Region One Regional Middle School Athletics and Activities

Student Handbook 2023-2024

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Introduction

The purpose of this handbook is to act as a guide for students, coaches/advisors and parents/guardians so that each may know the accepted procedures and policies of the Region One Regional Middle School Athletics and Activities Program. These procedures and policies were developed to reflect the guidelines of the Connecticut Interscholastic Athletic Conference (CIAC), National Interscholastic Athletic Administrators Association (NIAAA), and Association for Middle Level Education (AMLE) and are based on the policies of and are accepted by the Boards of Education of Canaan, Cornwall, Kent, North Canaan, Salisbury and Sharon.

Students and parents/guardians are required to read and review this handbook before the start of each sport season and activity period.

Mission Statement

The Region One Regional Middle School Athletic and Activities program is student-centered and a part of the student's total educational experience. The program is designed to provide positive learning opportunities for each student who participates and to help unite our students as one community. Students will benefit from the development of leadership, teamwork, social skills, self-discipline, and integrity. Decision-making skills, good citizenship, good sportsmanship, and the promotion of individual maturity should also result from participation. Everyone involved, including students, coaches/advisors, and spectators, is expected to support Region One's belief in sportsmanship and integrity. (updated January, 2022)

Definitions

For the purposes of this handbook, athletics is defined as a well-planned, school sponsored program that engages the student in an education based sports program. It is divided into two sections: interscholastic and intramural. Interscholastic is defined as a group made up of students who through careful evaluation possess a more developed skill set and who will engage in equitable competition among other schools. Intramural is defined as a group made up of students who are in need of more skill based instruction or who choose to participate on a less competitive team. Activities are defined as extracurricular, school sponsored enrichment programs that occur after the normal school day has ended.

It is a privilege and not a student's right to participate in this program.

It is the policy of the Boards of Education to follow all federal and state mandates including Title IX.

Student Expectations

Region One Middle School student will:

- understand that participating in activities and playing athletics is a privilege and an honor.
- understand as a participant they represent their school and their community.
- demonstrate personal responsibility as a member of the team or group.
- demonstrate respect for their school district, other schools, players, coaches, advisors and officials.
- make positive contributions to their team/group and community.
- play to the best of their ability at all times, be prepared and work hard for themselves and for the good of their team/group.
- work collaboratively as a team.
- exhibit appropriate sportsmanship.
- maintain academic eligibility.
- have fun and enjoy their time.

Eligibility Requirements

To be eligible to participate in a sport or activity, each student must:

- have a current physical examination with completed forms (available from the school office) on file in the school nurse's office before the first practice (athletics only);
- complete the online registration (Final Forms);
- maintain academic standards. A student will not be eligible to participate if an achievement grade in <u>any</u> subject is not yet proficient (NYP) at the time of midterm progress reports or report cards. Fall eligibility will be determined using the end of year report card. The student, teacher, principal, and coach/advisor will meet to determine conditions under which the student can regain eligibility. Possible conditions include: making up missing assignments, completing the reassessment process for summative assessments that are not yet proficient, reports of productivity during independent work periods, completing classwork and homework, and improvement of achievement grades.
- be in grades seventh or eighth and be a student in one of the Region One schools;
- participate in a minimum of ten (10) days of practice prior to competition (athletics only);
- not have reached his/her 16th birthday.

Dropping/Changing a Sport or Activity

A student may find it necessary to drop or change a sport or activity. The following procedure shall be followed:

- Consult the coach or advisor.
- Report the situation to the athletic director and/or building principal.
- Return all equipment issued to him/her.
- Once the first athletic contest is held, a student is no longer able to switch sports for that season.
- Students are allowed to change from one activity to another at any time.
- If applicable, level placement will be determined by the coaching staff after a three day try out period.
- Switching from activity to sport will require the completion of ten practices before participating in a contest.

Missing Practice/Activity

A student should inform their coach/advisor by email before missing practice/scheduled meeting. Unexcused absences in school or practices will affect a student athlete's playing time in contests.

School Attendance

A student who misses school must notify the school office and have an excused absence in order to participate in athletics and activities. Exceptions include participation in a school-sponsored activity or being excused by the principal prior to the absence. Students must attend at least half of the school day in order to participate in after-school athletic activities. Students who have been dismissed early by the nurse due to illness are not eligible to participate in any after school activities, including athletic contests or practices.

Reporting Injuries

Injuries that occur while participating in athletics and activities must be reported to the coach/advisor immediately. Middle School students and/or their parent(s) should report to their coach/advisor any injury that requires medical attention from a healthcare professional or treatment center. When a coach/advisor is notified of such injury, they must complete an injury report form. Once treated by a healthcare professional, the student athlete must obtain a written permission from the healthcare professional to return to the sport/activity. Written permission does not automatically allow the student to return to full participation (see Return to Play). Failure to report an injury may result in loss of rights for insurance coverage.

Conflicts in Multiple Extra-Curricular Activities

An individual who attempts to participate in several extra-curricular activities may find that the timing of more than one obligation conflicts. Missing athletic practices may mean loss of playing time for student athletes.

Valuables

Valuables are the student's responsibility. Region One is not responsible for lost or stolen items. It is recommended that valuables not be brought to school or be locked in lockers and/or Main Office when possible.

Suspension from School

A student suspended from school, including in-school suspension, will not attend or participate in athletics or activities from the time the suspension is issued until such time as the administration reinstates the student.

Misconduct

A student may be removed from a team or an activity if their actions while participating in the school activity or athletics violate the handbook rules and/or school rules. This includes but is not limited to:

unsportsmanlike conduct

unacceptable behavior.

Unacceptable behavior is behavior that endangers a person or property, is disruptive, is in defiance of the advisor/coach's authority, is detrimental to the athletic and activities program, school or school district. Students engaging in such behavior will meet with the coach/advisor, athletic director and building principal. Consequences could range from multiple game suspensions up to suspension from the program for the remainder of the season or the school year. Decisions made by the coach/advisor, athletic director or building principal are final.

During athletics, spectators may be removed from the premises and not allowed to watch future athletic practices and/or contests if their actions violate the handbook rules and/or school rules, including unsportsmanlike conduct and unacceptable behavior.

Bullying/Hazing

The Boards of Education of Canaan, Cornwall, Kent, North Canaan, Salisbury and Sharon are committed to creating and maintaining an educational environment that is physically, emotionally and intellectually safe and therefore free from bullying, harassment and discrimination. In accordance with state law and each boards' Safe School Climate Plan, each board expressly prohibits any form of bullying behavior on school grounds; at a school-sponsored or school-related activity, function or program, whether on or off school grounds; at a school bus stop; on a school bus or other vehicle owned, leased or used by a local or regional board of education; or through the use of an electronic device or an electronic mobile device owned, leased or used by the boards of education. Each board also prohibits any form of bullying behavior outside of the regional setting if such bullying (i) creates a hostile environment at school for the student against whom such bullying was directed, (ii) infringes on the rights of the student against whom such bullying was directed at school, or (iii) substantially disrupts the education process or the orderly operation of a school. Discrimination and/or retaliation against an individual who reports or assists in the investigation of an act of bullying are likewise prohibited. Students who engage in bullying behavior shall be subject to discipline, up to and including expulsion, in accordance with the board's policies on student discipline, suspension and expulsion, and consistent with state and federal law. Hazing, harassment, intimidation, or any act that injures, degrades or disgraces a student or staff member, will not be tolerated. Any student who engages in such behavior is subject to disciplinary action including suspension, expulsion or referral to law enforcement officials.

Rights of a Student

In the event a student violates any rule or regulation set forth by each school district in the Student Athletic and Activities Handbook or the Student Handbook, the student will be subject to disciplinary action. Throughout the disciplinary process, the student's right to due process will be respected. Specifically, due process involves the following steps:

- 1. The violation is brought to the attention of the student.
- 2. The student has the opportunity to respond.
- 3. Any necessary investigation/discussion follows.

4. The decision is rendered with appropriate consequences as stipulated within the Student Handbook and school policies.

The student has the right to request a meeting with the building principal, athletic director and/or coach/advisor to appeal the suspension.

Substance Use

The use of tobacco including e-cigarettes and vaping, alcohol, inhalants, steroids and drugs violates legal, ethical and competitive standards and imposes unreasonable long-term health risks. Region One Middle School students must be chemical, drug, alcohol and tobacco free at all times on or off school property.

Penalties

The use, possession, sale, attempt to sell or distribution of controlled substances/drugs (including steroids), drug paraphernalia, alcoholic beverages, inhalants and/or tobacco are strictly prohibited. A student participating in any type of illegal or unacceptable action having to do with the above will be suspended from the team/activity until further notice. Such student will meet with his/her parent(s), coach/advisor, building principal and athletic director and will be referred to the respective school psychologist or school counselor. A subsequent violation would result in a suspension from the Middle School Athletic and Activities program for the remainder of the school year.

Athletic Policies and Procedures

Parents/Guardians of Region One Middle School student athletes will:

- be positive role models.
- help make athletic and activities participation a positive experience.
- show respect to players, coaches, advisors, spectators and officials.
- applaud good plays.
- accept the results of fair play with integrity and sportsmanship.
- help teach their child to be the best student athlete he/she can be.
- encourage their student athlete to self advocate and speak directly with his/her coach/advisor to resolve any conflicts.

Level Expectations

It is our goal to allow all of our seventh and eighth grade students who are interested in playing a sport the opportunity to do so. For safety reasons, adequate instruction and playing time, soccer, basketball, baseball and softball will limit participant numbers. Because of this, skill evaluations will be conducted in order to group like skilled players together. Students who would like to participate without the stress of being evaluated may elect to join the intramural team. No student will be denied the opportunity to participate in the program.

Interscholastic Team

The interscholastic team will be made up of students with stronger skill development. While the goal of the team is to maximize participation for all members, **the program does not adhere to an** "all players get equal playing time" policy.

Intramural Team

The intramural team will be made up of students who want to focus on sport skill development in order to play on the interscholastic team and of students who wish to participate in a less competitive activity.

Member of a Team

Team members include all participants in the Region One Regional Middle School athletic program from the first day of practice through the final game. Managers, statisticians, scorekeepers, etc. are part of the team. Being a member of a school team confirms a willingness to participate and commitment to the team. Team members must demonstrate a commitment in order to play in scheduled contests. Transgender student athletes will have equal opportunities to participate in athletic programs consistent with their gender identity. The home school shall determine a student's eligibility to participate in a gender specific sports team based on the gender identification of that student in current school records and daily life activities in the school and community at the time that sports eligibility is determined for a particular season. Students should not be permitted to participate simultaneously for sports teams of both genders.

Chain of Authority

A student, parent or guardian who has a matter they wish to discuss should contact the following in this order only: 1) coach; 2) athletic director; 3) building principal; 4) superintendent; 5) school of origin board of education. Parents and student athletes who wish to speak with a coach should approach the coach before or after practice to schedule a time to discuss any team related concerns. Parents are asked to schedule times 24 hours before or 24 hours after a contest because during this time, a coach's attention is on team play which may not be the best time to address concerns. Parents should understand that some areas of play are not open for discussion. Specifically, coaches will not engage parents in discussions about playing time or game strategies.

Code of Conduct for Student Athletes

Recognizing that representing the district and community through participation on an athletic team is a privilege and not a right and that through their actions on and off school premises, student athletes serve as a reflection of their coach, team, family, school, district and community. In Region One, we have a clearly defined set of objectives, expectations and rules for our student athletes. It is a student athlete's responsibility to conform to the rules and regulations set forth in this Code of Conduct. Student athletes shall:

- conform to the sport and school rules, including all medical and academic requirements.
 Student athletes are expected to learn all the rules of the game.
- conform to the behavioral norms of the district and act in a responsible manner as described in the Student Handbook.
- attend (and not be tardy) all practices and contests. A student athlete is expected to contact the coach if he or she will be absent from practice (please see page 3).

- shall, at all times, conduct themselves in a manner that exhibits sound moral character and exemplifies good sportsmanship. Such behavior shall consider the safety and well being of the team members, opponents, officials, spectators and the community in general.
- abstain from using those substances that are harmful to one's athletic performance, health and general well being (please see page 6).
- be held responsible and accountable for all equipment associated with the functioning of the team. Specifically, this includes uniforms and equipment related to the performance of their particular sport or event (please see page 8-9).

Student athletes failing to conform to the requirements of the Code of Conduct shall face disciplinary action up to and including suspension or expulsion from the team or revocation of eligibility to participate in athletics. Decisions about student discipline will be made in accordance with the rules and regulations of the school and respecting student's due process rights (see page 5).

Skill Evaluations

For safety reasons, adequate instruction and playing time, soccer, basketball, baseball and softball will limit participant numbers. Because of this, skill evaluations will be conducted in order to group like skilled players together. Evaluations will occur during the first three days of practice but may take up to five days. Evaluations will be performed using the sport specific rubrics (pages 12-17) and will be completed by two "outside" persons and the coaching staff.

Specialization

Student athletes participating simultaneously in a school-sponsored and a non-school sponsored sport shall ensure that the school coach is aware of such activity. The student athlete shall notify the school coach and shall be willing to assume the consequences if conflicts between teams arise and the student athlete misses a school sport activity. While this is allowed under the CIAC's General Eligibility Guidelines for Middle Level Interscholastic Athletics, consideration should be given to the simultaneous participation of a student athlete on two teams. The student athlete and their parents must consider the possibility of overuse injuries and the overall health of the student athlete when participating on two separate teams of the same sport.

Uniforms

Uniforms issued for a sport to student athletes are their responsibility. They are expected to keep them clean and in good condition. Loss of any uniform is the athlete's financial obligation. Uniforms must be returned clean to the coach at the end of the season.

Equipment

Each team will be provided with a first aid kit, including ice packs, coolers for drinking water and access to an AED at each venue. Students will be required to provide their own equipment for the following sports:

- Soccer (cleats and shin guards)
- Cross Country (sneakers)
- Basketball (sneakers)
- Baseball (cleats, protective equipment, glove)
- Softball (cleats, glove)
- Track and Field (sneakers/running shoes)

Teams will be provided with the following individual equipment:

- Soccer (goalie shirt, goalie gloves)
- Baseball (catcher's gear)
- Softball (catcher's gear)

Transportation

Transportation will be provided for the following:

Fall and Spring:

- To venue and return to home town for all practice days (using the high school late bus);
- To and from away contests. Pick up after away game would be at a central location (ie Housatonic Valley Regional High School);
- To venue for home games. Transportation back to home school after home games will not be provided.

Winter:

- To venue for all practice days:
- To and from away contests. Pick up after away game would be at a central location (ie Housatonic Valley Regional High School);
- To venue for home games.
- Transportation back to home town after home games and practices will not be provided.

Parents are expected to pick their children up in a reasonable amount of time after an athletic event. A reasonable amount of time is up to 10 minutes after an athletic event/arrival of the bus. It is understood that there are circumstances beyond control in some instances, so tardy pickups are dealt with on a case by case basis.

Parents/Legal guardians may grant permission for their child to be picked up by another designated person at any away contest. Permission must be in writing and given to the coach or athletic director prior to pick up. The designated person must sign the student out with the coach prior to leaving. This is for picking up a student at an away game venue. Written permission for pick ups at the practice or after home contest is not required.

Release from Class

It is the student athlete's responsibility to see their teacher prior to class if the student athlete needs to leave class early because of a game. Work missed shall be turned in on time.

Dress Code at Events

Student athletes are expected to be neatly dressed for home and away games as designated by the coach(es).

Injuries

All coaches including volunteers are required to be certified in CPR and Standard First Aid. All injuries will be dealt according to the standards and scope of practices set forth by the certifying agency. Please see the Coaches Handbook for specific procedures. All head injuries will follow the Head Injury Protocol.

Return to Play

After an injury or illness a student will not be allowed to participate in a contest until the student has completed the Return to Play protocol (for head injuries) or has been able to fully participate in a practice.

Insurance for Student Athletes

All team participants are covered under a non-duplicating excess indemnity accident insurance for athletes policy paid for by the school district. This insurance pays for hospital and physician charges beyond what is paid by the parent/guardian's health insurance plan. This policy covers only injuries that occur during supervised team practices and athletic events sanctioned by the boards of education. Medical benefits are paid-for expenses that are incurred within two years of the date of the injury, provided the first doctor's visit occurs within ninety (90) days from the date of the injury. Please contact the Athletic Director should there be a need to file a claim.

Activities Policies

Chain of Command

A student, parent or guardian who has a matter they wish to discuss should contact the following in this order only: 1) advisor; 2) athletic director; 3) building principal; 4) superintendent; 5) school of origin board of education. Parents and students who wish to speak with an advisor should approach the advisor before or after the activity to schedule a time to discuss any activity related concerns. Parents are asked to schedule times 24 hours before or 24 hours after a scheduled activity because during this time, an advisor's attention is on the activity, which may not be the best time to address concerns.

Transportation

Transportation will be provided for the following:

Fall, Winter and Spring:

• to the venue and return to the home town for all scheduled meeting days using the high school late bus.

Parents/Legal guardians may grant permission for their child to be picked up by another designated person at any activity session. Permission must be in writing and given to the advisor or athletic director prior to pick up. The designated person must sign the student out with the advisor prior to leaving. This is for picking up a student at the activity venue not at the home school. Written permission for pick ups at the home school is not required.

Middle School Soccer Skill Rubric

- **3 = Excellent technique**. The skill is done automatically with proper form.
- **2 = Good technique**. The skill is done well most of the time with an occasional error.
- **1 = Needs work.** The skill is inconsistent and uses improper form.

Skill	3	2	1
Dribbling	Can dribble with head up and with both feet and all parts of the feet at full speed with good control	Can dribble with 1 foot much better than the other, and/or with head down. Control diminishes as speed increases	Can only use 1 foot and keeps head down. Has to stay slow to have any control
Passing	Can pass with both feet and different parts of the feet; passes to space; has good touch and control on passes; can one-touch pass and pass while moving	One foot is significantly better than the other and/or can only use inside of foot; sometimes has good touch and control; can one-touch pass occasionally; difficulty passing while on the move	Can only pass with one foot and only using the inside; does not have good touch or control; cannot one-touch pass; and has to be stationary to pass
Shooting	Can shoot with power and control to different parts of the goal; uses the shoelaces to shoot; can shoot with both feet	Can shoot, but with less power and/or control; uses instep only or toe occasionally; can only shoot with one foot	Does not have power or control when shooting; uses toe primarily; only shoots with one foot
Defensive skills	Willing to play defense everywhere on the field; gets low and has good instincts to attack the ball; recovers quickly if beaten	Only plays defense sometimes; doesn't get low; has some instincts on when to attack the ball; sometimes recovers quickly when beaten	Does not play defense no matter where they are on the field; does not get low; poor instincts on when to attack the ball; gets beaten and does not recover to help;
X Factor	Understands the game and its rules. Is a good team player. Strong effort. Listens and follows directions.	Plays the game by the rules. Not always a team player. Average effort.	Does not understand the flow of the game; where to position themselves; lack of effort; not a team player

Middle School Basketball Skill Rubric

- **3 = Excellent technique**. The skill is done automatically with proper form.
- **2 = Good technique**. The skill is done well most of the time with an occasional error.
- **1 = Needs work.** The skill is inconsistent and uses improper form.

Skill	3	2	1
Ball	-Student can dribble the	-Student can dribble the	-Student cannot dribble the
Handling	basketball with excellent	basketball while moving	basketball with control
Dribbling	control, proper positioning,	-Maintains some control	while moving
	and both hands	-Can dribble with head up	-Dribbles with palm of hand
	-Student dribbles with head	-Sometimes dribbles with	-Rigid stance, knees not
	up, finger pads, knees bent	finger pads	bent.
Passing	-Student passes the ball with	-Student passes the ball	-Student cannot pass the
	precision and accuracy	correctly	ball successfully
	-Student passes so that their	-Student follows through on	-Student does not follow
	teammate can receive it with	pass	through on pass
	ease	-Student usually completes	-Student cannot get the
		the pass to a teammate	pass to teammates
		-Student usually makes	-Student does not make
		sure their teammate is	sure the pass recipient is
		ready for the pass	ready for the ball
Shooting	-Student shoots the ball	-Student sometimes shoots	-Student cannot shoot the
	correctly.	the ball with success	ball successfully.
	-Student follows through.	-Student sometimes	-Student does not follow
	- Student demonstrates	follows through.	through.
	excellent accuracy	-Student uses one hand.	-Student uses two hands to
			shoot
Layups	-Student performs lay-ups	-Student performs lay-ups	-Student is unable to
	with either hand consistently	with dominant hand with	demonstrate the basic
	and confidently with refined	growing confidence and is	shooting technique and
	technique and speed.	working to improve lay-ups	footwork when performing
		with non-dominant hand.	a lay-up.
		-Lay up is technical correct	
		but not fluent yet	

Defense	-Good defensive position with the knees bent and arms out in the passing and shooting lanes -Slides the feet	-Attempts to stay between the opponent and the basket -Anticipates change of direction -Attempts to get rebounds and/or block shots -Slides the feet	-Has difficulty maintaining defensive positioningBody in upright position, -Minimal effort, -Hands by side -On heels of feet
X Factor	Understands the game and its rules. Is a good team player. Strong effort. Listens and follows directions.	Plays the game by the rules. Not always a team player. Average effort.	Does not understand the flow of the game; where to position themselves; lack of effort; not a team player

Middle School Baseball Skill Rubric

- **3 = Excellent technique**. The skill is done automatically with proper form.
- **2 = Good technique**. The skill is done well most of the time with an occasional error.
- **1 = Needs work.** The skill is inconsistent and uses improper form.

Skill	3	2	1
Catching	Always in an athletic position, is able to make most any catch. Effectively uses hands and body to to help field a ball.	Usually in an athletic position and is able to make most routine catches but struggles with difficult catches. May not fully use body to stop the ball.	Often drops or is unable to catch/field the ball. Rarely in an athletic /ready position. Acts as if afraid of the ball.
Throwing	Uses correct throwing mechanics, has good distance and accuracy.	Uses correct throwing mechanics, has average consistency and accuracy.	Does not use correct mechanics. Has poor distance and accuracy.
Hitting	Uses the correct stance. Has good eye hand coordination. Is able to recognize a good or bad pitch. Usually makes contact with the ball. Hitting distance is just beyond the infield.	Mostly correct stance. Struggles to keep eye on the pitch. Will attempt to hit the ball. Makes some contact with the ball. Hits don't go beyond infield.	Awkward stance. Poor mechanics. Afraid to swing the bat. Rarely makes contact with the ball.
Pitching	Uses proper pitching mechanics. Is able to throw the ball consistently to the catcher's glove. Is able to come close to the strike zone on most pitches. Usually remembers role as a fielder.	Is able to throw the ball from the mound to the catcher, but is inconsistent, tends to throw more balls than strikes. Difficult to catch some throws. Forgets role as a fielder	Does not have the ability to pitch or is unable to throw the ball from the mound to the catcher.
X Factor	Understands the game and its rules. Is a good team player. Strong effort. Listens and follows directions.	Plays the game by the rules. Not always a team player. Average effort.	Does not understand the flow of the game; where to position themselves; lack of effort; not a team player

Middle School Softball Skill Rubric

- **3 = Excellent technique**. The skill is done automatically with proper form.
- **2 = Good technique**. The skill is done well most of the time with an occasional error.
- **1 = Needs work.** The skill is inconsistent and uses improper form.

Skill	3	2	1
Catching	Always in an athletic position, is able to make most any catch. Effectively uses hands and body to to help field a ball.	Usually in an athletic position and is able to make most routine catches but struggles with difficult catches. May not fully use body to stop the ball.	Often drops or is unable to catch/field the ball. Rarely in an athletic /ready position. Acts as if afraid of the ball.
Throwing	Uses correct throwing mechanics, has good distance and accuracy.	Uses correct throwing mechanics, has average consistency and accuracy.	Does not use correct mechanics. Has poor distance and accuracy.
Hitting	Uses the correct stance. Has good eye hand coordination. Is able to recognize a good or bad pitch. Usually makes contact with the ball. Hitting distance is just beyond the infield.	Mostly correct stance. Struggles to keep eye on the pitch. Will attempt to hit the ball. Makes some contact with the ball. Hits don't go beyond infield.	Awkward stance. Poor mechanics. Afraid to swing the bat. Rarely makes contact with the ball.
Pitching	Uses proper pitching mechanics. Is able to throw the ball consistently to the catcher's glove. Is able to come close to the strike zone on most pitches. Usually remembers role as a fielder.	Is able to throw the ball from the mound to the catcher, but is inconsistent, tends to throw more balls than strikes. Difficult to catch some throws. Forgets role as a fielder	Does not have the ability to pitch or is unable to throw the ball from the mound to the catcher.
X Factor	Understands the game and its rules. Is a good team player. Strong effort. Listens and follows directions.	Plays the game by the rules. Not always a team player. Average effort.	Does not understand the flow of the game; where to position themselves; lack of effort; not a team player