeling and expecting honesty, punctuality and a committed desire to be the best.
- “ Encouraging communication, integrity and confidence in the classroom, on the field, and in the community.

- “ Demanding respect for teammates, opponents, coaches, umpires, parents, fans, WHS and the community.
- “ Providing a facility and equipment that the players can be proud of, and that offers every opportunity for learning the game of baseball.
- “ Providing an experience for our athletes that are rewarding, memorable and fun.
- “ Holding our players and coaches accountable to playing baseball the Panther way.

The coaching staff is proud to be a part of the baseball program here at Wenatchee High School. We are fully committed to helping all players succeed in the classroom, on the field, and in the community.

In all successful programs there is a coaching philosophy. The coaches need to demonstrate effective leadership. This is accomplished by maintaining the desired standards of behavior that instill confidence in all athletes knowing that their welfare and development is most critical. This environment encourages athletes to learn and develop on and off the playing field.

Each student-athlete needs to be given an opportunity to develop their core skills. The environment is structured to challenge the athlete while providing both encouragement and support. Athletes benefit most when exposed to drills that require effective decision making and precise execution under pressure. The repetitiveness of these drills during practice helps develop competency and confidence.

Players are expected to be good student-athletes, with an emphasis placed on “student”. We expect all student-athletes to conduct themselves in a mature manner in the school setting, out in the community, and on the playing field at all times. Players, who do not, will not be part of the Wenatchee High School Baseball Program.

The goal is to build, establish, and maintain a tradition of excellence. We also want to make every effort possible to provide our players with the most enjoyable experience which in turn teaches valuable life lessons.

Thank you for your cooperation and continued support.

BASEBALL PHILOSOPHIES

The key to accomplishing each one of these in a game setting is the team and coaches ability to be on the same page, which begins at practice.

Practice Philosophy

Do things right every single time, no matter what it is. We win or lose during practice. When our players show up and step through the gates, they are expected to get after it. Game-like tempo and focus are stressed in every drill, situation or scrimmage. We routinely break down practices into three manageable parts: individual work, group work and finish with scrimmages or situations. We will put our players into countless baseball situations at practice so when it happens in a game they can feel comfortable and be successful. Our coaching staff will also track many stats during practice. Tracking stats in practice will hold players accountable and also help the coaches make tough decisions.

Team Philosophy

We must play team baseball; we will win and lose as a team. Players must be willing to work together and play together to be successful. A confident, skilled team working together is our goal.

Mental Philosophy

Mentally tough people will be successful. We are making this a focus every day for our players. Baseball is a game of failure and can be very frustrating if we cannot deal with it. The teams and players that can deal with failure and learn from it will be the toughest and most successful. We will do daily mental training sessions before practice to help our players not only develop routines for when they fail but also during big moments to help them refocus and give them the best chance to be successful.

Defensive Philosophy

We work hard and take great pride in our defense and our players must be able to play sound defense in order to be in our starting line-up. Our focus – **MAKE THE ROUTINE PLAYS**, anticipate before a play happens and get outs. To be great on defense, you must focus and work hard in practice because championships are won with great team defense.

Pitching Philosophy

Pitchers and catchers control the game. Our pitchers are aggressive, throw strikes and work fast. Get ahead early (first pitch strikes), change speeds/locations, and hit their spots. Our goal is to locate pitches, change speeds and force contact in 3 pitches or less.

Offensive Philosophy

Our Hitters will be aggressive and productive. Our focus will be to have quality at-bats by staying inside the baseball and putting a good swing on every pitch. We will put the ball in play and make our opponents make the plays. We are aggressive on the base paths and will take advantage of other teams' lack of discipline. Baseball is a game of adjustments. We will make the necessary adjustments and do whatever it takes to get the job done.

TEAM RULES & REGULATIONS

DISCLAIMER: As a member of the Wenatchee High School Baseball Program, it is critical to understand that you represent the school, the athletic department and administration, the program, your team, the coaching staff, your family, yourself, and the Wenatchee Valley Community at all times. Whether you are on or off the field, we expect all players to maintain a positive image that reflects highly upon all of the activities and behaviors described within the following pages.

PLAYER EXPECTATIONS

Student-Athletes

Playing baseball here at Wenatchee High School is a reward for achieving your highest potential in the classroom – you are a student first, and an athlete second. We will get it done in the classroom before we get it done on the field. If coaches are contacted about any behavior issues in the classroom, it will result in disciplinary action and possible suspensions. No excuses. Be a role model in the classroom and on the field.

Positive Attitude

Players will be expected to be open to learning new techniques and skills. Players will also understand that every member of the team plays an important role in the success of our program, whether you are on the field or serving a role in the dugout.

Commitment/Dedication

Players will be expected to exhibit commitment and dedication both on the field and in the classroom. What you do on the field, you do in your life. Learning and exhibiting these important character qualities during your four years at Wenatchee will better prepare you for life outside the fences of our field and this school.

Sportsmanship

Good sportsmanship is an important part of the baseball program and you will be expected to model it at all times. We will encourage and support our teammates and we will respectfully and graciously acknowledge our opponents – win or lose.

Unsportsmanlike behaviors, such as the throwing of equipment, taunting of opponents, or disrespect will not be tolerated. No player is ever to: Talk back to an umpire, gesture to an umpire, show them up in any way, or argue a call for any reason. If a player does any of these things they will be removed from that game and/or the baseball program by the head coach.

Teamwork

Baseball is not an individual sport. Our success on the field will be measured by how well we play together as a team, not as a group of individuals. You will be expected to support and encourage your teammates, and in return, you can expect to be picked-up by those around you on the days you are not at your personal best. Be the kind of teammate you would like to have beside you.

Work Hard

You are expected to come to practice and games willing to give 100% at all times. Giving your best effort at all times does not require you to be the best player on the team. In fact, it has nothing to do with your baseball skills. You will be expected to run hard on and off of the field, to hustle between drills at practice, to run out “routine” balls and to hustle back to the dugout after striking out.

Communication

The coaching staff will model open and honest communication at all times. Players who have an issue with a coach or another player will be expected to communicate their concerns as soon as possible. The first attempt at handling concerns will be between player-player or player-coach. If the issue is not resolved to the satisfaction of both parties, parents will then be contacted. Meetings with parents will also require the attendance of the player as it is a great opportunity for them to see how adults work out problems or concerns.

Be Accountable

You are expected to be on time for all practices, games and team functions. If you are going to be late, or miss due to sickness, contact a coach by telephone as soon as possible. You are expected to keep the commitments you make to your teammates and coaching staff throughout the season. Missing practices will impact your playing time. You are also expected to be responsible for communicating all necessary information to your parents. We will hold our teammates and ourselves accountable.

Dressed to Play

It is expected that when you walk off the bus or in the dugout you are ready to practice or play. That means that your shirts or jerseys will always be tucked in, your hats will be on straight and you will not be wearing any jewelry or bracelets.

- Have gear available for practice including long sleeves and shoes at all times.
- Pants are required at all practices, unless specified by the coach. Do not wear your game pants to practice.
- Cutoff shirts are not allowed.
- If coats are necessary, they must match our team colors.
- Socks must be a solid black or purple in color. Players may also wear stirrups.

As a program-wide policy, we understand that we represent a collectivist sports embodiment, to which we strive for the standard of utmost professionalism. Within this, the program, as a whole, will dress appropriately in accordance to practice, traveling to games (both home and away), and warm-up attire. We intend to play as a team and look like a team, on and off the field.

- **Practices:** We wear baseball gear: baseball pants, belt, hat, spikes or turfs, all protective gear. We tuck in our shirts and pull up our pants! Look classy and you will be classy.

- **Home Games:** We wear clean and neat uniforms. Our designated color for home games is white jersey top, white pants. Black or purple belt. Clean socks. White hat. We wear sleeves under our jersey until the thermometer reads at least 75 degrees.
- **Away Games:** Same as above with the exception of colors. We wear gray pants with the purple top. White hat, black or purple belt and yes, clean socks.
- **Pre-game:** Game day pants color. When our team gear gets here, we will wear the F.P.F.W. shirt for pre-game.

Behavior

How you behave on and off of the field is a direct reflection of you and the baseball program at Wenatchee High School. You are expected, especially when wearing a part of the Wenatchee uniform, to behave as gentlemen. You are expected to think before you act and to understand that all of the choices you make have a consequence, whether intended or not. You are expected to obey all rules and laws of the school and the community. Any behavior issues will result in disciplinary action and possible suspension.

Game Day

We will be dressed and ready to go once we step off the bus on away games or when we arrive at the park for home games. You will be required to watch each other play, watch and learn from your teammates.

- If you are on the varsity roster you are in the dugout for that game and same for junior varsity or reserves.
- If you are on the bench you are expected to help warm the starters up and stay loose at all times.

At the completion of each game, be sure that our team area or area occupied by our team is left the way it was found, or better.

Follow the team leaders and direction regarding work assignments. Make sure you are on the field for work assignments at predesignated times by the coaching staff.

Abide by all the rules set by the coaches, administrators, or chaperones at all times (if you are unclear, it is your responsibility to ask for clarity from the coaching staff). Not knowing the rules does not result in justifiability.

Check in with coaches, administrators, or chaperones before leaving the playing facility (a parent/player sign-out form is required to take your athlete home from an away event — the head coach will have that). Anytime a player must leave the playing area, they should travel or be accompanied by at least one or more teammates.

If we ever have an overnight stay, each coach or chaperone will assign a reasonable curfew. Team chaperones will oversee and regulate his/ her own team's curfew.

Field Work & Equipment

Players are expected to assist with general maintenance duties after each practice and game during the season. We take great pride in the facility we have created and expect that our players will do the same. Each player will be assigned a job at the field, once you get your job done find somebody else to help – don't wait to be asked. Each player will also be assigned equipment and you are responsible for having that equipment ready for practice and games. Take care of your facilities — remove all water bottles, towels, trash etc. from the floor. Replace equipment (whether you removed it or not) quickly and neatly, exactly as, or better than you found it. Locker room and each player area needs to be neat and clean at all times. Always clean up after yourself.

School Policies

All players must turn in their physical form, buy their activity pass, pay their pay to play fee and also have their information filled out in FamilyID before being allowed to participate, no exceptions. Players & parents will also be required to sign a participation form before the season starts.

On days we leave early, it is your responsibility to let that teacher know you will miss and also get your homework done early. It is required to bring homework on the bus and work on it while we travel to our game. Time management. Pass your classes. No excuses.

If you get suspended from school you will not be allowed to compete until you have completed the necessary days back in school. You will also receive a 2 game suspension once you are back on the team. Don't let your teammates down.

Do not provide, use, or condone the use of tobacco products (this pertains to, but is not limited to: e-cigarettes, vapes, juuls, hookah, and any other form of nicotine/tobacco related objects), alcoholic beverages, or recreational drugs. If found guilty of this matter, it will result in school/athletic department sanctions/ penalties first. Following this, it is to

the commissions of the coaching staff's decision to dictate further penalties. This could result in forfeiture of membership in the program. The use of any illegal substances will not be tolerated. Again, don't let your teammates down by making poor decisions.

PRACTICE EXPECTATIONS

Hustle/Work Hard

Do not walk. We hustle to go get water, when we shag, during drills, and between drills. We only have so much allotted time for practice and when we get on the field or hitting facility. Each practice will be planned out and we will have a significant amount to accomplish during that time. We feel that most people play games the way that they practice, so if we limit how hard we work, we will limit our potential and can only be as good as we practice.

Make Changes

Some of the information you will be receiving will be very new to you, some will be things that you have heard before. We ask that you take an active part, and the necessary steps in making yourself a better baseball player. This will come by being open-minded and intentional about the changes we ask you to make. We will never ask you to do something without a philosophical explanation as to why we would like things done this way.

Pursue EVERY Ball

“You don't know, if you don't go. If you don't go, you won't know.” This motto is one to work by on the field. Go after every ball; leave no doubt in your mind if you would have been able to make a play on it.

Be on Time (Field and Equipment ready by 3:45pm)

- Being on time consists of being fully suited up, field set-up and ready to compete.
- “Important to be on time when time is of importance.”
- Early is on time, on time is late, and late is... We do not want to find out what being late means.
- The only way being late is acceptable, is under circumstances, to which the coaches have been notified by the individual player, beforehand.

- If a player is going to miss practice, they must inform the coach of their team directly in advance to practice, i.e. if practice begins at 4pm, you should not inform your coach at 3:30pm. Telling a teammate to tell the coach is not an acceptable vehicle of communication.

COMPETE

This rule applies to every situation; you will be given plenty of opportunity to compete against your teammates in practice. By competing, not only will it make you a better player, but it will also help make you teammates better players.

Each practice, leading up to games, we will compete to some capacity and stats will be scored. Coaches will be looking for players who compete and continuously strive to compete in every drill and activity.

Improvement

Find a way to improve a specific technical, mental, philosophical goal to work on during each drill. Do not just go through the drill relying on “muscle-memory” or by going through the motions.

Distractions

Do not speak or distract fellow teammates while the coach is communicating with the team. Make eye contact with the person talking and listen to what is being discussed.

Effort

If at any moment, the coaching staff feels and observes that a player is exhibiting a lack of effort, a poor attitude, profanity, or any other poor behavior that affects the consistency and overall betterment of the team, they reserve all rights to asking that player to step aside from practice and not participate.

KEYS TO WINNING

If our team shows the ability to follow this philosophy, we will always be in a position to win. We may not win them all, but we will have given ourselves the chance.

I. Team

- A. Play Hard/Hustle
- B. Practice Hard
- C. Trust One Another
- D. Believe In One Another
- E. Play With Confidence
- F. Pick Each Other Up
- G. Make The Other Team Beat You
- H. Execute
- I. Stay Positive
- J. Know the system in place!!!

II. Pitchers

- A. Challenge Hitters
- B. Throw Strikes
- C. Work Ahead Of Hitters
- D. Keep Ball Down
- E. Focus
- F. Know the system in place!!!!

III. Defense

- A. Make Routine Plays
- B. Remember, Great Plays Happen, Routine Plays Win Games
- C. Deny Big Inning
- D. Take Away Individual Hitters
- E. Cover Every Base
- F. Focus
- G. Know the system in place!!!

IV. Offense

- A. Focus On One Pitch At A Time
- B. Swing At Strikes
- C. Hit Line Drives and Hard Ground Balls
- D. Run The Bases With Desire To Always Take An Extra Base
- E. Do Not Miss Signs
- F. Know the system in place!!!

VARSITY LETTERMAN

In the event that a player is seeking the status of gaining a letterman of varsity in baseball, such athlete must be eligible, while suiting up and competing in fifty percent (or more) of competitive games, and must finish the season on the finalized varsity roster. Players are susceptible to moving up or down, and must hold the completed status of a letterman of varsity in baseball, and all of its requirements, to receive a certificate and letterman patch.

TRAVEL SCHEDULE

DISCLAIMER: In instances of away games, where travel is required, there is a zero-tolerance policy for being late (this includes being stuck in traffic or traffic signals taking forever). The coaching staff, and present members of the team who are already on the bus, are not subject to waiting for team members who are not present, and have surpassed the departure time. We will depart exactly at our scheduled departure time. You should be there no later than 30 minutes before scheduled departures. This is due to a compact travel schedule, to which we cannot afford any delays.

PLAYING TIME

All players will have equal and fair opportunities to train and play during practice sessions. Players are NOT guaranteed equal playing time during competition, and coaches will make playing time decisions based upon what they think will bring the highest amount of success to the team.

Players will be expected to earn a starring role or playing time every day in practice. Missing practice for illegitimate (homework, vacations, etc.) reasons will affect the player's ability to be on the field.

Inside of gameplay, players will be assessed upon their attitude, effort, and production. Making repetitive mental and physical errors can result in loss of playing time.

Factors that can affect playing time are subject to, but not limited to:

- a. Attendance at practice
- b. Attitude and work ethic

- c. Leadership skills
- d. Team chemistry
- e. Statistical analysis
- f. Performance during practices and matches
- g. Missing practice before the game

Players in the dugout must encourage and show their support for the players on the field, and vice versa, by being invested in the game and knowing their role and when to do it.

As a coaching staff, we have to focus on the match and our philosophical and strategic methods to bring success to the team. We do not have the ability nor focus to monitor attitudes on the court or the sideline. No bad attitudes, poor body language, or sulking will be tolerated and will affect playing time.

PARENT EXPECTATIONS

DISCLAIMER: Parents, it is our job as coaches to aid in helping to build your athlete on and off the field to become the best baseball player and individual of value, dignity, moral, perseverance, and character. We strive to build self-confidence and compassion, as well as building leadership qualities in all of our athletes. Baseball is a privilege, and our goal is to help each athlete understand and reach their goals, both long-term and short-term.

As the Wenatchee High School Baseball Program, we desire parents to be supportive and invested into our community, as it is our belief that parents aid in making our program's experience extraordinary. We encourage parents to help out when needed, and to support the team, collectively, as if each player were their own child. We also understand that parents play a vital role in the development of student athletes and the success of our program.

Therefore, we expect parents to do the following:

- Be a "team" fan, not a "my kid" fan.
- No Phone Calls or Texts after 8:30pm
- Weigh what their student-athlete says; some may slant the truth to their advantage.
- Don't instruct their student-athlete before or during a game, because it may conflict with the coaches' plan and strategies. Also, parents are not allowed in the dugout.

- Any communication with the coach needs to be requested by email. Meetings by appointment. Limited discussion about players at the field and not before or after games. Communication regarding all teams will be channeled between Coach Ervin.
- Praise student-athletes in their attempt to improve themselves as students, as athletes and as people.
- Recognize and show appreciation for an outstanding play by either team.
- Gain an understanding and appreciation for the rules of the contest.
- Help encourage your athlete on the field and at home. This will help in developing a healthy and committed, team-centered culture and program.

There is a 24-hour communication rule intact. This means that no communication verbally, or via text or email, may take place until after 24-hours of said incident. This aids in collecting and gathering thoughts, where the raw emotions have subsided and clear communication can occur.

There shall be NO hostile communication or poor language use directed at coaches during or follow the practices or games. Not abiding by this rule can result in being escorted off the premises, and revoked from coming to all forms of competition.

The coaches are not subject (at any time) to discuss the reasons as to why an athlete is, or is not, playing. As we hold true to our philosophy, based upon educated and well-thought out decisions, that athletes earn their role, to which is best for the team's success; therefore, we encourage playing time discussions to be centered around how or what the athlete can do to increase their role on the field.

If there is an issue with playing time, the coaches will not communicate with parents regarding this issue until the athlete has first come and informed, as well as met with the coaching staff. It is their responsibility to address the coaching staff, so that they may understand what they can do to improve their role. Texting in any fashion regarding playing time or placement of a player is never permitted.

If a parent would like to meet with the coaching staff about an incident or issue, they must formally email the coaching staff (and include Athletic Director, Mr. Jim Beeson in the email) a minimum of 24-hours in advance. We will then schedule a meeting and meet. There will be no exceptions to this rule.

Parents are not permitted to attend practices, unless there is a logical reason and prior consent to be in attendance. If this rule is broken, you will be dismissed by the coaching staff or administrator.

POLICY AGREEMENT

I, _____ (student athlete), alongside, with the legally abiding consent of _____ (parent/guardian), have read and understand the 2022 Wenatchee High School Baseball Team Handbook in its entirety. By signing this document, the student athlete and parent will be held liable for any policies that are disregarded and/or broken. I will conduct myself in a mature manner in the school setting, community, and on the playing field at all times. In failure of agreement with and/or to these policies that lie herein this document, may result in forfeiture of membership in the Wenatchee High School Baseball Program.

Student Athlete: _____
(Signature and Date)

Student Athlete: _____
(Print Name)

Parent/Guardian: _____
(Signature and Date)

Parent/Guardian: _____
(Print Name)

Return Date:

Signature of Head Coach: