

2025 Cougar Guidelines & Playbook



Copy Number _____

Given To _____

This playbook is provided as a reference, to support and clarify instructions given and to review during games. We expect players to have it available at games. It should be kept with your baseball equipment.

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2025 Varsity Coaching Staff

John Krane, Head Coach

- **Infield**
- **Third Base Coach**

Sam Grise, Assistant Coach

- **Pitching & Catching**
- **Defensive Signs**

Bill Maroney, Assistant Coach

- **First Base Coach**
- **Outfield**

Phil Mauro, Assistant Coach

- **Hitting**
- **Bench Coach**

Jacob Gerson, Head Coach, Junior Varsity

Dan Schmidt, Assistant Coach, Junior Varsity

John Thomas, Athletic Trainer

FOUR TRAITS FOR BEING A VARSITY COUGAR

ABILITY

- Speed, Arm Velocity, Bat Speed, Agility, Strength, Hands, Vision, Instinct

HEART

- Poise, Empathy, Competitiveness, Selflessness, Character, Self-Control, Team First, Respect, Honesty, Humility, Confidence, Mental Toughness, Creativity, Energy, Intensity, Positive Emotion

WORK ETHIC

- Discipline, Dedication, Drive, Motivation, Determination, Goal-Oriented, In Shape

COACHABILITY

- Turning Instruction Into Performance

Four Out Of Four = Top Tier Jeffco League Player

Three Out Of Four = Varsity Roster Spot

Two Out Of Four = Find Another Activity

The Cougar Way

- 1) **Fourteen weeks of excellence.**
- 2) **Selflessness and empathy.**
- 3) **We own our destiny.**
- 4) **We play without fear of failure.**
- 5) **Be a warrior.**
- 6) **We can win any game we play and we can hit any pitcher we face.**
- 7) **It's always better to do something (even if it's wrong) than do nothing.**
- 8) **EHS Baseball stands for community. Be the person & player that inspires others.**
- 9) **We're always honest with each other.**
- 10) **Be the best version of yourself.**
- 11) **Be an optimist.**
- 12) **Rely on yourself, not others.**
- 13) **It's about us, not me.**
- 14) **Focus on the journey, not the outcome.**
- 15) **Make your teammates better and hold them accountable.**
- 16) **Defense first. Defense travels. Defense beats good pitching.**

WHAT WE EXPECT FROM PLAYERS

- 1) Understand your teammates and their families have made the same financial and time commitments. **YOU HAVE AN OBLIGATION TO YOUR TEAMMATES** to be present & ready. This program and the experiences are not about YOU, they are about US.
- 2) Each player will do their part to create the highest level of team chemistry. Players are expected to be present for their teammates: encouraging each other, sacrificing for each other, helping each other and picking teammates up when things aren't going well. Cliques, hazing, disrespect, hazing, teasing, moping and temper tantrums are not a part of our program.
- 3) You are expected to be mentally & physically ready. No legal or policy violations. Distractions such as cell phones once games and practices begin. Lay off the bad carbs on game day, bring water, get rest and work hard in warm-ups. Be in shape.
- 4) Read the team communications ap, emails and check the website (ehscougarbaseball.com).
- 5) Misuse of digital communications platforms and social media can result in removal from such communications platform, suspension, removal from the team or other discipline. This includes threatening & disrespectful language as well as digital messages which include vulgarity, profanity, as well as insubordinate or false statements.
- 6) Adhere to the highest standards of conduct. What you do in school, off the field, at the hotel, at the airport or in the restaurant has implications. Players can blow our team's chances by making poor choices off the field. Each of us represents the entire group. If one of us makes a bad choice, it affects the entire team.
- 7) Learn how to work through adversity. Players need to handle a slump, lack of control, loss of confidence, a bad break or a bad call.
- 8) Represent Evergreen High School with pride and respect.
- 9) Be the best version of yourself.
- 10) Multi-sport athletes, including spring athletes, can compete for a roster spot. EHS students who are eligible, possess the Four Traits and help us win baseball games, can play for us.

WHAT WE EXPECT FROM FAMILIES

- 1) Varsity baseball is on a mission to win a state championship, play the game the right way and represent our community at the highest level.
- 2) Have your player present, equipped and ready to play.
- 3) Keep it positive from the stands. Refrain from verbal jabs at opposing players, coaches, spectators and game umpires.
- 4) Represent Evergreen High School with pride and respect.
- 5) Players advocate for themselves, not the parents.
- 6) Read the team communications ap, emails and check the website (ehscougarbaseball.com).
- 7) Zero contact with coaches & players at games and practices. The policy is to refrain from contacting coaches until 24 hours after a game, per CHSAA rules.
- 8) Playing time: the coaches see the kids everyday, see their grades, interactions with others and teachers, and who plays is often about more than just talent. They play who deserves to play based on their criteria (See The Four Traits).
- 9) We can talk about your player, not others on the team. Regarding performance and opportunities, players are evaluated based on ability, heart, coachability and work ethic.
- 10) You also represent our high school and baseball team.
- 11) Some coaching decisions don't work out. Calling a hit & run, the line-up card, pitchouts, back-picks or sending a runner is like a poker hand. If we knew the outcome in advance, it wouldn't be sports.
- 12) Respect the coaches. The varsity staff has 80+ years of combined playing and coaching experience, formal training & background checks. We've won games, mentored coaches and have been mentored by some of the best. We've earned it.

ACADEMICS & DISCIPLINE

CHSAA and Jeffco Schools have specific rules and consequences relating to academic performance and behavior issues. The CHSAA guidelines are available here:

<https://chsaanow.com/sports/2021/7/19/bylaws.aspx>

A copy of the Jeffco Schools athletic participation contract is on page 27. Violation of the rules in the participation contract and CHSAA bylaws will be referred to school administration. Evergreen High School provides an environment and an opportunity. It is up to the player to earn the next roster spot through their behavior and skill development.

From CHSSA Bylaws:

Participation in interscholastic activities as a part of a school's educational program is a privilege and not a right. Students wishing to participate are required to meet standards of personal behavior and academic performance which are related to school purposes. In this regard, the CHSAA and its member schools may exercise the fullest discretion permitted under law.

Sexual harassment will not be tolerated in interscholastic activities. Sexual harassment involving unwanted verbal or physical sexual advances or request for sexual favors from any supervisor, peer or any person attempting to victimize through interactions should be reported to the appropriate authorities.

Any player who has been ejected from a match or contest shall be disqualified for the remainder of that match or contest. In addition, the player shall be suspended from competition for the next scheduled match or contest played at the same level (sophomore, junior varsity, or varsity). Taunting is considered any action(s) or comments by coaches, players or spectators that are intended to bait, anger, embarrass, ridicule or demean others, whether or not the deeds or words are vulgar or racist. Game officials shall, in all sports, follow the rules set forth by the National Federation for each sport. Penalties under these rules may include ejection or other penalties for flagrant unsportsmanlike offenses. Taunting in all sports and/or activities is an unsportsmanlike offense which may result in a game ejection with penalties as outlined in the student ejection policy,

A coach ejected from a contest for committing an unsportsmanlike act shall be suspended from coaching for 10 percent of the season's regularly scheduled matches or contests of the same level. Standard mathematical rounding rules apply. He/she/they may not coach in any other contest at any level during this time.

2210.2 A coach ejected from a game is automatically placed on probation according to policies established by the Board of Directors (For necessary action by the school administration, see Bylaw 2420.11).

2210.21 A coach ejected from a game is required to complete the following courses offered online by the National Federation of State High School Associations (NFHS): Sportsmanship; and, Teaching and Modeling Behavior. These courses shall be completed before he/she/they will be removed from probation and must be finished in a reasonable amount of time during the season to be determined by the school's athletic director.

2210.3 A coach ejected from a second contest during the same season shall be suspended from coaching for 20 percent of the season's contests of the same level. Standard mathematical rounding rules apply.

THREATENING BEHAVIORS, VERBAL THREATS OR ASSAULT ON A GAME OFFICIAL

Any person who physically assaults, verbally threatens, or exhibits any behavior that can be reasonably considered as threatening, on or towards a game official at any level of competition; shall be subject to consequences up to and including being permanently banned from any CHSAA or CHSAA member event. The determination and severity of the consequence(s) for these behaviors will be determined by the Commissioner and the School Administration working collaboratively. A participant may be suspended for a period of time to be determined by the Commissioner for conduct detrimental to the high school activity program, including severe actions against game officials.

In addition to CHSAA rules, our discipline process can involve playing time when appropriate. Please note that the goal is first to correct unacceptable behavior through positive measures.

Decades of playing and coaching experience have provided the coaching staff of a list of specifics that cannot be tolerated. They include strictly prohibited behaviors such as:

- Drug & alcohol use
- Bullying & harassment
- Racist/sexist language or behavior
- Theft & vandalism
- Physical altercations
- Uncontrollable temper tantrums
- Irresponsible social media use

PROGRAM-SPECIFIC DISCIPLINE

Our philosophy and expectations are clearly outlined in these guidelines. It is impossible to reach our goals without players following our standards. Our discipline will not involve to role or ability of our players. Players are expected to adhere to these guidelines. Players will be held accountable and subject to the following measures (descending from strictest):

Examples of violations include, but are not limited to:

Violation CHSAA & Jeffco player agreement & code of conduct

Evergreen High School conduct policies

Academic eligibility

Severity

Consistent failure to adhere to the Four Taitts listed on page____

Hazing (mistreatment of staff & teammates)

Lack of effort

Subordination of coaches

Failure to adhere to proper communication on group communications & social media

Intentional misuse of, or damage to equipment

Violent or threatening behavior

Theft, tampering or improper treatment of belongings of teammates

Practice and game dress code, which requires baseball-acceptable clothing, Cougar-logo gear, or no logo at all.

Attendance, which includes unexcused absences, consistently arriving late or leaving early

Based on circumstances, discipline can include:

Removal from practice, or a specific drill

Playing time

Suspension

Removal from the roster

Enforcement:

Verbal from the coaching staff

Reporting to and recommendation of EHS administration

When appropriate, the coaching staff will make the player aware of the rules/guidelines violated. Communication with parents or guardians is based on the communication policy in these guidelines.

PHILOSOPHY

- At the varsity level, the goal is winning a state championship.
- Team chemistry comes first.
- Defense comes second. Defense travels. Defense beats good pitching.
- We'll play the style of baseball suited to our players' abilities. We won't play like a speed team if we don't have base stealers. We won't play for the long ball if we have slap hitters.
- The goal for coaches is to focus on confidence and fun in the games. Correcting mistakes and working on fundamentals is done at practices & meetings.
- Opponents' poor sportsmanship only motivates us to perform.
- Pain management is an INDIVIDUAL issue. Players are not allowed to share medications or over-the-counter products. This is strictly between the player and his family.
- We don't throw fits. It's selfish, unproductive and immature.
- We talk little about ourselves. Show us; don't tell us.
- Body language and composure are critical to success.
- Lay off your teammates. Everyone fails from time to time.
- Players advocate for themselves. They talk with coaches about their role, their goals and the role they want. Every coach in the nation is looking for an 8-hole batter that hits .350. If you're looking for more playing time, just do that. Show us you have three of The Four Traits & perform in practice and you'll play.
- Players have a limited number of at bats and innings in a lifetime. They make every one count.
- Opportunities are earned.
- Depth chart: those ahead of you are trying to keep you down. Those behind you are trying to take your job.
- The baseball network is tight. What players do in front of administration, opposing teams & on social media creates reputations. Word gets around.

PLAYERS, COACHES, FANS & PARENTS - WE DON'T WISH!

Wishing for an outcome doesn't solve the problem. "We have to fill up the strike zone; We have to start bawling the ball; Swing at strikes; We have to start scoring; We can't be making errors," do nothing to help us win and the players already know these things. The world is full of problem finders. Problem solvers are more rare.

As a coaching staff, we work to solve the problem rather than wish. Telling the players, "to start throwing strikes" is not coaching.

2025 Cougar Standard Practice Plan

Standard Practice Times:

- Monday: 4-6 PM
- Tuesday: 4-6 PM
- Wednesday: 4-6 PM
- Thursday: 4-6 PM
- Friday: 4-6 PM
- Saturday: 9-11 AM

Standard 2-hour Practice:

1. 4:00-4:15 – Stretch and Throw
 - a. (outfielders crow hops, infielders quick hands with short arm, Catchers squat to throw, short arm)
 - b. 30 yard sprints/pitcher reads
2. 4:15-4:25 – Position Drills
 - a. EDD's (Every Day Drills)
 - i. Infielders – short hop game, flips, 4 corners etc.
 - ii. Outfielders – (Hip flip, hand eye, crow hop)
 - iii. Catchers (blocking, footwork, receiving)
3. 4:30-4:45 – In and Out
 - a. Outfielders two balls to second, third, and home
 - b. Catcher throws the ball around (like on a strikeout)
 - c. Grounder to first & Cover (throw back from catcher to practice their throws)
 - d. Grounder Double play
 - e. Deep grounder
 - f. Slow roller
 - g. Pop up to catcher
4. 4:45-5:15 – Situational baseball or Mass GB's/FB's
 - a. Baserunning, Z-Play, Pick offs, Bunts, & Bunt Defense, Double Cuts, flyball communication, 1st & 3rd. etc.
 - b. Mass Ground Balls and Mass Fly Balls.
5. 5:15-6 – Batting Practice & Bullpens
 - a. Group 1 hits, Group 2 hits tees into a screen or the cage, group 3 & 4 are in the field and rotation stays the same. Keep swings to rounds of 5.
 - i. First round, 2 Bunts, then 5 swings to the opposite field (or hit & run)
 - ii. Second Round runner on Third (need a fly ball)
 - iii. Third round Gap to Gap
 - iv. Fourth Round Gap to Gap
 - b. Bullpens
 - i. Full Bullpen
 1. 40 pitches (flexible, can go up, but need 3 days between pitching stints)
 - a. 25 fastballs, 15 off speeds
 - ii. Light Bullpen
 1. 20-25 pitches (2 days before game)
 - a. 12 fastballs, 8 off speeds
 - iii. Flat Ground
 1. 15-20 pitches at 70% (can be done day before game)
 - a. Mix of all Pitches
 - b. Location, Location, Location
6. We can always end with a game or swap out Situational Baseball or Mass GB's/FB's depending on what is needed for that week.
 - a. Through the line, 21 outs, snake, bunting, fielding games, etc.

Standard Indoor Practice:

1. 4:00-4:15 – Stretch and Throw
 - a. (if we can get on the field)
 2. 4:15-4:25 – Position Drills (this can happen in main hall, Gym, or the gym).
 - a. EDD's
 - i. Infielders – short hop game, flips, 4 corners etc.
 - ii. Outfielders – (Hip flip, hand eye, crow hop)
 - iii. Catchers (blocking, footwork, receiving)
 1. This may be canceled out if unable to get an area to do this.
 3. 4:30-5:30 Hitting
 - a. Group 1 hits in cage 1, Group 2 hits in cage 2, Group 3 & 4 are on the football field if possible, if not, are playing pepper with a tennis ball in the locker room.
 - i. Both Cages
 1. Cage 1 – Live Arm
 - a. First round, 2 Bunts, then 5 swings to the opposite field (or hit & run)
 - b. Second Round runner on Third (need a fly ball)
 - c. Third round Gap to Gap
 - d. Fourth Round Gap to Gap
 2. Cage 2 – Front Toss (focus should be on the box of 9)
 - a. First round, 5 swings to the opposite field (have the player say the location, taking pitches inside)
 - b. Second Round, 5 swings middle (have the player say the location, taking pitches inside)
 - c. Third Round, 5 swings inside (have the player say the location, taking pitches inside)
 - d. Fourth Round Inside, outside, inside, outside Alternating each pitch
 4. 5:30 – 6:00 Bullpens (and Video, Gameplan Discussion)
 - i. Full Bullpen (3 day minimum before game)
 1. 40 pitches (flexible, can go up, but need 3 days between pitching stints)
 - a. 25 fastballs, 15 off speeds
 - b. Location, Location, Location
 - ii. Light Bullpen (2 days before game)
 1. 20-25 pitches
 - a. 12 fastballs, 8 off speeds
 - b. Location, Location, Location
 - iii. Flat Ground
 1. 15-20 pitches at 70% (can be done day before game)
 - a. Mix of all Pitches
 - b. Location, Location, Location
 - b. For those not throwing a bullpen
 - i. This is a good time to discuss situations, breakdown responsibilities, review last weeks games etc.
5. We can always end with a game, depending on what is needed for that week.
 - a. Hit the end of the net, hit the ball of the tee, etc.

***Expectations to support the speed of practice.

- Outfielders play catch with outfielders
- Infielders play catch with infielders
- Catchers play catch with catchers
- Hitting Groups – Groups of 4 (This puts us at 16 kids, if we need to add a group we can)
- Everyone helps setup and tear down. Just because you are a SR. doesn't mean you get to leave early, even for indoor practices.

Practice & Game Day Rules

Time and weather are our biggest adversaries. To attain our goals, we have a productive practice every time. To keep our practices & meetings productive, we have the following rules:

- 1) Be a better player after practice than when you first stepped on the field.
- 2) Several aspects of the game have more than one right way to do something.
- 3) With few exceptions, practices, events and meetings are mandatory after February 24.
- 4) If you're not paying attention or hurting the progress we're making as a team, you'll be asked to sit out.
- 5) It's your gear – you carry it and keep track of it.
- 6) The team is counting on you to do your share of the work. This includes all-out effort during practice.
- 7) Unless excused by the head coach, the team is done once the field is covered, dugouts clean and equipment is put away. Everyone works.
- 8) EHS Cougar baseball attire. Baseball pants or sweats required. Practice clothing should either have an EHS logo/theme, or nothing at all. No logo gear from other sports, clubs, colleges or professional teams.
- 9) Notify a member of the coaching staff if you will be late or absent due to academics, a school commitment or urgent matter.
- 10) Listen & be coachable.
- 11) Move fast – between drills, getting on & off the field.

Game Rules

- 1) The game starts the moment you arrive at the ballpark.
- 2) Only coaches, administration, trainers and players in the dugout.
- 3) Start preparing for your at-bat long before you're on deck.
- 4) In the hole batter gets the bat.
- 5) We don't throw bats – after contact, walk, dropped third strike or hit by pitch.
- 6) No jewelry – necklaces or rings per CHSAA.
- 7) Be properly equipped, including protective gear.
- 8) Never walk when you're between the foul lines. Play fast.
- 9) Loose baseballs in the dugout are a potential sprained ankle. Keep them in the buckets or gloves.
- 10) Infielders' hats & gloves are together. Outfielders hats & gloves are together. Bring them to a stranded runner or the hitter that makes the third out. Stranded runners stay on the field.
- 11) Bench & bullpen get foul balls.
- 12) Replace fear with happiness, anger, revenge or whatever else get you motivated.
- 13) Unless excused by the head coach, the team is done once the field is covered, dugouts clean and equipment is put away.
- 14) Look for signals on offense and defense.
- 15) Communicate to coaches your ideas for adjustments and strategy.
- 16) We don't chirp at the opponents, umpires or opposing spectators.

Safety

Our sport is full of hazards. Be mindful of:

- Balls in motion during batting practice: Be facing home plate at all times.
- Foul balls: Eyes on the game. On deck hitters maintain safe distance. Dugouts are exposed to foul balls as well.
- Dugout housekeeping: Balls not in a bucket or bag are a potential ankle sprain or fall. Keep the dugout free of tripping hazards.

Concussions

Concussions in athletes are extremely common. In fact, about 3.8 million concussions occur each year in the U.S. from sports-related injuries. The Center for Disease Control estimates that 5-10% of athletes will experience a concussion in any given sports season. Many of these injuries go unreported and undiagnosed, leading to mismanagement and premature return to activity. The mismanagement of concussion can lead to prolonged symptoms and long-term consequences.

If at any time during participation (practice or contest), a student-athlete is removed from participation due to concussion, the student-athlete must obtain written permission to start the Return-to-Play protocol from the approved list of licensed health care providers. A school or school district may impose stricter standards.

Medications & Prescriptions

Each player is responsible for managing their prescription medicines, anti-inflammatory products and pain relief products. It is strictly forbidden to share or borrow any of these.

Protective Gear

Sliding pants, elbow guards, foot protector, cup, jaw protection.

Nutrition & Hydration

"Your body is 60% water, and you lose some of that during exercise, from perspiring and breathing moisture out," says Sarah Eby, MD, PhD, a sports medicine specialist with Mass General Brigham and Spaulding Rehabilitation Network. "When you don't have enough water in your system, it essentially thickens the blood and affects the blood's oxygen-carrying capacity. This lowers the amount of oxygen that your muscles get. Water also helps lubricate your joints. When you're dehydrated, you're also less able to flush toxins out of your system, and you can't cool yourself as efficiently. Water is the best source of hydration. Sugar-based beverages such as Red Bull & soft drinks will rob energy.

Infections

A minor scratch can become a serious, even fatal, infection. Sterilize and cut or abrasion as soon as possible. Bandage the wound and keep it clean. Sweat, dirt, rosen, pine tar and other substances can re-infect a wound. Keep a clean dressing until fully healed.

Our coaching staff has training certifications for first aid, CPR, concussion protocol. Our CHSAA certified coaches also have training as mandatory reporters for child abuse and neglect.

Weather

GUIDELINES ON HANDLING CONTESTS DURING LIGHTNING DISTURBANCES-National Federation of State High School Associations (NFHS)/Sports Medicine Advisory Committee (SMAC)

The purpose of these guidelines is to provide a default policy to those responsible for making decisions concerning the suspension and restarting of contests based on the presence of lightning. The preferred sources from which to request such a policy for your facility would include your state high school association and the nearest office of the National Weather Service.

- When thunder is heard, or a cloud-to-ground lightning bolt is seen, the thunderstorm is close enough to strike your location with lightning. Suspend play and take shelter immediately.
- Thirty-minute rule. Once play has been suspended, wait at least 30 minutes after the last thunder is heard or flash of lightning is witnessed prior to resuming play.
- Any subsequent thunder or lightning after the beginning of the 30-minute count, reset the clock and another 30 minute count should begin.

**Report Any Soreness, Sprains, Abrasions, Illness / Fever, Feeling Faint or Weak
To The Coaching & Training Staff**