



School Culture: It's Everyone's Responsibility

Anthony Thomas, CAA
Director of Athletics and Physical Education
San Francisco University High School

Ron Nocetti, CMAA
Executive Director
CA Interscholastic Federation

CIF Mission

It's bigger than sports. The CIF provides students with the opportunity to belong, connect and compete in education-based experiences.

Every student in California has the unique opportunity to participate and experience being a part of a school team or student organization. The CIF and our school communities support our students' journeys by developing impactful relationships through transformational educators and coaches who provide a healthy environment for growth and development. It is essential to have families and community supporters who display positive behavior which will allow our students to create their own experiences.



You Get What You Expect!

What is a positive and supportive culture?

A positive and supportive culture is an environment where individuals feel valued, respected, and encouraged to grow and succeed. It emphasizes open communication, collaboration, empathy, and mutual respect, fostering a sense of trust and belonging. In such a culture, individuals uplift one another, celebrate successes together, and provide help and encouragement during challenges. The goal is to create a space where everyone can thrive personally and collectively.



Benefits of Fostering a Positive and Supportive Culture in Schools

- Enhanced Well-being and Morale
 - a. People feel more comfortable, valued, and respected, leading to increased overall happiness, mental health, and emotional resilience.
- Stronger Collaboration and Teamwork
 - a. Open communication and mutual respect foster better teamwork, creativity, and problem-solving, as everyone feels heard and valued.



Benefits of Fostering a Positive and Supportive Culture in Schools

- Enhanced Sense of Belonging
 - a. Supportive cultures break down barriers, ensuring everyone feels they have a place, reducing feelings of isolation and promoting collective success.
- Building a Resilient and Adaptable Community
 - a. When support systems are strong, individuals and groups can better navigate change, challenges, and adversity, maintaining stability and progress.



Everyone's Responsibility

- Creating culture requires participation at every level.
- Leadership, Staff, Students/Team Members, and Broader Community.
- Culture is built intentionally, not passively.

Establish Core Values

- Respect and Empathy
- Communication and Active Listening
- Fairness
- Collaboration and Teamwork
- Growth Mindset and Open-mindedness



Steps to Build A Positive Culture

Step 1: Assess Current Culture

- Conduct surveys and feedback sessions.
- Identify strengths and areas for improvement.
 - Activity Idea: Culture Check Survey with anonymous results and group discussions.

Step 2: Establish Shared Values and Goals

- Collaboratively define values and mission statements.
 - Activity Idea: Create a Vision Board workshop where participants add words, photos, or phrases that represent a desired culture.



COMPETE OR DISCIPLINE CHARACTER
HONOR PASSION G FAMILY BUILT FOR OTHERS
INSPIRE R UNSELFISH
TRADITION I EXCELLENCE
RESPECT T
PRIDE
PROCESS
EMBRACING
CHALLENGES
DETERMINATION



THE U NEVER COMES OFF!

WE ARE
UHS



Steps to Build A Positive Culture

Step 3: Foster Communication and Transparency

- Create opportunities for regular, open dialogue.
 - Activity Idea: Monthly "Culture Talks" where everyone can voice their thoughts.

Other Examples to Build Culture

- Captain's Retreat
- Recognition and Celebration Events
- Mentorship Programs
- Faculty Appreciation Games



The Power of High School Sports

- Everyone involved in high school sports has the incredible power to teach life lessons and transform the lives of our student-athletes
- Are we taking full advantage of the incredible opportunity or are we squandering it?
- If we are, how?
- If we are not, why?



The Power of High School Sports: Administrators

- Are we hiring teachers who will connect with our student-athletes outside the classroom?
- Are we allowing parents, families and other spectators to ruin the experience for our student-athletes?
- Are we giving our athletic administrators the time they need to do the things necessary to develop a program we can be proud that fits our mission?



The Power of High School Sports: Athletic Directors

- Do you hire coaches for mission or to fill a spot?
- Do you hold coaches accountable for their ultimate responsibility of transforming lives or is it win at all costs?
- Do you hold coaches accountable for their behavior at practice and games?



The Power of High School Sports: Coaches

- Is your current locker room your transfer portal?
- How do you develop your players as people and athletes each and every day?
- Do you stand by and pretend not to know about those who are "directing" student -athletes to your program?
- Is winning THE goal?



The Power of High School Sports: Parents/Families

- Do you actually enjoy watching your kids play?
- Why, as an adult, do you think it's ok to act like a child at games and personally attack those that actually make it possible for your kids to play?
- What life lessons are you teaching your children and how are you modeling appropriate behavior for them?



The Power of High School Sports: Student-Athletes

- What are the life lessons you want to learn from high school sports? Share these with your parents and coaches.
- How do you advocate for teammates? For yourself?
- What do you do each day to make yourself a better teammate?



The Big Picture

**CIF member schools host over 1.5 million
athletic events in 22 sanctioned sports**



Resources

<https://www.cifstate.org/sports/sportsmanship/index>

<https://www.cifstate.org/governance/constitution/index>



CIF Sportsmanship and Fan Behavior Toolkit

COMMITTED TO DEVELOPING STUDENT-ATHLETES OF CHARACTER    



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PLAN PREVENT RESPOND

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- > Home
- > Plan, Prevent, Respond
- > Be The Change PSA
- > Additional Resources
- > 16 Principles of Pursuing Victory with Honor
- > NFHS #BenchBadBehavior
- > Contact



Preventing and Interrupting Discriminatory Acts

[A Resource for Preventing and Interrupting Discriminatory Acts \(PDF\)](#)



Thank you

anthony.thomas@sfuhs.org

rnocetti@cifstate.org

