

FILED
701-24-22879
11/6/2025 8:56 AM
STATE OFFICE OF
ADMINISTRATIVE HEARINGS
Jessica Rodriguez, CLERK

ACCEPTED
701-24-22879
11/6/2025 9:01:36 am
STATE OFFICE OF
ADMINISTRATIVE HEARINGS
Jessica Rodriguez, CLERK

SOAH DOCKET NO. 701-24-22879.EC

**TEXAS EDUCATION AGENCY, EDUCATOR
PREPARATION, CERTIFICATION,
ENFORCEMENT DIVISION,
*Petitioner***

§ **BEFORE THE STATE
§ OFFICE**

V.

§ **OF**

**JOHN HARRELL,
*Respondent***

§ **ADMINISTRATIVE
§ HEARINGS**

RESPONDENT'S ADMITTED EXHIBIT LIST

TO THE HONORABLE ADMINISTRATIVE LAW JUDGE:

COMES NOW, John Harrell, Respondent in the above entitled and numbered cause, and files this Admitted Exhibit List as directed by the Court. The following exhibits were admitted into evidence during the hearing of this cause:

Exhibit 1: John Harrell Teacher Service Records

Exhibit 2: John Harrell Resume

Exhibit 6: Cedar Hill High School Off-Season Workout Handbook

Exhibit 7: Waco Midway High School 2022 Off-Season Workout Handbook

Exhibit 8: Greenville High School Off-Season Workout Handbook


Exhibit 9: Sheldon C.E. King High School Off-Season Workout Handbook

Exhibit 10: Royce City High School Off-Season Workout Handbook

Exhibit 11: Galena Park High School Off-Season Workout Handbook

Respectfully submitted,

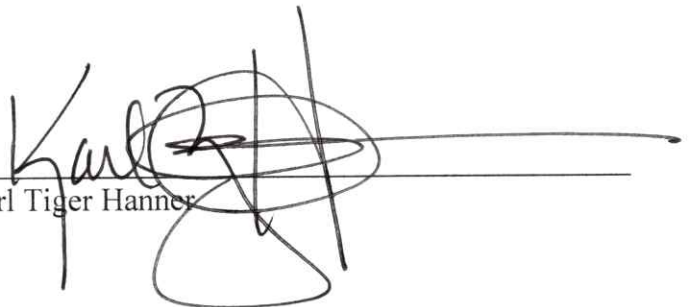
LAW OFFICE OF TIGER HANNER
P.O. Box 26489
Austin, Texas 78755
(512) 626-7725
(512) 233-0574 (Facsimile)

By: 
Karl Tiger Hanner
State Bar No. 08925580
ATTORNEYS FOR PETITIONER

CERTIFICATE OF SERVICE

This is to certify that a true and correct copy of the above and foregoing document has been forwarded via electronic filing to Petitioner by and through its attorney of record on this 5th day of November 2025, to:

Trevin R. Ware
Assistant General Counsel
Texas Education Agency
Educator Certification and Standards
1701 Congress Avenue
Austin, Texas 78701


Karl Tiger Hanner

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BEFORE THE STATE
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HEARINGS

RESPONDENT'S EXHIBIT #1

RECEIVED OCT 28 2013

Harrell John A.
 LAST FIRST MI



TEACHER SERVICE
 RECORD

SOCIAL SECURITY NUMBER
 Signature of Teacher

1 School Year	2 State Or Country	3 County Or Equivalent	4 School District Or Institution (Indicate public or private)	5 Position Held	6 Years of Exper.	7 %of Day Emp.	8 No. Days Emp.	9 Dates of Service		10				11 Authorized Signature, Title, & Organization Official Stamp	
								From	To	(a) State Sick Leave Program		(b) State Personal Leave Program			
										Prior Year Balance	Earned	Used	End-of-Year Balance		
2009-2010	KS	MG	Coffeyville Comm. College - Public	Asst. Football Coach	1	100	60	4/1/2010	6/30/10	(a)					John A. Harrell Director of HR
2010-2011	KS	MG	Coffeyville Comm. College - Public	Asst. Football Coach	2	100	229	7/1/2010	6/30/11	(a)					John A. Harrell Director of HR
2011-2012	KS	MG	Coffeyville Comm. College - Public	Asst. Football Coach	3	100	114	7/1/2011	12/16/11	(a)					John A. Harrell Director of HR
										(a)					
										(b)					
										(a)					
										(b)					
										(a)					
										(b)					
										(a)					
										(b)					
										(a)					
										(b)					
										(a)					
										(b)					

Note: Instructions on Back

GISD Employee Service Record



Harrell John Austin
 Last First Middle

 Social Security Number Employee Number

 Signature of Employee

1 School Year	2 State or Country	3 County or Equivalent	4 School District Or Institution (Indicate public or private)	5 Position Held	6 Years of Exper.	7 % of Day Emp.	8 No. Days Emp.	9 Dates of Service		10				11 Authorized Signature, Title, & Organization Official Stamp	
								From	To	(a) State Sick Leave Program					
										(b) State Personal Leave Program					
Prior Year Balance	Earned	Used	End-of-Year Balance												
2013-2014	Texas	Dallas	Garland	TEACHER	2	100	202	01-AUG-13	12-AUG-14	(a)	0	0	0	0	<i>Dawn Smith</i>
										(b)	0	5	2	3	

ADMINISTRATIVE SECRETARY

05.15.02.00.00-010012

MIDLOTHIAN I.S.D.
SERVICE RECORD

3:14 PM 06/22/15
PAGE: 5

HARRELL, JOHN AUSTIN

TEACHER SERVICE RECORD

SIGNATURE OF TEACHER

1	2	3	4	5	6	7	8	9	10	11	12				13	
Schl. Year	Or C'try	County Or Equivalent	School District Or Institution	Public Or Private	Posit Held	Yrs. Exp.	% of Day	No. Days Emp.	Indicate if Full Semester	Dates of Service From To	(a) State Sick Leave Program				(b) State Personal Leave Program	
											Prior		Ending		Authorized Signature	
											Balance	Earned	Used	Balance		
14	TX	ELLIS	MIDLOTHIAN I.S.D.	PUBLIC	TEACH COACH	3	100	197.0		08/19/14 06/06/15	(a)	0.00	0.00	0.00	0.00	<i>Keylenn Day</i> Assst. Supt HR
											(b)	0.00	5.00	5.00	0.00	

HARRELL, JOHN AUSTIN

8619373196

SIGNATURE OF TEACHER

TEACHER SERVICE RECORD



STEPHENVILLE INDEPENDENT SCHOOL DISTRICT

2655 WEST OVERHILL DRIVE STEHENVILLE, TX 76401

1	2	3	4	5	6	7	8	9	10	11	12				13	
Schl.	State Or C'try	County Or Equivalent	School District Or Institution	Public Or Private	Posit Held	Yrs. of Exp.	% of Day Emp.	No. Days Emp.	Indicate if Full Semester	Dates of Service From To		(a) State Sick Leave Program (b) State Personal Leave Program				Authorized Signature
Year												Prior Balance	Earned	Used	Ending Balance	
10-11	TX	ERATH	STEPHENVILLE ISD	TERM		0	0	0.0				(a) 0.00	0.00	0.00	0.00	
												(b) 0.00	0.00	0.00	0.00	
15-16	TX	ERATH	STEPHENVILLE ISD	Public	TCH	4	100	187.0		08/12/15	05/28/16	(a) 0.00	0.00	0.00	0.00	
												(b) 0.00	5.00	1.00	4.00	
16-17	TX	ERATH	STEPHENVILLE ISD	Public	TCH	5	100	187.0		08/09/16	05/27/17	(a) 0.00	0.00	0.00	0.00	
												(b) 4.00	5.00	3.50	5.50	
17-18	TX	ERATH	STEPHENVILLE ISD	PUBLIC	TCH	6	100	187.0		08/07/17	05/25/18	(a) 0.00	0.00	0.00	0.00	
												(b) 5.50	5.00	0.50	10.00	
18-19	TX	ERATH	STEPHENVILLE ISD	PUBLIC	TCH	7	100	130.0		08/13/18	03/01/19	(a) 0.00	0.00	0.00	0.00	
												(b) 10.00	3.50	3.00	10.50	

Handwritten signature: Daniel Smith

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RESPONDENT'S EXHIBIT #2

John Harrell

5217 Dolph Brisco Dr.
Forney, Texas 75126
Cell: 817-894-9110

Objective: To obtain the Athletic Coordinator/Head Football Coach position at Rockwall-Heath High School.

Coaching Experience:

Assistant Head Coach / Run Game Coordinator: March 2019-Present
Rockwall-Heath HS

3

- District Champion 2021
- Regional Semi Finalist 2021 (11-2)
 - Averaged 47 points per game, 298 yards rushing per game.
- Regional Finalist 2020 (11-3)
 - Averaged 50 points per game 2020, 258 yards rushing per game.

Run Game Coordinator/ Powerlifting Coach/World History Teacher: June 2015-March-2019
Stephenville High School

4

- District Champion 2017
- State Semi-Finalist 2017
- Averaged 42 Points per game 2017

Offensive Line/Head Powerlifting Coach/World History Teacher: June 2014-2015
Midlothian High School

1

- Beat Duncanville 47-42

Run Game Coordinator / World Geography Teacher: August 2013-June-2014
Naaman Forest High School Garland

1

- DFW leading rusher Michael Nelson 1900 yards.
- Helped Naaman to the first playoff appearance in 5 years.

Offensive Line Coach/Run Game Coordinator: April 2012-February 2013
Hutchinson Community College in Kansas

1

- Broke the rushing record in a single game. (Terrell Lane 350 yards)
- Broke the all-time rushing record (Terrell Lane 1900 yards)
- Finished the year 9-3
- Salt Bowl Champions

Offensive Line/Tight Ends Coach and Recruiting Coordinator: January 2010-December 2011
Coffeyville Community College in Kansas

1

- Top 15 team in NJCAA
- Two NJCAA All Americans at offensive line

Offensive Line / Tight End Graduate Assistant Coach: January 2007-December 2009
Tarleton State University

2

- Conference Champion 2009, 2nd team all-conference Tight End

1

Education:

Tarleton State University

-Bachelor of Science: Exercise and Sports Studies, December 2007

Tarleton State University

-Master's Degree: Education, December 2009

Certifications:

Social Studies Composite (8-12)

-Teaching experience includes World Geography, World History, Economics

Playing

Experience:

Tarleton State University, Lone Star Conference NCAA Division II

2006- First Team Lone Star Conference Center / D2 Honorable Mention All-American OL

2005- Played Defensive Tackle and Defensive End

University of Houston, Conference USA NCAA Division I

2004- Moved to offensive line, played in three games at center.

2003- Played as a true freshman at defensive tackle.

Stephenville High School

2002-Played in Texas High School Coaches Association All-Star Game

2002- 4A Defensive Player of Texas

2001-1st Team All-State Defensive Tackle

References:

Mike Spradlin- Head Football Coach Rockwall-Heath (254)-721-1333

Todd Bradford-Principle of Rockwall Heath (972)-400-7882

Sam McElroy-Former Assistant Athletic Director Garland (254)-396-3752

Scott Carey-Assistant Head Coach Tarleton State University (303)-912-8524

Lee Wiginton-Midlothian Heritage Head Football Coach (254)-203-0178

Greg Winder-Gregory Portland Offensive Coordinator (214)-402-5211

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RESPONDENT'S EXHIBIT #6

Vocabulary

Attention Position '**Ready Move**'- Athlete is to be standing tall with arms by their sides with closed fists. Heels should be together. Every time this command is called, the athlete will yell the slogan ('BURN THE SHIPS').

Brave Position '**Ready Move**' or (2 Whistles) - Athlete is to be standing tall with feet armpit width apart. Hands should be together behind the back.

Double Whistle-Athlete will automatically go to Brave Position on 2 whistles. Does not matter which way you are facing. The most important this is that you stand up ASAP!

Fallout '**Ready Move**'- Command given so the athletes are in one straight line and ready to move to the next station.

Push-Up Position '**Ready Move**'- This is not a typical 'Push-Up'. It is more like a shoulder push up. We should see a little movement but athlete is not expected to go all the way down. Eyes and head should be up.

Ready Move- Every command given MUST be followed by 'Ready Move'. At that time, the athlete is expected to perform the action requested.

Sir-The athlete is expected to follow every Command by saying "Sir"

Strike It Up '**Ready Move**'- This command can only be given in Attention Position. The athlete will stomp his feet twice along with a battle scream

Tighten Up '**Ready Move**'- Athlete should be 'Nut to Butt' in Brave Position.

COMMAND WEIGHTS

- Start – Will 'Fallout' and exit through the gym door closest to the concession stand restrooms. They will proceed to line up at the door entering the weight room.
- Once Command is given, they will 'Fallout' and enter the weight room single file and fill up stations according to their assigned weightlifting groups.
- **No talking, chanting, bickering, complaining, or moaning.**
- All 3 athletes will begin to the assigned areas in Brave Position.
- Follow the instructions on command weights.
- We will lift upon command of the leader.
- Finish – Leave weight area front to back and left to right single file down to the door going outside to the track for 4th quarter. If the weather is bad, we will do something inside.

4th Quarter

- We will take turns to on the 4th Quarter Drills. They are to line up in their Platoons on the track on the numbers 1-5.
- *As assigned.

MAT DRILLS

- Start – Cross mat or enter mat area on coach's command.
- Form three lines at the edge of the mat – Display lots of enthusiasm – chants, encouragement, etc.
- To begin each exercise, the coach will blow whistle twice, all athletes will lock in at Brave position, and coach will give command.
- On Command, athletes will exit mat area and line up directly next to the divider facing the wall all while in a single file line.

1st Drill-Forward Rolls

Forward Roll, Forward Roll, Brave... 'Pride', Brave... 'Pride', Brave... 'Pride'

1st Whistle-On their back, palms in the air

2nd Whistle-roll over on all 4's

3rd Whistle-Forward roll, Slap Mat (next group should be on back)

*They will do a total of 2 rolls

2nd Drill-Extensions

Extensions, Extensions, Brave... 'Pride', Brave... 'Pride', Brave... 'Pride'

1st Whistle- on belly, hands on the mat

2nd Whistle-stand up, facing lines,

3rd Whistle-Roll Backwards (next line should be getting ready)

3rd Drill- Four Point

Four Point, Four Point, Brave... 'Pride', Brave... 'Pride', Brave... 'Pride'

1st Whistle- long whistle, 6 guys give up their bodies on mat laying on back

2nd Whistle- turn to district banners, on all 4's

3rd Whistle- seat roll to their left

4th Whistle-seat roll to their right

5th Whistle-seat roll to their left

6th Whistle-Long whistle, GET OUT!, new group

4th Drill-Diagonal ***Shoulder to shoulder at the right side of the mat***

Diagonal, Diagonal, Brave... 'Pride', Brave... 'Pride', Brave... 'Pride'

1st Whistle- on backs with palms up

2nd Whistle- on all 4's

3rd Whistle- bear crawl to their left (new group should be going on back now)

4th Whistle-seat roll to their right and bear crawl to their right

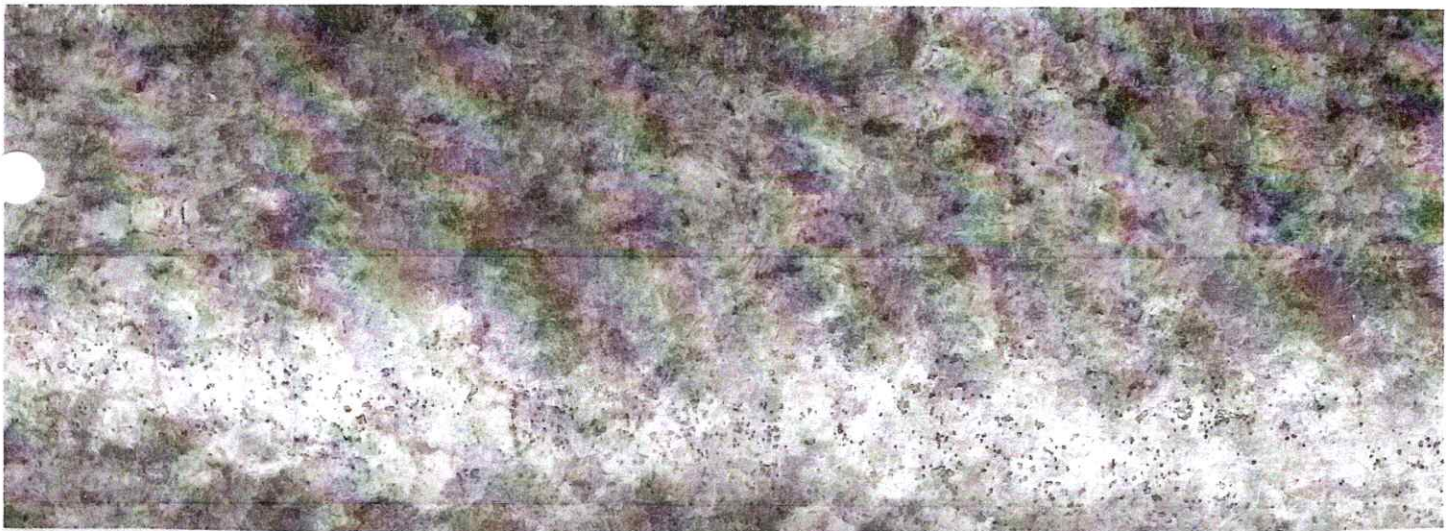
5th Whistle-seat roll to their left and bear crawl to their left

6th Whistle- seat roll to their right and bear crawl to their right

7th Whistle- GET OUT!

SPEED LADDERS

WILEY!



MATS

DATE: _____

Group

Brave Position

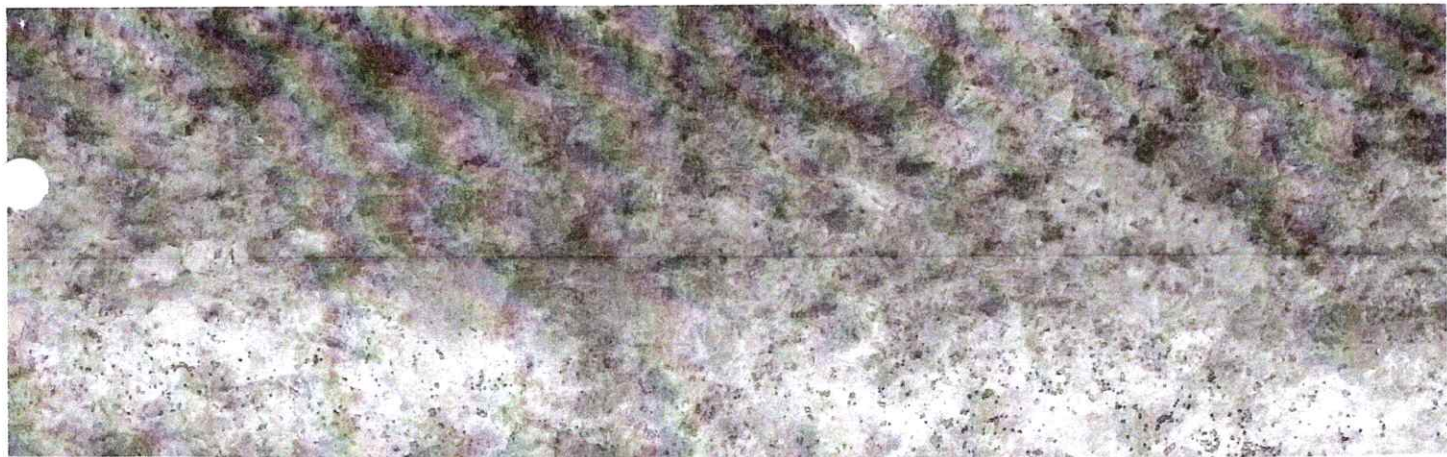
Effort

Seniors:

Juniors:

Sophomores:





COMMAND WEIGHTS

DATE: _____

Group

Focus (Technique, Spot, Mental Errors)

Effort (Reps)

Seniors:

Juniors:

Sophomores:





SPEED LADDER

DATE: _____

Group

Brave Position

Effort

Seniors:

Juniors:

Sophomores:



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RESPONDENT'S EXHIBIT #7

**MIDWAY PANTHER
BOOTCAMP
2022**

M **MADE**
DIFFERENT
PANTHER FOOTBALL

**“THROW YOURSELF INTO YOUR TASKS,
SO THAT EVERYONE MAY NOTICE YOUR
IMPROVEMENT AND PROGRESS.”**

I TIMOTHY 4:15

**MIDWAY PANTHER
BOOTCAMP
OUR GOALS**



1. TEACH THE TRUE MEANING OF 100% EFFORT.

- TOTAL EFFORT**
- TOTAL CONCENTRATION**
- TOTAL INTENSITY**

2. WE WANT OUR ATHLETES TO EXPERIENCE THE FEELING OF BEING PHYSICALLY AND MENTALLY SPENT AND THEN FIGHT TO OVERCOME FATIGUE.

3. BUILD OUR SELF- ESTEEM.

4. BUILD A STRONG TEAM FEELING.

PURPOSES AND VALUES

- 1. PUT GOD FIRST.**
- 2. RESPECT AND BUILD OTHERS. TREAT OTHERS THE WAY YOU WOULD LIKE TO BE TREATED.**
- 3. BE PROUD OF WHO YOU ARE AND WHERE YOU CAME FROM, THEN WORK TO MAKE BOTH BETTER.**
- 4. MAKE HONESTY A HABIT AND BECOME TRUSTWORTHY.**



- 5. PRACTICE PERSISTENCE. NEVER QUIT; FINISH EVERYTHING STRONG.**
- 6. BECOME SELF-DISCIPLINED.**
- 7. BE DEPENDABLE SO THAT OTHERS CAN COUNT ON YOU.**
- 8. BE ENTHUSIASTIC. LOVE LIFE.**
- 9. PLAY WITH CLASS. GOOD MANNERS OFF THE FIELD, SPORTSMANSHIP ON THE FIELD.**
- 10. WORK HARD AND PRACTICE TOTAL EFFORT.**

THE MAIN THINGS

EACH DAY WE MUST BUILD OUR TEAM IN THESE AREAS:

- **CHARACTER OF THE INDIVIDUAL**
- **TEAMWORK**
- **PHYSICAL CONDITION- THE HABIT OF TOTAL EFFORT**
- **FUNDAMENTALS**
- **EXECUTION**

THESE ARE THE INGREDIENTS OF GREATNESS, THEY ARE NOT INHERENT TRAITS. RATHER, THEY ARE QUALITIES THAT MUST BE ENCOURAGED AND CULTIVATED.



**THERE MUST BE A COMMITMENT TO EXCELLENCE IN EACH
OF THESE FIVE AREAS.**

TEAM MIDWAY

- 1. DO YOU CARE ABOUT YOUR TEAMMATES AND THIS TEAM?**
- 2. ARE YOU TRUSTWORTHY AND DEPENDABLE?**
- 3. ARE YOU COMMITTED TO EXCELLENCE?**
- 4. IF EVERY ONE WORKS AS HARD, PLAYS AS HARD AND DISCIPLINES**



HIMSELF AS HARD AS I DO, WHAT KIND OF TEAM WILL WE HAVE?

- 5. HOW CAN I BE A LEADER ON THIS TEAM?**

PANTHER PRIDE
BUILDING TOUGH UNSELFISH COMPETITORS

- **NEVER FEEL SORRY FOR YOURSELF, NOBODY ELSE WILL.**
- **NEVER MAKE AN EXCUSE.**
- **TAKE PERSONAL RESPONSIBILITY FOR WHAT YOU BECOME.**
- **BE PROUD OF HOW HARD YOU AND YOUR TEAMMATES WORK. BELIEVE THAT NOBODY WORKS HARDER THAN WE DO.**
- **TELL YOURSELF OVER AND OVER NOBODY WORKS HARDER THAN I DO.**



**WHATEVER YOU DO,
WORK AT IT WITH
ALL YOUR HEART, AS
THOUGH YOU WERE
WORKING FOR THE
LORD AND NOT FOR
MEN.**

COLOSSIANS 3:23



BUILD CHARACTER FIRST

CHARACTER- THE STABLE AND DISTINCTIVE VALUES BUILT INTO AN INDIVIDUAL'S LIFE WHICH DETERMINE HIS RESPONSE REGARDLESS OF CIRCUMSTANCES.

CHARACTER IS WHO YOU ARE WHEN NO ONE IS WATCHING.

WHEN A MAN HAS DEVELOPED A STRONG CHARACTER, HE SEES HIMSELF AS A "GOOD" MAN. HIS SELF-ESTEEM GOES HIGHER AND HIGHER. HE REALIZES THAT HE CAN HANDLE ADVERSITY AND BE A TOUGH COMPETITOR. HE WINS NOT SO MUCH BECAUSE OF WHAT HE DOES, BUT BECAUSE OF WHO HE IS. BUILD THE MAN FROM THE INSIDE OUT AND YOU ARE BUILDING A STRONG COMPETITIVE TEAM.

LEADERSHIP

A LEADER is one fitted by force of ideas, character, or by strength of will, and has the ability to motivate, incite, and direct people in conduct and achievement.

TWO TYPES OF LEADERS - Positive or Negative Leader. You either lead by doing what is right or what is wrong. WE WANT POSITIVE LEADERS.



WE SHOULD HAVE LEADERS in every class, but the most important leadership should come from our Senior Class. In order for us to be successful, our seniors must be determined to play the best football of their career.

THE MARKS OF A GOOD LEADER

1. **CHARACTER** - can be trusted to do right. Man of honor
2. **ACCEPT RESPONSIBILITY** - Can say, "It is my fault"
3. **ENTHUSIASM** - true love for the cause
4. **COURAGE** - take a stand for what is right and stand by convictions
5. **SET THE EXAMPLE** - your actions speak so loud
6. **CONSISTENT** - You can't be hot and cold
7. **POISED** - calm in crisis. Keep your wits while others lose theirs
8. **GET ALONG WITH OTHERS** - accepts people for who they are
9. **EXCELS IN TEAMWORK** - puts team before self. Sacrifice ME for WE.
10. **HANDLES ADVERSITY** - the ability to bounce back, persevere, never quit
11. **DETERMINED** - see the job through
12. **CONFIDENT** - must be certain of self and abilities

As leaders, others expect us to show them the direction to go. Our young players will look up to you. They respect your playing ability and the knowledge you possess. Let's lead our team in the right direction.

ABOVE THE LINE

Above the Line behavior is the foundation of success in anything you do...

There isn't an aspect of your life that is untouched by it, and because of that, the decision to behave Above the Line or Below the Line is the most important choice you make every day. Above the Line behavior is conscious and thoughtful -



a choice made in alignment with your larger vision of where you want to go. Below the Line behavior is directed by impulse or the gravitational pull of old habits; you just react without thinking. Below the Line is your default response. It is my default response, too

EVENT + RESPONSE = OUTCOME

The R factor (Response) disciplines are the essential skill for getting and staying above the line.

6 Disciplines

- 1. Press Pause**
- 2. Get your mind right**
- 3. Step up**
- 4. Adjust and adapt**
- 5. Make a difference**
- 6. Build skill**

R1: Press Pause:

We are asking you to press pause and ask:

- 1. What does this situation require of me?**

What does pressing pause do for you?

It gives you time to think

It gets you off of auto pilot and gets you mind right so YOU can decide on the outcome

Benefits of pressing pause

It helps you avoid doing something foolish or harmful

It focuses you on acting with purpose to accomplish your goals

Question – How long do you need to press pause?

However long it takes for you to take control of your actions

It could last an hour, a day, or longer. Take the time necessary to make the right choice!



R2: Get your mind right:

Win in your mind 1st! This means two things

- 1. What you focus on**
- 2. How you talk to yourself**

If you tell yourself negative things you will have a negative outcome. Your performance will suffer. Mental state affects your physical performance. The voice in your mind is a powerful force.

Mind set #1: Irritated mindset: comes from negative focus from negative comfort.

Mind set #2: Survival mindset: comes from taking the path of least resistance. Man this workout sucks. Will this workout ever be over?

Mind set #3: Purpose mindset: embrace discomfort because you know it is necessary in order to perform at an elite level.

R3: Step Up:

This may be the most difficult. Stepping up means you must be above the line.

What does it require of you to step up?

- 1. Push past things when they are uncomfortable or you don't like things.**
- 2. Let your teammates know something is unacceptable. Making him do right. Making yourself do right.**

R4: Adjust & Adapt:

The ability to be flexible and responsive in today's competitive environment is a mandatory skill. The best athletes and teams are exceptional at adjusting and adapting to changing circumstances. It is foolish to resent or resist change.

- 1. It is an inescapable reality- things change**
- 2. Here's another reality- life will get increasingly difficult for you if you don't.**



Every day you are creating or reinforcing habits in your life. The question is, are they habits that help or habits that hold you back?

R5: Make a Difference:

Your R is an E for others. Your attitude and behavior have a profound impact on your teammates and coaches.

- 1. You don't get the team you want you get the team you build.**
- 2. What kind of E's are you giving to your teammates and coaches? Make a difference means taking complete ownership of the experience you give to teammates and the contribution you make to the culture of the team.**

R6: Build Skill:

At the level we compete, everyone has talent. Elite performers are the ones who are relentless about building skill beyond their talent. Talent is a gift. Greatness is a choice.

- 1. Build skill every day and consistently get better.**
- 2. Be coachable**
- 3. Train and practice above the line**
- 4. Grow beyond your talent**

WHAT WE EXPECT FROM YOU

The coaches expect the following from you as a player:

- 1. To settle for nothing less than "A's and B's" in the classroom – COMPETE!**
- 2. To give your total effort (make the most of what you have)**
- 3. To be respectful towards your teammates (we are working towards achieving the same goals)**



4. To practice to the best of your ability every day
5. To be prompt
6. To be courteous
7. To always encourage your teammates
8. To be emotional and enthusiastic
9. To improve daily in your quest to become the best player that you can be
10. To do whatever it takes to be a member of a championship team (everyone has a role – know yours and be the best there is at it!)

WHAT YOU CAN EXPECT FROM YOUR COACHES

1. To provide the leadership to achieve the TEAM's goals
2. To work you harder than you have ever been worked
3. To assist you in any way possible, now and after you graduate
4. To treat you like a man and to respect you
5. To hold you accountable for your actions
6. To make all decisions with the TEAM's best interests first
7. To do everything possible to improve our facilities and make this the best place in Texas to go to school and play football
8. To help you mature and grow as a man
9. To help you reach your goals
10. To be competitive and intense on the field (Note: Our coaches will be just as intense and competitive as our players. Remember, don't pay attention to HOW we are saying something; listen to WHAT we are saying)

DO RIGHT

In our everyday life, how should **RIGHT** be distinguished from **WRONG** in one's words and actions?

1. Words and actions should help to unite, not to divide the members of our team.
2. Words and actions should be beneficial and not harmful to our goals.
3. Words and actions should help to consolidate and not undermine the rules and regulations necessary for successful team effort.
4. Words and actions should help strengthen not weaken the leadership of



our team.

5. **Our words and actions at all times should be beneficial not harmful when inter-related to our friends and fans who support the team.**

SUMMARY: Griping and complaining by a few can keep everybody unhappy. Unfortunately, even a very few, one or two, can create confusion, distraction from our goals and weaken our effort. These undermine and weaken our attitudes and can be and must be resolved among yourselves by persuasion and education. Suppression will not succeed. Any mistakes by a few must be criticized and eliminated by the majority whenever they come up.

You must truly take a stand for the best interest of the team. If you and the team don't handle them properly and if you and the team relax your guard, the unhappy complaints will grow and eventually destroy any chance of team success.

Sincere feelings by a team member pertaining to what he might consider as unjust should be brought to the attention of the team leaders or the coaching staff.

If we follow through with this, team effort will be of such magnitude that success will be inevitable.

PARABLE OF THE SEEDS

I. SEED ON THE PATH

THESE ARE THE PEOPLE WITH HARD HEARTS. THEY DON'T THINK THEY NEED TO LEARN ANYTHING, THEREFORE THEY EVENTUALLY BECOME WORTHLESS.

II. SEED ON ROCKY GROUND

THESE ARE THE PEOPLE WHO HEAR THE LESSONS, BUT THEY DO NOT HAVE THE DEPTH OF CHARACTER TO MAKE IT A PART OF THEM. THE FIRST TIME THINGS GET A LITTLE TOUGH, THEY WITHER AND DIE BECAUSE THEIR ROOTS HAVE NOTHING THEY CAN GRAB HOLD OF.



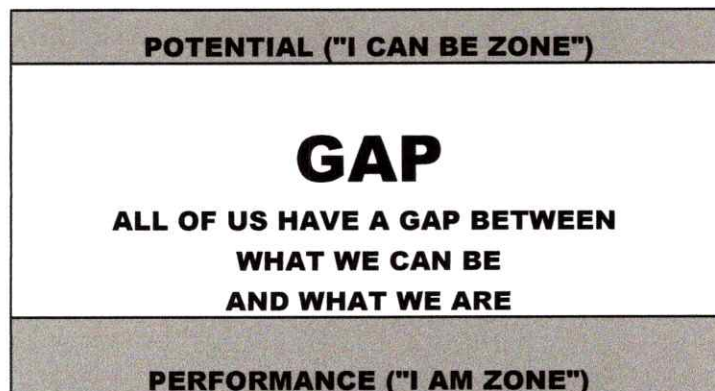
III. SEED AMONG THE WEEDS

THESE ARE THE PEOPLE WHO HANG OUT WITH THE WRONG CROWD. THEY HEAR THE LESSONS AND THEY EVEN LET IT BECOME PART OF THEM, BUT AS SOON AS THEY BEGIN TO GROW, THE WEEDS AROUND THEM BEGIN TO KILL ALL OF THE GOOD THAT WAS TAKING ROOT.

IV. THE GOOD SOIL

THESE ARE THE PEOPLE WHO LISTEN, LEARN, AND APPLY THE LESSONS TO THEIR LIFE. THEY ALLOW THESE THINGS TO GROW IN THEIR HEARTS AND IN THEIR CHARACTER. THEY CHOOSE GOOD FRIENDS AND THEY PRODUCE POSITIVE RESULTS.

**MIDWAY PANTHER FOOTBALL
REACHING YOUR MAXIMUM
CAPABILITIES**



THE KEY TO CLOSING THIS GAP IS FOUND IN THE ACRONYM ITSELF.



- **“G” IS FOR “GOAL SETTING” THAT MOTIVATES AND CHALLENGES US.**
- **“A” IS FOR “ATTITUDE” WHICH IS OUR SELF-FULFILLING PROPHECY- FOR WHETHER WE THINK WE CAN OR THINK WE CAN’T WE ARE USUALLY RIGHT.**
- **“P” IS FOR “PERSISTENCE” WHICH DEVELOPS MENTAL TOUGHNESS AND BUILDS CHARACTER.**

WE CAN REACH HIGH PERFORMANCE LEVELS AND CLOSE OUR “GAP” AS WE CONTINUALLY APPLY THESE THREE QUALITIES TO OUR LIVES. OUR GOALS AS COACHES IS TO HELP YOU CLOSE THE GAP AND TO ACHIEVE YOUR MAXIMUM CAPABILITIES AS A PERSON FIRST, THEN AS A FOOTBALL PLAYER.

BOOT CAMP

WHY?

- **DEVELOP DISCIPLINE THAT CAN BE TRANSFERRED ONTO THE FIELD IN THE FALL**
- **LEARN HOW TO GET OUT OF OUR “COMFORT ZONE”, WHICH WE WILL HAVE TO DO TO ACHIEVE OUR GOALS IN THE FALL**
- **LEARN HOW TO PUT THE TEAM 1ST AND ME 2ND**
- **BECOME CLOSER AS A FAMILY THAT WE CAN FALL BACK ON IN THE FALL**
- **FORGE OUR COMMITMENT TO THE TEAM AND TO BEING SUCCESSFUL**



PANTHER FOOTBALL BOOTCAMP 2022

DAILY SCHEDULE

8:00 QUICK CAL
8:07 STATION 1 (10 MIN)
8:18 STATION 2 (10 MIN)
8:29 STATION 3 (10 MIN)
8:41 GUT ¼ / OFI
8:55 DISMISS TO BREAKFAST

STATIONS

MATS- Martinez/ Ramos/ L. Jones/ V
ROPES- Massey/ Wolske / Morgan/ Ramsdell
COMMAND WEIGHTS- C. Jones/ Allison/ Brown/ Burkett
TIMEKEEPER- S. Anderson

ROTATION

ROPES – MATS- COMMAND WEIGHTS

MATS

- 1. 1 Forward Roll**
- 2. 2 Forward Roll**
- 3. Forward Roll/Backward Roll**
- 4. 2 Point Seat Roll**
- 5. 4 Point Seat Roll**
- 6. Combo**

ROPES

- 1. HIGH KNEES**
- 2. LATERAL**
- 3. BUNNY HOP**
- 4. CROSS OVER**
- 5. CHECKER BOARD**
- 6. HEISMAN**

COMMAND WEIGHTS

- 1. Curl (Underhand)**
- 2. Reverse Curl (Overhand)**
- 3. Chest Thrust (Overhand)**
- 4. Military Press (Overhand)**
- 5. Squat Jumps (Overhand)**
- 6. Upright Row (Overhand/Thumbs)**

BOOT CAMP EXPECTATIONS



1. **TOTAL EFFORT- EVERY STATION, EVERY REP, IN BETWEEN STATIONS**
2. **SHOW UP WITH A POSITIVE ATTITUDE- BOOT CAMP IS NOT SOMETHING WE ARE DOING TO YOU, IT IS SOMETHING WE ARE DOING FOR YOU.**
3. **SENSE OF URGENCY- EVERYTHING YOU DO IS FAST**
4. **"LOCKED IN" ON THE WHISTLE- CADET POSITION**
5. **MUST BE PROPERLY DRESSED- SHORTS, SHIRTS, SOCKS, FLATS**
6. **FIELDHOUSE CARE- TAKE PRIDE IN OUR FACILITIES**
 - **NO TRASH ON FLOORS OR IN LOCKERS**
 - **LOCKERS NICE AND NEAT**
 - **TOILETS FLUSHED**
7. **NO UNEXCUSED ABSENCES**
8. **IF ABSENT, MUST CALL IN BEFORE CLASS BEGINS- IF YOU DON'T CALL IN AND ARE ABSENT, THEN WILL GO TO LOGS ALL THREE STATIONS WHEN YOU RETURN (SAME FOR ISS)**
9. **INJURIES ARE NOT EXEMPT FROM BOOT CAMP**
 - **IF INJURED WITH A DR. NOTE OR BEING TREATED BY DOC, YOU WILL DO APPROPRIATE EXERCISE FOR ALL THREE STATIONS**
 - **IF INJURED WITHOUT A DR. NOTE OR WITHOUT SEEING DOC PRIOR TO THE START OF ATHLETICS, THEN MUST PARTICIPATE (INJURY REPORT DAILY)**
10. **LEADERSHIP TRAINING- SIT UP TALL- EYES UP- LOCK IN**
11. **THE ONLY WEATHER THAT WILL EFFECT BOOT CAMP IS LIGHTNING**
12. **WHEN TRANSITIONING FROM STATION TO STATION- BREAK AS A GROUP, TRAVEL AS A GROUP TO NEXT STATION, LOCK UP SHOULDERS, ENCOURAGE EACH OTHER, ATTACK NEXT STATION**
13. **IF YOU ARE INVOLVED IN A SPORT, ON YOUR GAME DAY, YOU WILL GO WITH YOUR GROUPS TO ALL STATIONS AND GUT 1/4 AND ENCOURAGE.**
14. **THE GUT ¼ IS AN ALL OUT EFFORT SPRINT TO PREPARE YOU FOR OVERTIME. FIND OUT WHAT YOU HAVE LEFT. THERE WILL BE TIMES FOR IT- 70 SECONDS (SKILL) 90 SECONDS (LINE). IF YOU ARE UNABLE TO MAKE THESE TIMES, AN ADDITIONAL ¼ WILL BE RUN AFTER WE BREAK AS A FORM OF CONDITIONING.**
15. **"PERFECT DAY"- TOTAL EFFORT, MINIMAL MENTAL MISTAKES, FIELDHOUSE SHARP, NO UNEXCUSED ABSENCES, KNOW THE WORD OF THE DAY**

**CADET FOOTBALL
FRESHMAN BOOTCAMP 2022
8th PERIOD**

DAILY SCHEDULE

3:20 QUICK CAL
3:27 STATION 1 (6 MIN)
3:34 STATION 2 (6 MIN)
3:41 STATION 3 (6 MIN)
3:51 GUT ¼ / OFI
4:00 DISMISS

STATIONS



MATS- Martinez/ Ramos/ L. Jones/ V

ROPES- Massey/ Wolske / Morgan/ Ramsdell

COMMAND WEIGHTS- C. Jones/ Allison/ Brown/ Burkett

TIMEKEEPER- S. Anderson

ROTATION

ROPES – MATS- COMMAND WEIGHTS

SOAH DOCKET NO. 701-24-22879.EC

TEXAS EDUCATION AGENCY, EDUCATOR
PREPARATION, CERTIFICATION,
ENFORCEMENT DIVISION,
Petitioner

V.

JOHN HARRELL,
Respondent

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BEFORE THE STATE
OFFICE

OF

ADMINISTRATIVE
HEARINGS

RESPONDENT'S EXHIBIT #8



GREENVILLE LIONS T.O.B.ootcamp

FOCUS:

1. WORK HARD
2. BE TOUGH
3. BE DISCIPLINED
4. BE A TEAM

EXPECTATIONS:

ALWAYS GIVE EXTREME EFFORT
NO EXCUSES / MENTALLY & PHYSICALLY
1 TEAM RULE (W,W,W) CONTROL YOUR ATTITUDE
ACCOUNTABILITY- DO WHAT THE TEAM DOES
BE WHO THE TEAM NEEDS YOU TO BE

Dress Code:

MONDAY: BOOT CAMP SHIRT / Black Shorts or Pants

TUESDAY: BOOT CAMP SHIRT / Jeans Shorts or Pants

WEDNESDAY: BOOT CAMP SHIRT / Light Colored Shorts or Pants (khaki, white, gray)

THURSDAY: BOOT CAMP SHIRT / Black Shorts or Pants

FRIDAY: BOOT CAMP SHIRT / Jeans Shorts or Pants

ATHLETICS: WHITE SHIRT / SWEATS OR SHORTS (Everything MUST be issued by GHS)

4 CORE VALUES: WORK HARD / BE TOUGH / BE DISCIPLINED / BE A TEAM

TEAM RULE: Be where you're supposed to be, when you're supposed to be there, doing what you're supposed to be doing.



BOOT CAMP GOALS: 15 DAYS

GREENVILLE LIONS T.O.B.ootcamp

Expectations

1. Be at athletics and school every day
2. Be on Time
3. Be in Dress Code every day
4. Pass All Classes
5. Have excellent behavior in class
6. Players will be attentive at all times correctly sit, stand, spot
7. Do everything the right way
Incorrectly performing a drill
8. Be positive with words and body language
9. Give great effort all the time
10. PAY UPS FOR MISTAKES

Consequences

- Individual: 45 Bleacher
Team: Any Unexcused
+2 Excused = No Day
- Tardy = Dummy push over
& back / Team Plank
- 2 man 100 yard dummy push
Offender + 1
- Points: + for A's / - for F's
- 2 man 100 yard dummy push
Offender + 1
- Group: 5 Push Ups
- Group: 5 Push Ups
- Group: 5 Push Ups
- Group: 5 Push Ups
- Be Disciplined

Another session in the competition-boot camp phase teaches self-discipline. Right or Wrong you were believed to have made mistakes.
Accept it, pay up, no crying or complaining.

SOAH DOCKET NO. 701-24-22879.EC

TEXAS EDUCATION AGENCY, EDUCATOR
PREPARATION, CERTIFICATION,
ENFORCEMENT DIVISION,
Petitioner

V.

JOHN HARRELL,
Respondent

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BEFORE THE STATE
OFFICE

OF

ADMINISTRATIVE
HEARINGS

RESPONDENT'S EXHIBIT #9

CORY LAXEN

ASSISTANT ATHLETIC DIRECTOR OF STRENGTH &
CONDITIONING
OFFENSIVE LINE COACH

(346)-378-7025

corylaxen@sheldonisd.com



BOOT CAMP

Beginning starts with coming up with a name for the camp. (Buff Maker, Eagle Wings, Cowboy Spurs, Mustang Pride, etc.) Don't call it book camp. This hints of survival, you are looking for a name that joins the team together and this is the vehicle to bring the team together as one.

START- There should be a specific time for all athletes to be in their roll call lines, dressed properly and ready to go. No tying shoes or putting on shirts in the line. This time should require the athletes to sprint to the field house and get dressed with urgency. 1 OFI (Opportunity for Improvement) for every player tardy for the team. The tardy gets an OFI also. This holds the player accountable for his actions with the team and for himself. (See Unexcused, Excused Absences and Tardies per the Head Coach)

OFI – with every choice you make there is a consequence. Accountability OFI = timed Gasser

Locker room – all equipment, clothes and trash should be picked up by the players, a coach will walk the locker room when the whistle blows for the time for all the players to be in roll line. The team receives an OFI for every piece of paper, equipment or clothing that is left out. OFI's are given to the team for every locker left unlocked. Coach locks the locker room after he leaves. Players who are late for unexcused reasons will sit out for the day.

Roll Call – there are 3 groups and the 3 groups are divided into 6 Alpha roll call lines/Cal lines. Group 1 are lines 1 and 2, Group 2 are lines 3 and 4 and Group 3 are lines 5 and 6. Each line has a "Line Leader". Roll check is done by the players, each player is put in a position and each player looks in front of him for an empty spot and it's his job to know who is in front of him and behind him. Each player passes the absent names up to the line leader. A coach is assigned to each line. The line leader gives the absent names to the Attendance Coach. (Put some competition between the coaches on who has the best line.) Players should be arm's length a part in all directions.

ATTENDANCE – absences are kept and documented in front of the players. (Have a large calendar and mark absences every day. This calendar is placed in the hall for all to see. A circle around an A or a T means it was excused or a consequence has occurred to accept accountability. There will be consequences at the end of the boot camp for every missed day. (10 x 300yds for every day missed) They will run 10 300's in 30 minutes for every day they missed. They has 3 minutes to run 300 yards and walk back to the starting position. If they stop one step before the line it does not count.

ACCOUNTABILITY

QUICK CAL (5 Minutes) –Discipline – Focus – Proper Beginning – Selflessness, is what Quick Cal is about. Beginning the game the right way with focus, discipline and selflessness.

After Roll Call is taken coach blows whistle to signal to begin Cal. Players in Lines 1, 2, & 3, will jump into "standing position" and make a ¼ turn facing lines 3, 4, & 5. Lines 3, 4, & 5 will make a ¼ turn to position facing lines 1, 2, & 3. All players' heels should be aligned with each other and each player in "standing position" facing forward. Coach or Leader (Picked by Coach) will lead team in 5 exercises counting to 5. Example... Leader will say we got 5 JUMPIN JAXS 5 Jumping Jax, READY! (Players drop hands and position feet to begin) Leader commands Begin 1, 2, 3, **1** 1, 2, 3, **2** 1, 2, 3, **3** 1, 2, 3, **4** 1, 2, 3, **5**... Etc. emphasis on stopping on 5 and getting back to standing position as quickly as possible. Leader will say we got 5 REACH FOR THE SKY, 5 reach for the sky, READY! (Players drop hands) Leader commands Begin 1, 2, 3, 1...etc. Emphasis on stopping on 5 and getting in "standing position". Accountability, push-ups are done

for miss counting, not being in sync with the team, starting too early or going extra, etc. etc. Team has to count out LOUD. Leaders have to give commands loud. The next two exercises are done the same way. 5 PICKING COTTON/ GRABBING GRASS, 5 RT to LT. Last exercise is SPELL OUT MUSTANGS, (Jumping Jacks) M, U, S, T, A, N, G, S, MUSTANGS, MUSTANGS, MUSTANGS then go into hitting position and wait for coach to break team to “standing position”. These exercises have to be done in 5 minutes. When the whistle blows to start Cal the clock starts officially for that day of boot camp. You must get Cal done in 5 or less minutes to have a Perfect Day. (After each successful exercise the team needs to take a second to celebrate with each other before getting back in standing position getting ready for the next exercise) Everyone must celebrate.

Quick Cal, 5 minutes

- Whistle – Coming to attention “standing position
- 5 Jumping Jacks (thumbs to ear)
- 5 Reach for the Sky (toes – hips – overhead back to hips for 1)
- 5 Picking Cotton (toes, heels, reach back then clap for 1)
- 5 Rt/Lt, Lt/Rt
- Spell Out Mustangs – (spell it out doing jumping jacks) after spelling each letter out say Mustangs 3 times and break down to hitting position with a growl
- NOTE – when an exercise is done right we celebrate it with high fives in “your box” or with your team when we accomplish something together. Not too long but with enthusiasm and done properly.

In order to get this finished in time you have to eliminate mistakes. The players can make a few mistakes, do push-ups and still have time to finish in 5 minutes. Just like you can make mistakes in a game and still win. But how you respond to those mistakes and how well you tell them tells the tell.

STATION 1: WEIGHTS (Offense) 12 Min.

This station is about offense and giving great effort, being mentally tough when you are fatigued. Learning to concentrate and focus when your body is fatigued. Details: Proper breathing by counting (inhale, exhale), use snap count to start exercise, Players can help their partner – must be done right even if it takes both, Total Effort – less work (reps) – reward for doing it correctly, Demand correct hitting posture, Basics of beginning strength program, make body work correctly while muscle is fatigued. *CP (If you are tired in game, you will still do it right. This is discipline – doing things right when you are tired)!!! This station is for offense- doing it right when tired --- example OL must use great tech even when tired. All must know assignments when tired and all must focus on snap count when tired. *CP – Constantly practicing to play football in all that we do.

PROCEDURE

Two players at bar – both on left knee, both hands on right knee, left hand over the top of right hand.

Coaches Commands - "first man up" second slides out of the way of the bar to the left, first man up gets bar in Ready position when given the "READY" command. (Ready position will vary depending on the lift) The snap count is then given and the players will only move when the snap count is commanded.

Example: coach says "Saturday Saturday, Go, Hit, Hit, all players count out 1, go hit hit count on 2, go hit hit count on 3 etc. (coach should vary the count up during current exercises) Players stop when they hear the whistle blow (constantly practicing football).

Coach can have them do 10 to 15 reps per lift; if they are giving great effort you cut the reps back to 6 - 8. *CP...giving great effort during a game will make it easier to win.

Whistle blows, player with bar puts bar down and does not drop it, player to the left slides to the right side of the bar and the player who just finished positions himself to the left of the bar. Both players on left knee, hands on right knee. Note, all players count out during the count. Push-ups and sit ups done when not done properly. (Count not done loud enough, off count, illegal procedure, player doesn't get to position quick enough, players with wrong knee down, etc. All steps must be done PERFECT)

EXERCISES:

- 1.) On Knees, Shoulder Press
- 2.) On Knees, BNP (Behind the Neck Press)
- 3.) On Knees, Up rt. Row
- 4.) On Knees, Game day Guns (Curls)
- 5.) On Knees, Reverse Curl
- 6.) On Knees, Shiver
- 7.) Standing, Bent over rows
- 8.) Standing, Hang Clean
- 9.) Standing, Squat
- 10.) Standing, Lunge (Right Leg First and alternate legs)

*Coaching Point – More effort as a team, the less work

20 Bars, 2 players per bar, 10 exercises. 4-5 bars with 5lb weights, 4 -5 bars with 10lb wts .

STATION 2: MAT DRILLS (Defense) 12 min.

This station is about DEFENSE! Go on the snap which will be a hand clap. End on the whistle, when you are clapped off. Any offsides will result in a first down. The focus is great effort and attention to detail when you are tired and going full speed. We will go 3 or 4 at a time, depending on mat space. There is NO HUDDLE. Players have to plan ahead and COMMUNICATE!!! The first exercise will begin with players on their stomach and close to the edge of the mat (not offsides) with palm up. Second on back and palms up, close to edge of mat but not offsides. Third exercise will be parallel to mat and palms up. The standing exercises the player is clapped on starts feet buzzing. Once you are clapped off(*CP Coach will hold up both hands and give any combo of fingers in the group and players will go in direction of how many fingers are held up ie. 2 & 2, 2 players right 2 left; 3 & 1 3 left and 1 right) the players go back and cheer on their teammates as they go the length of the mat. *CP Make sure they go all the way back and cheer the group on till the end.

EXERCISES:

- 1.) Bear Crawl (1/2 way slap mat w/2 hands sprint to end of mat and be clapped off)
- 2.) Backward Crab (Throw hands over shoulders at ½ way, sprint out)
- 3.) Side ways Bear Crawl (Don't cross hands or feet)
- 4.) ¼ Eagle
- 5.) Knee Taps
- 6.) Seat Rolls (Bring to ground with hand signal/keep feet buzzing)
- 7.) Back Slaps (Signal to ground, throw elbow and whole back touches mat/feet buzzing)
- 8.) Front/Back (Feet buzzing hit stomach or back and get back to your feet)
- 9.) Combo (Any of the above)
- 10.) Sell Out (Sprint to end of mat and dive as if blocking a kick. Want to have hands touch the end of the mat [Don't be over, don't be short] *CP Want full body lay out, no turning to the side or trying to catch yourself. Get up and sprint back to be clapped off.

Purpose: DISCIPLINE = DISCIPLINE IN THE DETAILS-LEARN HOW TO LISTEN & FOLLOW DIRECTION WHILE UNDER DRESS
ACCOUNTABILITY= ACCOUNTABILITY FOR ATTITUDE & EFFORT, LEARN HOW TO LOVE & CARE FOR ROWLETT HS & YOUR TEAM MATES-TRUST
PASSION=FOR OUR PURPOSE, LEARN HOW TO GIVE MAXIMUM EFFORT/ATTITUDE IN ALL WE DO-ALL WE ASK IS ALL YOU GOT
WE=ITS NOT ABOUT YOU
WILL=+ ATTITUDE IN ALL WE DO-ALWAYS CONTROL YOUR ATTITUDE & EFFORT
WIN=STICK TO THE “PROCESS” EVEN WHEN IT GETS HARD/TOUGH

Time:
11:15-12:30 LAUNDRY in LOCKERS=Coaches names

1:00 Set up Stations Coaches names (Stretch)

1:15 *Sr Roll Check=Coach, Jr=Coach, Soph=Coach, 9th=Coach

1:20 *JV Lockerroom (Coaches)
 *9th (Coaches)
 *Varsity (Coaches)

1:25 Leaving Lockerroom (Coaches last one out-EVERYTHING LOCKED UP JV-9th- VARSITY)

1:28 Stretch=3-10 Minutes (Coach-keep time)
1:38 3 Stations=15 Minutes each
2:30 200=10 Minutes

2:40 PUNISHMENT RUNNING Coaches names
3:00 LAUNDRY=Coach will post Laundry Duty

Discipline	Absences	Behavior	Grades	Consequence	Parent Contact
Level 1	Excused	Minor Infraction	Failing 1 Class	5 Minute CRs	Call parent if potentially habitual
Level 2	Un-Excused	Major Infraction	Failing 2+ Classes	8 Minute CRs	MUST CALL PARENT
Level 3	2+ Un-Excused	Multiple Violations	Failing 2+/Zeroes	10 Minute CRs	Meeting with Coach & Coordinator
Level 4	Habitual	Habitual	Habitual	2 Days of CRs/OUT	Meeting with Coach & HC

REMINDERS

We Will Win – We R One – All we ask, is all you got – Leave it better than you found it – Pain of Discipline or Pain of Regret – Control your Attitude & Effort – E + R = O – Do it Right or Do it Again – DISCIPLINE-ACCOUNTABILITY-PASSION — How you do anything is how you do EVERYTHING – DIE EMPTY

PERFECT DAY

Everyone here or called in ~ No Discipline problems in classroom/tardies ~ Everyone in dress of the day (White Socks-Issued Shorts-Issued T Shirt=NO Jewelry) MAXIMUM EFFORT & ENTHUSIASM THE ENTIRE PERIOD ~ ALL Players make their 200 time

STRETCH

Stretch (Coach plus ALL coaches locker room/fieldhouse lock up)=All players will be seated looking directly at the back of the head of the person in front of them with hands crossed around knees right over left-2.5 yards apart. Any punishment will be administered at this time (behavior-grades-conduct detrimental to the team-other)-10 up-downs, Sit Ups or Push Ups on whistle for each offense-athlete will say name and take responsibility for how he let the team down. Athletes will return to seat and commence the following stretch routine with maximum effort, focus, energy, enthusiasm and love for one another; any lack of the previous efforts will result in push ups or sit ups and starting over with Hang Ten:

- *Whistle-all jump up quickly and yell encouragement as loud as possible-stop on whistle with hands behind back-right over left-feet together-staring at back of head of person in front
- *Hang Ten-STRETCH (Not Whistle-count as loud as possible to 10)
- *Right over left-STRETCH (Not Whistle-count as loud as possible to 10)
- *Left over right-STRETCH (Not Whistle-count as loud as possible to 10)
- *Spread'em to right-STRETCH (Not Whistle-count as loud as possible to 10)
- *Spread'em to left-STRETCH (Not Whistle-count as loud as possible to 10)
- *Spread'em down middle-STRETCH (Not Whistle-count as loud as possible to 10)
- *Groin Right-STRETCH (Not Whistle-count as loud as possible to 10)
- *Groin Left-STRETCH (Not Whistle-count as loud as possible to 10)
- *Lunge Right-STRETCH (Not Whistle-count as loud as possible to 10)
- *Lunge Left-STRETCH (Not Whistle-count as loud as possible to 10)
- *Saigon-STRETCH (Not Whistle-count as loud as possible to 10)
- *25 Push Ups-ON WHISTLE not VOICE
- *25 Sit Ups-ON WHISTLE not VOICE
- *Spell it out-proceed to 1st station-break it out on WE R ONE-WE WILL WIN

Station #1 Weight Room (Coaches names)

Weight Room= Any violation or infraction will result in push ups or sit ups. Any series of Whistles will signal athletes that set is over and to stand at attention listening to directions.

ALWAYS TRAVEL TO THE RIGHT OF YOUR STATION

Whistle	Squat/Fronts		Press		Clean		Chin Ups	
	Athlete #1	Athlete #2	Athlete #1	Athlete #2	Athlete #1	Athlete #2	Athlete #1	Athlete #2
Before Whistle	Stand at attention to the right of the rack	Stand at attention behind Athlete #1	Stand at attention to Right of bench in front of bar	Stand at attention behind Athlete #1	Stand at attention to the right of the rack	Stand at attention behind Athlete #1	Stand at attention to the right of the rack	Stand at attention behind Athlete #1
Directions	Front or Back		Wide-Normal-Close for Grip (Overhead or Bench for press)		Always the same		Wide-Normal-Close for Grip	
1	Unrack bar in proper position- hands, chest, feet, head	Move to spotter position	Move to Bench position and unrack bar with proper position- hands, chest, feet, head	Move to spotter position by going to right of Bench	Grab bar in dead lift position- proper position- head, chest, feet, back, hands. Everything is TIGHT!	Move to spotter position	Grab Chin Up Bar and Hang	Move to spotter position
2	Push butt back and hold 1/2 way down-head, chest, butt, arms in proper position	Spot & encourage	Lower bar 1/2 way down and hold proper position- hands, chest, feet, head	Spot & encourage	Pull Bar-butt & chest up together, - pull bar to mid-thigh	Spot & encourage	Pull to 1/2 way up on Chin Up and hold	Spot & encourage
3	Squat to parallel or below & hold- with proper form- feet, head, chest, legs, arms	Spot & encourage	Lower to chest and stay tight- (Do not relax bar on chest) proper position- hands, chest, feet, head	Spot & encourage	Perform explosive clean while landing in front squat then stand up- proper position- head, chest, feet, back, hands; hold squat position until 4 th whistle	Spot & encourage	Pull all the way to where chin is over the bar and hold	Spot & encourage
4 (Repeat steps 2-4 for 3-5 reps)	Complete Squat & Hold	Spot & encourage Count 1 sir, 2 sir etc...	Complete Press & Hold	Spot & encourage Count 1 sir, 2 sir etc...	Stand up, drop bar and get back into dead lift position	Spot & encourage Count 1 sir, 2 sir etc...	Lower to bottom and hang	Spot & encourage Count 1 sir, 2 sir etc...
Series of Whistles (Set is Over)	Rack bar & stand at attention behind athlete #2	Stand at attention in front of bar	Rack bar & go to right & stand at attention behind athlete #2 straddling bench	Stand at attention behind row bar	Position Bar without dropping & stand at attention behind athlete #2	Stand at attention in front of bar	Drop and stand at attention behind athlete #2	Stand at attention in front of bar

Station #2 2-4 Point (Coach) (Whistle) -Coaches names) -MAT DRILLS

STATION BEGINS WITH LINES OF FOUR (4) AT THE END OF THE MAT. ATHLETES WILL LINE UP DIRECTLY BEHIND THE PERSON IN FRONT OF THEM. FEET WILL BE TOGETHER, HANDS WILL BE CLASPED BEHIND THEIR BACK, AND EYES WILL BE STRAIGHT AHEAD AT THE COACH IN THE FRONT. ANY ATHLETE NOT STANDING OR EYES LOOKING ANYWHERE ELSE WILL COST THE ENTIRE GROUP TO DO PUSH-UPS OR SIT-UPS. ANY DRILL OR ACTION THAT IS INCORRECT WILL COST THE ENTIRE GROUP AND CAUSE THE DRILL TO ALSO START OVER. DRILLS WILL BE REPEATED DAILY IN ORDER FOR ATHLETES TO KNOW WHAT TO DO AND FOCUS ON DAILY DETAILS.

THE DRILL BEGINS WITH A COMMAND - VERBAL OR A WHISTLE. VERBAL COMMANDS; ON THE MAT - ATHLETE MOVES ON THE MAT IN 2 PT POSITION, CHEST - ATHLETE MOVES ON THE MAT DIVING ONTO HIS CHEST, FORWARD - ATHLETE MOVES ON THE MAT DOING A FORWARD ROLL, WHISTLE - SOUND OF THE WHISTLE PUTS ATHLETE INTO POSITION. WHEN THE FIRST ATHLETE MOVES ONTO THE MAT - THE SECOND ATHLETE WILL MOVE UP INTO THE FIRST ATHLETES POSITION, THE THIRD TO THE SECOND, FOURTH TO THE THIRD. THE SECOND ATHLETE WILL BE IN A READY POSITION WITH KNEES BENT - UNIVERSAL ATHLETIC POSITION. EACH ATHLETE NOT ON THE MAT WILL HAVE THEIR EYES ON THE COACHES COMMANDS CLAPPING THEIR HANDS AND ENCOURAGING THEIR TEAMMATE - ANY ATHLETE NOT DOING THIS WILL COST THE WHOLE GROUP AND RESTART THE DRILL.

WHEN A DRILL FINISHES ATHLETES WILL SPRINT TO THE DESIGNATED COACH AT THE END AND CELEBRATE WITH THEIR TEAMMATES UNTIL THE COACH BREAKS THEM DOWN. THEY WILL STAY AT THE END OF THE MAT, CLAP, SHOUT, AND ENCOURAGE THEIR TEAMMATES TO FINISH EACH DRILL. ANY ATHLETE CAUGHT NOT DOING THIS WILL COST THE TEAM AND RESTART THE DRILL.

ONCE EACH ATHLETE AND GROUP HAS FINISHED THE DRILL THEY WILL START BACK IN THE SAME POSITION AS THEY BEGAN.

EXAMPLE OF DRILLS:

1. ON THE MAT => COMMAND R/L KNEE DROP => SPRINT
2. 3 POINT STANCE =>45 DEGREE STEP RIGHT=> SPRINT / COMING BACK 45 DEGREE STEP LEFT=>SPRINT
3. FWD ROLL => COMMAND R/L SEAT ROLL => FORWARD ROLL => SPRINT
4. ON THE MAT => COMMAND R/L SHUFFLE => SPRINT
5. CHEST => COMMAND R/L SIDE BEAR CRAWL => FORWARD ROLL => SPRINT
6. ON THE MAT => COMMAND R/L HIP FLIPS => FORWARD ROLL => SPRINT
7. ON THE MAT =>BEAR CRAWL=>FWD ROLL=>BKWD ROLL=>SPRINT
8. ON THE MAT=>SPRINT FWD ROLL SPRINT=>TOUCH OFF AND REPEAT TWICE (1-1-1)

Station #3 Cone Drills (Coach) (Whistle-Coaches)

Number Line Cone Drill

Objective: To teach the athlete body control while changing direction. To physically distress the athlete while enforcing the mental stability and the importance to detail while competing and successfully running a football play.

Drill Lay Out: The cones are 10 yards wide and 5 apart. (Example; #3 cones are 10 yards from each other and 5 yards from the #2 cones). The lay out should be 20 yards in total.

Athletes in the Huddle: The athletes will be in single file line with their hand behind their back, feet together, and shoulders back (waiting on the coaches play call)

Coaches Play Call: "33 on GO-Ready break" On "break" Athlete "A" sprints to the LOS and gets set (on his chest with his chin on the LOS, feet together, and palms down with elbows bent. Coach will give the cadence to start the athlete (Set Go). The 1st number represents the 1st line the athlete must touch and the 2nd number represents the 2nd line the athlete touches after returning to the LOS (LOS-3RD LINE-LOS-3RD LINE-LOS). When Athlete "A" has completed the play, a new play will be called for Athlete "B". Whatever side the coach is on, the athlete must be facing him when he touches the line (Example; the coach is on the left so Athlete "A" will touch line 3 with his right hand and LOS with his left hand.
Penalty: If any part of the play is messed up the same group will repeat the play.

Cone 3 _____ 3

Cone 2 _____ 2

Cone 1 _____ 1

(Coach) LOS _____ LOS (Pre-snap)

A A

HUDDLE _____ HUDDLE

B B

C C

D D

OVERT E 200-all players will run a 200 and must make their time (b on 40 time), if they do not make time they will run a 2nd 200 more until maximum effort is achieved.

4 Positions / Coaching Cues for Each Lift

SQUAT	1st	Bar out of Rack-Thumbless grip with Straight Wrist Toes Slightly Out Feet Under Hips or slightly Wider looking Straight Ahead	SQUAT STANCE
	2nd	Bend legs to ½ squat while pushing Knees OUT-Butt Back-Back Flat-Feet Flat	KNEES OUT-BUTT BACK
	3rd	Keep pushing butt back & knees out until at or below parallel Keep chest up, everything tight & back flat Stay Flat Footed-WEIGHT EVENLY Distributed	DEPTH-STAY TIGHT
	4th	DRIVE CHEST & HIPS UP TOGETHER back to Position #1 Keep TIGHT (ABS-BACK-GRIP) Keep Feet Flat	DRIVE CHEST & HIPS

CLEAN	1st	Bar against Shins with Feet Straight Ahead & Under Hips (narrower than Squat) Hands outside Shins-Arms Straight Head Up-Chest Up-Back Flat-EVERYTHING IS TIGHT	CLEAN STANCE
	2nd	Keep Bar against shins-arms straight while pushing feet thru ground Keep Back Flat & TIGHT as butt will go slightly back as bar goes up & chest is in Front Bar should be against mid thigh with chest in front of bar	PULL-TIGHT-CHEST IN FRONT OF BAR
	3rd	Clean bar and land in front squat-feet flat-back flat-head up-ELBOWS HIGH-Straight ahead	TIGHT-FEET FLAT-BACK FLAT
	4th	Stand up and return to start position	FAST RACK-BACK to #1

CHIN UP	1st	Hang From Bar Arms straight Palms facing body	CHIN STANCE
	2nd	Pull Hard Squeeze Hard while pulling elbows down HOLD with ARMS at a 30 Degree Bend	SQUEEZE ELBOWS DOWN
	3rd	Keep Pulling until chin is over bar	FINISH
	4th	Lower to Starting Position #1	CONTROL DOWN

BENCH	1st	Bar Out of Rack-Shoulder Blades TIGHT Together-Butt on Bench Squeeze Bar Grip Just Outside Shoulders	BENCH STANCE
	2nd	Lower Bar to Half way while staying TIGHT Keep Elbows in	TIGHT-ELBOWS IN
	3rd	Lower Bar to Chest without bar resting on chest-STAY TIGHT Bar on Nipple or Lower	TIGHT-HOLD
	4th	Press bar straight up to Position #1 Keep Elbows from flaring out-bar over nipples	PRESS

OVERTIME 200-all players will run a 200 and must make their time (based on 40 time), if they do not make time they will run a 2nd 200 or more until maximum effort is achieved.

BOOT CAMP + 200s

Red		White		Blue	
TIME			<i>STRETCH-Coach</i>		
1:25-1:30	<u>WEIGHT ROOM</u>	<u>MATS</u>		<u>LINES</u>	
1:35-1:50	<u>MATS</u>	<u>LINES</u>		<u>WEIGHT ROOM</u>	
2:05-2:20	<u>LINES</u>	<u>WEIGHT ROOM</u>		<u>MATS</u>	
2:25-2:35	200s for TIME (1-26 - 2-28 - 3-31 - 4-34 - 5-37 - 6-40)				
2:40-2:50	<u>TEAM MEETING-Weight Room</u> Punish BEHAVIOR-ABSENCES				

SOAH DOCKET NO. 701-24-22879.EC

TEXAS EDUCATION AGENCY, EDUCATOR
PREPARATION, CERTIFICATION,
ENFORCEMENT DIVISION,
Petitioner

V.

JOHN HARRELL,
Respondent

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BEFORE THE STATE
OFFICE

OF

ADMINISTRATIVE
HEARINGS

RESPONDENT'S EXHIBIT #10

BULLDOG FOOTBALL

ROYSE CITY HIGH SCHOOL

To Parent(s) and or Guardian(s):

The purpose of this letter is to inform you that your son, _____, is displaying multiple behavior problems in the classroom and/or school environment. I am sending this letter as a means of communication to express our concern, bring awareness to these counterproductive behaviors, and inform you of the consequences that will follow if these problems continue. At this point, your son has been given many opportunities, received disciplinary action from the school and or coaching staff, and met with me regarding these issues.

Athletics is a privilege not a right and behavior is a choice. We hold our football players to a higher standard than the average student. If we cannot trust them to behave in a mature responsible manner in the school environment, then we certainly cannot trust them on the playing field. Furthermore, if any other discipline issues occur then we will be forced to remove your son from the football program. I hope that this letter communicates the seriousness of the situation and I hope there will be no other issues. I appreciate your support and I hope that no further action will be required.

Thank You,

David Petroff
Royse City High School
Head Football Coach
972-635-5000 Ext. 2630 / 469-721-8107

Please sign and have your son return to Coach Petroff

Player Signature _____ Date _____

Parent Signature _____ Date _____

Parent Phone _____ Parent E-mail _____

	Alvarado	Rodgers	Marking	Hurst	Waters
Lines	Line 1	Line 2	Line 3	Line 4	Line 5
A	ROSENSTENGLE , SAMUEL M	CERVANTES JR, ALFREDO	GILES, NATHAN T*	FRAJKOR JR, MATHIEU J	GONZALEZ II, ALEJANDRO
	HARRISON, DILLON F	JACKSON, JAKE P	JONES, ZACKERY N*	MORRIS, KIANDRIC A	FERNANDEZ, CAMERON M
B	LARA, AGUSTIN	CHANTELOIS, MATTHEW B	BOWERS, BRENDON M	MAPUPA, LESLIE P	MARSHALL, DAKOTA L
	PARSONS, JACOB S	FRYE, AUSTIN B	FRANCO, ADRIAN	WALKER, TANNER L	MONTGOMER Y, TIMOTHY D
C	HOWERTON, KENDAL C	RASS, DORIAN C	OZUNA, TYLER R	JONES, JUSTIN T	RIVERA , CHRISTIAN J
	HOOVER, BRAXTON C	SANDERS, NOAH T	GARCIA, ANDRE X	Brock, Martav	DAMRON, CHANCE H
D	KEILS, BRYNNON D	GENTRY, MATTHEW R	MORALES, DANIEL A	GREEN, SPENCER A	WHISNANT, JOSIAH P
	SHEW, DEVIN P	Hessert, Joshua	Tunner, lje		Solis, E
	BB/ INJ				
	WILLIAMS JR, CEDRIC J	MCKINNEY, MICHAEL N	TIJERINA JR, DANIEL J	ALEXANDER, DEVANTE M	CALLAWAY, MARK A

Jayroe	Murrell	Montgomery Groups	
Line 6	Line 7	Line 8	
MARTINEZ, BRETT A	GARCIA, RAY M	PERRY, PATRICK V	A
HALL JR, CHRISTOPHER A	GAMBARDELLA, MICHAEL A	MOLINA, AUSTIN L	
MALEY, DAVID Z	COLUNGA, JOSEPH A	PUGH, CHRISTIAN D	B
GILLILAND, COOPER T	WILLIAMS JR, ANTONIO D	GREEN III, ALFRED E	
VANCE, COURTLAND S	PHAM, BRANTON L	MOREHEAD, CHRISTOPHER G	C
HAYDEN, VINCENT L*	RILEY, CODY L	ESCOBEDO, JOE A	
VICKERY, JOSEPH A	Cluberson, Matthew	GREEN, ETHAN L	D
		NOBLES, JACOB H	
DALMAS, NICHOLAS R			

	9th periods		10 ----11 grade
	<u>December</u>	<u>Phase 1</u>	<u>Week 1</u>
<u>Monday</u>	<u>Tuesday</u>	<u>Wed</u>	<u>Thursday</u>
M -Upper	M- Lower	L-Full	H- Upper
Push Press	Hang Clean	Hang Snatch	Split Jerk
Incline	Front Sq	Over Head Sq	Bench
Seat Military Press	Step Ups	R-Curls	Standing Should Press
V- Row	PB Leg Curls	Over Head Triceps Ext	Bent-O-Row
DB Bench	Hypers	Roll Outs	DB Incline
Shoulder Raise Front	Goodmornings	Cone Drill	Shoulder Lateral
Partner Pull Ups	Trap Bar Dead Lift	Footladder	Bar Press
ladder	Dots	Mats	Plyos
Abs Static	Abs		Abs Static
	3x8 @ 50%	3x8 @ 45%	3x8 @ 55

	9th periods		10 ----11 grade
	<u>December</u>	<u>Phase 1</u>	<u>Week 2</u>
<u>Monday</u>	<u>Tuesday</u>	<u>Wed</u>	<u>Thursday</u>
M -Upper	M- Lower	L-Full	H- Upper
Push Press	Hang Clean	Hang Snatch	Split Jerk
Incline	Front Sq	Over Head Sq	Bench
Seat Military Press	X-Step Ups	Curls	Standing Should Press
V- Row	PB Leg Curls	Skull Crushers	Horizontal Rows
DB Bench	R-Hypers	Roll Outs	DB Incline
Shoulder Raise Front	Stiff Leg Dead Lift	Cone Drill	Shoulder Rear
Partner Pull Ups	Trap Bar Dead Lift	Footladder	Bar Press
ladder	Ropes	Mats	Box
Abs Static	Abs		Abs Static
	3x8 @ 55%	3x8 @ 50 %	3x8 @ 60

	9th periods		10 ----11 grade
	<u>December</u>	<u>Phase 1</u>	<u>Week 3</u>
<u>Monday</u>	<u>Tuesday</u>	<u>Wed</u>	<u>Thursday</u>
M -Upper	M- Lower	L-Full	H- Upper
Push Press	Hang Clean	Hang Snatch	Split Jerk
Incline	Front Sq	Over Head Sq	Bench
Seat Military Press	Step Ups	R-Curls	Standing Should Press
V- Row	PB Leg Curls	Over Head Triceps Ext	Bent-O-Row
DB Bench	Hypers	Roll Outs	DB Incline
Shoulder Raise Front	Stiff Leg Dead Lift	Cone Drill	Shoulder Lateral
Partner Pull Ups	Trap Bar Dead Lift	Footladder	Bar Press
ladder	Dots	Mats	Box (Plyos)
Abs Static	Abs		Abs Static

			3 period
			December
Friday	Coach	Monday	Tuesday
H- Lower		M -Upper	M- Lower
Power Clean		Push Press	Hang Clean
Squat		Incline	Front Sq
Lunge		Seat Military Press	Step Ups
NHSC		V- Row	PB Leg Curls
Glute Hams		ladder	Dots
RDL		Abs Static	Abs
Trap Bar Jumps		3x8 @ 50%	
Sleds			
Abs	Team	3 period	<u>December</u>
%		Monday	Tuesday

Friday	Coach		
H- Lower		M -Upper	M- Lower
Power Clean		Push Press	Hang Clean
Squat		Incline	Front Sq
Lunge		Seat Military Press	X-Step Ups
NHSC		V- Row	NHSC
Glute Hams		Foot ladder	Ropes
RDL		3x8 @ 55%	
Trap Bar Jumps			
Sleds			
Abs	Team	3th Periods	<u>December</u>
%		Monday	Tuesday

Friday	Coach		
H- Lower		M -Upper	M- Lower
Power Clean		Push Press	Hang Clean
Squat		Incline	Front Sq
Lunge		Seat Military Press	Step Ups
NHSC		Bent-O-Row	Glute Hams
Glute Hams		Hypers	Plyos
RDL		Cone Drills	
Trap Bar Jumps		3x 8 @ 60%	
Sleds			
Abs	Team		
%			

Friday	Coach
H- Lower	
Power Clean	
Squat	
Lunge	
NHSC	
Glute Hams	
RDL	
Trap Bar Jumps	
Sleds	
Abs	Team

9th grade			<u>Coach</u>
Phase 1	Week 1		
<u>Wed</u>	<u>Thursday</u>	<u>Friday</u>	
L-Full	H- Upper	H- Lower	
Hang Snatch	Split Jerk	Power Clean	
Over Head Sq	Bench	Squat	
Cone Drill	Standing Should Press	Lunge	
Footladder	Bent-O-Row	RDL	
Mats	From Running	Sleds	
	Abs Static	Abs	
<u>3x8 @ 45%</u>		<u>3x8 @ 55 %</u>	

Phase 1	<u>Week 2</u>	9th grades	<u>Coach</u>
<u>Wed</u>	<u>Thursday</u>	<u>Friday</u>	
L-Full	H- Upper	H- Lower	
Hang Snatch	Split Jerk	Power Clean	
Over Head Sq	Bench	Squat	
Rollouts	Standing Should Press	Lunge	
Cone Drill	Horizontal Rows	RDL	
Mats	Box	Sleds	
<u>3x8 @ 50 %</u>		<u>3x8 @ 60%</u>	

Phase 1	<u>Week 3</u>	9 Grade	<u>Coach</u>
<u>Wed</u>	<u>Thursday</u>	<u>Friday</u>	
L-Full	H- Upper	H- Lower	
Hang Snatch	Split Jerk	Power Clean	
Over Head Sq	Bench	Squat	
Roll Outs	Standing Should Press	Lunge	
Footladder	Bar Press	NHSC	
Mats	Raise Complex	RDL	
	Rops	Sleds	
<u>3x8 @ 55%</u>		<u>3x8 @ 65%</u>	

3x 8 @ 60%

3x8 @ 55%

3x8 @ 65

SOAH DOCKET NO. 701-24-22879.EC

TEXAS EDUCATION AGENCY, EDUCATOR
PREPARATION, CERTIFICATION,
ENFORCEMENT DIVISION,
Petitioner

V.

JOHN HARRELL,
Respondent

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BEFORE THE STATE
OFFICE

OF

ADMINISTRATIVE
HEARINGS

RESPONDENT'S EXHIBIT #11

Three Assump about you
1. Be a champion
2. Best athlete you can be
3. Best person you can be

BOOT CAMP

*Boot Camp is designed to develop our athletes' accountability in attitude, attendance, and effort. Coaches should use Boot Camp to cultivate excitement and enthusiasm while teaching our athletes accountability for attitude, attendance and effort. Boot Camp is not designed to run players off; its purpose is to get our athletes to "buy in". We want all our players to understand the importance of their role as a teammate in helping the team become successful.

BUFF MAKER

Cal 5 minutes

5 different exercises in Cal

3 Stations each station has 10 exercises, 12 minutes a station

- 1) **Mats** – Defense, quickness, sell out, ball movement
- 2) **Weights** – Offense (mental commands, build strength, work ethic
- 3) **Ropes** – Perfect (Do things right) form running (

*mistakes don't beat you they - just make it harder to win

* Opportunity for Improvement. Accountability

EFFORT

ATTITUDE

ATTENDANCE

The team will have to come together in order to get a perfect day.

PERFECT DAY – Cal done in 5 minutes, complete all 3 stations in required time.

Perfect attendance, attitude and effort by all players.

- * All 3 station. Completed in time by all three groups along w/ Cal
- * Perfect attendance
- * Perfect attitude & Effort.

BUFF MAKER

(REASON FOR)

- To build mental toughness in our players
- To teach players how to perform with great intensity
- To teach our players to overcome fatigue
- To build team unity
- To find leaders in our program
- To instill trust in our players
- To teach our players how to perform at their best every down, every quarter, every drill; not just when they're fresh
- To teach our players how to turn up the heat on opponents

*We will stay in this phase of off-season until you can beat every opponent on our schedule next year. The *only* way this can be accomplished is with a burning desire from all players to sell out mentally and physically each and every day.

*The way you win is with a tremendous, unselfish effort by everyone. Your 70th man is just as important as your 1st. Hint: Attendance – Attitude – Effort, having perfection in these 3 areas will help you win. A lack of any one of these 3 will cause you to lose. Hint 2: Attendance, Attitude and Effort in the classroom affect your team on the field. Hint 3: EVERYONE



BOOT CAMP WT ROOM



- 1.) SHOULDER PRESS
- 2.) BNP
- 3.) UP RIGHT ROW
- 4.) CURL
- 5.) REVERSE CURL
- 6.) SHIVER
- 7.) BENT ROWS (STANDING)
- 8.) HANG CLEAN (STANDING)
- 9.) SQUAT (STANDING)
- 10.) LUNGES (RT LEG FIRST) (STANDING)

WEIGHTS

Coaches: Sides, Bible

In the weight portion of boot camp, we are focusing on:

- A. Pay attention to details (the little things)
- B. Mental Focus
- C. Explosive Effort

The amount of weight used in this portion will work some of them a bit, but will not be too much for anyone to handle. Here is an explanation of how the weights will work. We will have 18 mats spread out. There will be bars with nothing on them in the middle of each mat. We need to print out 2 copies of the lifts. We will leave the list up during the first week, then the list will be removed. In simplest terms, 1 person will be lifting on command, while his partner is counting.

Commands:

Both athletes start standing at attention on the edge of the mat. 1 whistle moves man on left to counting position and man on right to lifting position (bar at waist). 6 reps on whistle (both counting). After 6th rep, hold it until whistle command. 1 whistle moves athletes one rotation (which would be both back to standing). Next whistle, moves right side down and left side to lifting position. Each time both lifters make it all the way through one of the lifts, we celebrate (every up in a big groups and celebrate). 1 coach will do all the commands (it could switch daily), but it must be done the exact same way (it must be consistent). The coach will ask an athlete what a numbered lift is (or sometimes not), the coach will yell the number – pause a second then start the lifting. The other 2 coaches are spread out, encourage, and simply raise a hand if they see an imperfection. The coach giving commands, gives 3 quick whistles for push-up position. All 3 coaches are constantly making analogies for their actions to the game of football.

Things to look for that will result in push-ups. The most push-ups you will ever do will be 16 at a time (10 is D.C., 16 is State). Sometimes you may pull them back up if they really flew around and the push-ups were great. We will define exactly where their hands must be during push-ups.

For us to achieve a perfect day, they must give perfect effort and do perfect push-ups (if they have to do push-ups).

- A. The counter must be on a knee (1st counter always start on left side – left side has left knee down; right side has right knee down), have his toes of 1 foot on the corner of the mat, both hands on his knee, be up tall, and bob his head when he counts.
- B. The lifter must do the proper lift, be explosive, be on time, and count. The starting position for the lifter is bar at waist.
- C. Any flaw in rotation (following commands), results in push-ups.

COMMAND WEIGHTS

1. BEHIND NECK
PRESS

2. SQUAT JUMPS

3. FORWARD PRESS

4. UPRIGHT ROWS

5. BENT OVER ROWS

6. CURLS

7. HANG CLEAN

JUMP ROPE

Coaches: Ellis, Roberts

In the jump rope portion of boot camp, the athletes will be standing at attention (looking straight ahead) with toes on the line, the handles of the rope in the right hand, with both hands down by their side. The coach will call out a number, pause a second and blow the whistle. Occasionally, the coach will ask an athlete what exercise a number represents. The athlete is to begin the exact exercise as soon as the whistle is blown. **The coach will blow the whistle again at 20 seconds.** This whistle tells the athletes who were perfect to grab both ends of the rope with their right hand and run around the group encouraging every member in the group **(they must pass by everyone within the next 10 seconds – running and encouraging).** If the athlete made any mistake what-so-ever during the first 20 seconds, he continues to jump. **The coach will blow the whistle again 10 seconds later (at 30 seconds).** This whistle tells everyone to sprint back to the starting position – at attention, toes on line, rope in right hand.

The purpose of this drill is to maximize effort in pursuit of perfection. We would much rather the athletes “mess up” every exercise while going as fast as they can rather than doing everything perfect at a controlled pace. **MAXIMIZE EFFORT, FULL SPEED, WORK TO PERFECTION.** Assign command push-ups for the entire group for anything less than perfect. One coach will give the commands. The coaches not giving commands are constantly motivating and encouraging. They simply hold up their hand if there is an imperfection. The coach giving commands sounds 3 quick whistles which puts the athletes in push-up position or gets them back on their feet. While they are in push-up

position, the coach explains the imperfection and why it can't occur (make analogies constantly to athletics).

COMMAND JUMP ROPES

1. REGULAR
2. RIGHT FOOT
3. LEFT FOOT
4. ROCKY (Rt, Rt, Lt, Lt)
5. Up and Back (barely clear the line)
6. Side to Side (imaginary line)

7. Power Position (L.B. stance)

8. High Knees (1 foot per rope)

MAT DRILLS

Coaches: Jones, Smith, Rockford (recorder)

The mat drills we do throughout the year are the same mat drills we do during boot camp. These things will occur:

1. Anytime less than 3 are left at the other end of the mat, someone must run down there so that we have 3 before they are called onto the mat.
2. We want to limit push-ups as much as possible on the mats, because the objective of this drill is to get them to go all out while continually making noise (there must be chants going throughout each exercise). If not, we will drop them real quick for a few push-ups, remind them and get them going again).
3. Any non-hustle will simply result in that group being sent back.
4. We will identify a "horn group" within each group daily. A coach will have the horn, and when he sounds it – those 3 must get to the front of the mat regardless of where they are.

We will always bring all three groups back into the weight room at the end of the day as the "horn group" from the group on the mat finishes the day with "hustle" while everyone else lines the mat and encourages these 3.

Automated Certificate of eService

This automated certificate of service was created by the eFiling system. The filer served this document via email generated by the eFiling system on the date and to the persons listed below. The rules governing certificates of service have not changed. Filers must still provide a certificate of service that complies with all applicable rules.

Karl Hanner

Bar No. 08925580

tigerhanner@gmail.com

Envelope ID: 107730805

Filing Code Description: Filed Record Exhibits

Filing Description: Respondent John Harrell's Admitted Exhibits List with Exhibits

Status as of 11/6/2025 9:02 AM CST

Case Contacts

Name	BarNumber	Email	TimestampSubmitted	Status
Tiger Hanner		tigerhanner@gmail.com	11/6/2025 8:56:46 AM	SENT
Trevin Ware		Trevin.Ware@tea.texas.gov	11/6/2025 8:56:46 AM	SENT
Anna Amaro		anna.amaro@tea.texas.gov	11/6/2025 8:56:46 AM	SENT