





#### **SHERRARD MIDDLE SCHOOL**

Main Office - 233-3331 Fax - 304-233-6418

#### Principal

Mr. Jason Marling jmarling@k12.wv.us

Activities Coordinator Mr. Jeff Stephens jrstephens@k12.wv.us

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**Resources** Marshall County Schools Website: <u>http://boe.mars.k12.wv.us/</u>

Social Media: https://facebook.com/SherrardMiddleSchool.6.7.8/

# RAM TOUGH

As required by Federal laws and regulations, the Marshall County Board of Education does not discriminate on the basis of sex, race, color, religion, disability, age, or national origin, employment or in the administration of any of its educational programs and activities. Inquiries may be referred to the Title IX Coordinator or to the Section 504 Coordinator, Ohio County Board of Education, 2203 National Road, Wheeling, WV, 26003, Phone: 304-243-0300

### ATHLETIC RULES THAT ALL PROGRAMS MUST FOLLOW:

- 1. The West Virginia Student Code of Conduct.
- 2. The Sherrard Middle School Student Handbook
- 3. Each Coach will take attendance (i.e.; absent, present, tardy, excused) at each practice and game. All excused absences must have prior approval of the head coach unless it is an emergency.
- 4. Each Coach will indicate the specific clothing to be worn on game day (i.e.; game day shirt, shirt/tie, warm-up, or jersey).
- 5. All game participation is to be monitored at each level: varsity, 8<sup>th</sup> grade, 7<sup>th</sup> grade, and 6<sup>th</sup> grade (i.e.; number of quarters, innings, and matches).
- 6. If a student is not present in school for at minimum a half day, he/she cannot participate in a game or practice that day unless the student has approval of the Principal or Activities Coordinator.

# Sports do not build CHARACTER they reveal it

#### ATTENDANCE

Students with consistent attendance in school achieve higher grades, enjoy school more, and upon graduation enter vocational or academic endeavors more successfully. Consistent attendance is considered to be an integral part of the students' course of study and assists in the development of punctuality, self-discipline, and responsibility. The administration at Sherrard Middle School encourages consistent attendance. Students who are not present in school for at least one half day will not be eligible to participate in any extra-curricular event the remainder of that day. The only exceptions to this rule are a pre-arranged physician's appointment, or absences approved by the Principal. Should an athlete be absent for a full day on Friday, he/she will not be able to participate the remainder of that day or Saturday.

A daily attendance sheet will be generated by the attendance office to help coaches track the absence of their athletes.

#### **IN-SCHOOL SUSPENSION**

A student will not be able to participate in an extra-curricular event if he/she is assigned In-School or External Suspension for an entire day.

All regulations regarding discipline for athletic teams and activities will be governed by the discipline policies contained in the Sherrard Middle School Student Handbook



#### **CODE OF ETHICS FOR ATHLETES**

All athletes at Sherrard Middle School shall:

- 1. Be courteous to visiting teams and officials.
- 2. Play hard and to the limit of his or her ability. The true athlete does not give up, nor does he/she quarrel, cheat, bet, or grandstand.
- 3. Be modest when successful and be gracious in defeat. A true sportsman does not offer excuses for failures.
- 4. Maintain a high degree of physical fitness by observing team and training rules conscientiously.
- 5. Demonstrate loyalty to the school by maintaining a satisfactory scholastic standing and by participating in and supporting other school activities.
- 6. Play for the love of the game, not for some other reason.
- 7. Understand and observe the rules of the game and the standards of eligibility.
- 8. Set a high standard of personal appearance and cleanliness.
- 9. Respect the integrity and judgment of officials and accept their decisions without questions.
- 10. Respect the facilities of host schools and the trust entailed in being a guest.
- 11. Properly care for the equipment issued by the school and return it in a timely fashion when the season has concluded. An athlete will not be able to compete in another sport until all equipment from a previous sport has been turned in or reimbursement is made to the Sherrard Middle School.

# THE KEY IS NOT THE WILL TO WIN. EVERYBODY HAS THAT. IT IS THE WILL TO PREPARE TO WIN THAT IS IMPORTANT.

#### **CODE OF ETHICS FOR COACHES**

All coaches at Sherrard Middle School shall:

- 1. Exemplify behavior that is representative of the educational staff of the school and a credit to the teaching profession.
- 2. Demonstrate high ideals, good habits, and desirable attitudes in personal behavior and demand the same standards of the players.
- 3. Recognize that the purpose of competition is to promote the physical, mental, social, and emotional well-being of the individual players and that the most important values of competition are derived from playing the game fairly.
- 4. Be a modest winner and a gracious loser.
- 5. Maintain self-control at all times, accepting adverse decisions without public display of emotion or of dissatisfaction with the officials.
- 6. Cooperate with the school principal in the planning, scheduling and conduct of sports activities.
- 7. Employ accepted educational methods in coaching, giving all players an opportunity to use and develop initiative, leadership, and judgment.
- 8. Pay close attention to the physical condition and well-being of the players, refusing to jeopardize the health of an individual for the sake of improving his team's chances to win.
- 9. Teach athletes that it is better to lose fairly than to win unfairly.
- 10. Prohibit gambling, profanity, abusive language, and similar violations of the true sportsman's code.
- 11. Refuse to disparage an opponent, an official, or others associated with sports activities and discourage gossip and questionable rumors concerning them.
- 12. Properly supervise student athletes under his immediate care and specifically observe a coach's responsibilities in conjunction with state sponsored contests.
- 13. Greet rival coaches prior to and at the conclusion of each game. He/she will direct the players to shake hands at the conclusion of the contest. The coach's public demeanor and decorum shall always reflect positively on the school.



#### **DRESS CODE FOR ATHLETES**

All players will wear the appropriate clothing on days of games as selected by the coach. All team members must be dressed in similar attire (Shirts and ties, warm-up, jersey, or a game day shirt).

All uniforms must be the school colors of red, white, and black. All uniform and warm-up purchases must be cleared through the principal and/or activities coordinator prior to purchasing. This includes clothing bought by booster organizations.

#### **ELIGIBILITY REQUIREMENTS**

The Student Athlete:

Must be enrolled in Sherrard Middle School.

Must obtain at least 2.00 GPA based upon his/her work for the previous semester.

Must have a record of his/her birth certificate on file in the Guidance Department.

Must have a physical examination on file with the activities coordinator. The physical exam must be current or after June 1.

Must have a record of parent permission on file with activities coordinator.

Must have a completed and signed emergency information form and health appraisal on file with the activities coordinator.



It's supposed to be hard. If it wasn't hard, everyone would do it. The hard is what makes it great.

#### **EXPECTATIONS:**

#### The Activities Coordinator

The activities coordinator reports to and assists the principal in the supervision of all coaches and others involved in the school athletic programs. The goal of the activities coordinator is to provide for overall leadership and coordination among the various sports to facilitate programs to provide the student-athletes with a quality educational experience. The duties and expectation include:

- 1. Report to and work under the direction of the principal.
- 2. Organizes, coordinate, and supervise the total athletic program.
- 3. Keep the coaching staff informed of the current rules and regulations.
- 4. Represent Sherrard Middle School at league and state meetings.
- 5. Be responsible for administrating all interscholastic policy and procedures, following the guidelines of the SMS, PAC-8, OVAC, and WVSSAC.
- 6. Evaluate coaching staff and make recommendations on assignments to the principal.
- 7. Be responsible for all recommendations for the improvement of adequate facilities.
- 8. Determine ways to support and finance all athletic programs.
- 9. Make arrangements for all athletic contests (i.e. bus requests/transportation)
- 10. Administer and approve all purchase orders for the athletic programs.
- 11. Attend and/or arrange for proper supervision at athletic events.
- 12. Manage all league activities assigned to Sherrard Middle School.
- 13. Obtain officials, physicians, and security as required and assume the general responsibility for the proper supervision of all home events.
- 14. Verify the eligibility of each athlete and assure that each is properly insured for all practices and games.
- 15. Verify that each student has had a proper physical.
- 16. Supervise the cleaning, storage, and care of all athletic equipment, in addition to maintaining an upto-date inventory.
- 17. Arrange all details for visiting teams. Arrange the facility practice schedules for the athletic programs.
- 18. Promote and recognize the programs for the athletes at Sherrard Middle School.
- 19. Work in partnership with the athletic and maintenance staff to provide a safe and suitable facility.
- 20. Ensure all WVSSAC REQUIRED Emergency Plans are completed and submitted to WVSSAC.

#### **EXPECTATIONS**

#### The Head Coach will:

- 1. Take an active role in prevention of drug, alcohol or tobacco use.
- 2. Carefully supervise all levels of their sport.
- 3. Inform all members of the staff of current rules and regulation pertaining to the sport.
- 4. Not use alcohol or tobacco when in contact with the student/athlete.
- 5. Follow the county policy for any purchases.
- 6. Work in conjunction with the activities coordinator to develop the schedule for all levels within the program.
- 7. Follow the rules and guidelines set forth by the local, state, and national agencies governing their sport.
- 8. Follow the spirit of the rule as well as the letter of the rule.
- 9. Secure the locker room after each practice and game. This includes ensuring that all water is turned off, lights turned off, and all clothes and equipment are off the floors.
- 10. Not leave the facility until all players have secured a ride home.
- 11. NOT participate in scrimmages with the players.
- 12. Provide written additional rules for their team, if there any.
- 13. Provide the activities coordinator with a written policy about attendance requirements at practice.
- 14. Supervise before, during, and after practices and games. This includes the locker room areas.
- 15. Complete WVSSAC REQUIRED Emergency Plan and submit to the Activities Coordinator.



#### **EXPECTATIONS**

#### The student/athlete will:

- 1. Properly care for the equipment issued by the school and return it in a timely fashion when the season has concluded. An athlete will not be able to compete in another sport until all equipment from the previous sport is turned in or reimbursement is made to the Sherrard Middle School.
- 2. Respect the integrity and judgment of the officials.
- 3. Respect those in authority, including coaches, administrators, custodians, teachers, and adult officials from other schools.
- 4. Respect one's opponents.
- 5. Will represent the team and school by following the dress code policy on game days at school and to/from contests.
- 6. Attend every practice unless excused by the coach. Unexcused absences or tardiness will result in disciplinary actions for repeat offenders.
- 7. Be removed or suspended from the team for unsportsmanlike conduct.\*\*
- 8. Be on time and work hard.
- 9. Be alcohol and drug free.
- 10. Put the team before themselves.
- 11. Not participate in any type of hazing activity.
- 12. Attempt to resolve conflict or concerns with coaches before asking parents to get involved. Studentathletes should understand that part of the lesson they are learning through participation in sports is that they have a responsibility for their actions and for learning how to handle adverse situations.
- \*\* School rule violations will result in disciplinary action according to school policy.

# Watch Your Thoughts, They Become Your Words;

Watch Your Words, They Become Your Actions.

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#### COACH AND STUDENT/ATHLETE AND/OR PARENT CONFERENCE:

When a parent/coach meeting or conference is necessary, the procedure should be as follows:

- ALL CONFERENCES SHOULD BE SCHEDULED WITH THE HEAD COACH OF THE SPORT AND WHEN POSSIBLE, SHOULD INCLUDE EITHER THE PRINCIPAL AND/OR ACTIVITIES COORDINATOR..
- Do not confront a coach prior to or after a practice or contest. Although parents may have significant concerns about issues such as playing time, or positions played, it is better to discuss these concerns at another time.
- **Recognize** that the coaches' work with the team on a daily basis in practice and contests. It is important to understand that they will make judgment decisions based on what is best for all team members, team performance, and the overall program.
- When you need to talk to a coach, please set an appointment for a private meeting.

#### Communication a parent can expect from the coach:

- 1. Discussion of the health and welfare of your child
- 2. An honest assessment of your child abilities
- 3. Philosophy of the coach
- 4. Team requirements
- 5. Role of the parents to help the team (workers)
- 6. Team rules
- 7. Location of times of practices and games
- 8. Treatment of your child

#### Communication coaches can expect from the parents:

- 1. Notification of schedule conflicts, well in advance
- 2. Health issues concerning the athlete

#### Appropriate concerns to discuss with the coach:

- 1. Ways to help your child improve
- 2. Concerns about your child's behavior
- 3. Academic support for your child

#### Issues THAT ARE NOT appropriate to discuss with the coach:

- 1. Playing time of your child
- 2. Another players abilities or performance
- 3. Game strategy
- 4. Player's position on the team



#### **PARTICIPATION RULES:**

The goal of the Sherrard Middle School Athletic Department is to provide every opportunity for a student athlete to be successful. Success is defined as playing an appropriate amount of time based on one's ability, level of team, and effort at practice.

At each level, playing time should be determined by the effort given in practice, the needs of the team, and the attitudes of the players. The goal is still to win, but participation is necessary for the team and players to be successful. No amount of playing time is guaranteed, but time should be comparable to the effort in practice and the ability of the player.

The head coach will oversee all team selections. If a sport has cuts, the procedures are as follows:

- 1. The head coach must participate in the evaluation of all athletes on all levels of the program. The head coach will make the final decision about all cuts.
- 2. Each student cut shall have at least 3 practices.
- 3. Each athlete who is cut will be personally informed of the cut by the coach and the reason for the action.
- 4. Team roster and/or cut lists will not be posted.

#### Criteria for team selection

- 1. Physical attributes
- 2. Attitude and work ethic
- 3. Skills particular to that sport
- 4. Skills particular to that position
- 5. Team needs
- 6. Previous experience in that sport



We are what we repeatedly do. Excellence, then, is not an act, but a habit.

#### **GUIDELINES FOR STUDENT-ATHLETES: SOCIAL MEDIA**

As you begin participation in another athletic season, Sherrard Middle School wants to make sure you are aware of the new social networking guidelines. Sherrard Middle School recognize and support the student-athletes' rights to freedom of speech, expression, and association, including the use of social networks. In this context, however, each student-athlete must remember that playing and competing for Sherrard Middle School is a privilege. As a student-athlete, you represent the Sherrard Middle School community, and you are expected to portray yourself, your team, and the school district in a positive manner at all times.

Attached you will find the new social networking guidelines which provide the following guidelines for social networking site usage:

• Everything you post is public information – any text or photo placed online is completely out of your control the moment it is placed online – even if you limit access to your site. Information (including pictures, videos, and comments) may be accessible even after you remove it. Once you post a photo or comment on a social networking site, that photo or comment becomes the property of the site and may be searchable even after you remove it.

• What you post may affect your future. Many employers and college admissions officers review social networking sites as part of their overall evaluation of an applicant. Carefully consider how you want people to perceive you before you give them a chance to misinterpret your information (including pictures, videos, comments, and posters).

• Similar to comments made in person, Sherrard Middle School will not tolerate disrespectful comments and behavior online, such as:

- Derogatory language or remarks that may harm my teammates or coaches; other Sherrard student athletes, teachers, or coaches; and student-athletes, coaches, or representatives of other schools, including comments that may disrespect my opponents.

- Incriminating photos or statements depicting violence; hazing; sexual harassment; full or partial nudity; inappropriate gestures; vandalism, stalking; underage drinking, selling, possessing, or using controlled substances; or any other inappropriate behaviors.

- Creating a serious danger to the safety of another person or making a credible threat of serious physical or emotional injury to another person.

- Indicating knowledge of an unreported school or team violation—regardless if the violation was unintentional or intentional.

In short, do not have a false sense of security about your rights to freedom of speech. Understand that freedom of speech is not unlimited. The on-line social network sites are NOT a place where you can say and do whatever you want without repercussions. The information you post on a social networking site is considered public information. Protect yourself by maintaining a self-image of which you can be proud for years to come.



WVSSAC

#### Return to Play (RTP) Protocol

An athlete removed from a contest that shows signs/symptoms of a concussion shall be immediately evaluated by an appropriate health care professional. If no appropriate health care professional is available, the athlete shall not be allowed to RTP.

When the athlete is evaluated by the appropriate health care professional, if it is determined the athlete has suffered a concussion, the athlete shall not be permitted to RTP the same day as the concussion. If it is determined by the appropriate health care professional that the athlete did not suffer a concussion, the athlete may be returned to play as deemed appropriate by the health care professional.

RTP shall be delayed until athlete is asymptomatic and has undergone a progression of tests to determine if they are able to RTP. Each step / test in the progression takes 24 hours (1 per day).

The progression shall follow: (Neuro-cognitive testing is strongly recommended.)

- No activity with complete physical and cognitive rest
- Light aerobic exercise (less than 70% of maximum heart rate)
- Sport specific exercise (drills specific to the athlete's sport)
- Non-contact training drills (more intense sport drills with no contact from other players)
- Full participation practice (following written medical clearance)
- Return to Play (normal game play)

If any symptoms occur during the progression, the athlete should drop back to the previous level and try to complete that level after 24 hour rest period.

#### Appropriate Health Care Professional

Note: Any of the following who have appropriate training in the evaluation and management of head injuries.

- Medical Doctor (MD)
- Doctor of Osteopathy (DO)
- Doctor of Chiropractic (DC)
- Advanced Registered Nurse Practitioner (ARNP)
- Physician Assistant (PA-C)
- Registered Certified Athletic Trainers (ATC/R)

Approved Board of Directors 5/06/10. Revised 2016



#### What is Sudden Cardiac Arrest?

- Occurs suddenly and often without warning.
- An electrical malfunction (short-circuit) causes the bottom chambers of the heart (ventricles) to beat dangerously fast (ventricular tachycardia or fibrillation) and disrupts the pumping ability of the heart.
- The heart cannot pump blood to the brain, lungs and other organs of the body.
- The person loses consciousness (passes out) and has no pulse.
- Death occurs within minutes if not treated immediately.

#### What are the symptoms/warning signs of Sudden Cardiac Arrest?

- SCA should be suspected in any athlete who has collapsed and is unresponsive
- · Fainting, a seizure, or convulsions during physical activity
- Dizziness or lightheadedness during physical activity
- Unusual fatigue/weakness
- Chest pain
- Shortness of breath
- Nausea/vomiting
- · Palpitations (heart is beating unusually fast or skipping beats)
- Family history of sudden cardiac arrest at age <50</li>

ANY of these symptoms/warning signs may necessitate further evaluation from your physician before returning to practice or a game.

#### What causes Sudden Cardiac Arrest?

- Conditions present at birth (inherited and non-inherited heart abnormalities)
- A blow to the chest (Commotio Cordis)
- An infection/inflammation of the heart, usually caused by a virus. (Myocarditis)
- Recreational/Performance-Enhancing drug use.
- Other cardiac & medical conditions / Unknown causes. (Obesity/Idiopathic)

#### What are ways to screen for Sudden Cardiac Arrest?

- The American Heart Association recommends a pre-participation history and physical which is mandatory annually in West Virginia.
- Always answer the heart history questions on the student Health History section of the WVSSAC Physical Form completely and honestly.
- Additional screening may be necessary at the recommendation of a physician.

#### What is the treatment for Sudden Cardiac Arrest?

- · Act immediately; time is critical to increase survival rate
- Activate emergency action plan
- Call 911
- Begin CPR
- Use Automated External Defibrillator (AED)

#### Where can one find additional information?

- Contact your primary health care provider
- American Heart Association (www.heart.org)

# HEADS \* UP CONCUSSION IN HIGH SCHOOL SPORTS

#### A FACT SHEET FOR PARENTS

#### What is a concussion?

A concussion is a type of traumatic brain injury. Concussions are caused by a bump or blow to the head. Even a "ding," "getting your bell rung," or what seems to be a mild bump or blow to the head can be serious.

You can't see a concussion. Signs and symptoms of concussion can show up right after the injury or may not appear or be noticed until days or weeks after the injury. If your child reports any symptoms of concussion, or if you notice the symptoms yourself, seek medical attention right away.

#### What are the signs and symptoms of a concussion?

If your child has experienced a bump or blow to the head during a game or practice, look for any of the following signs of a concussion:

SYMPTOMS REPORTED	SIGNS OBSERVED BY
BY ATHLETE	PARENTS/GUARDIANS
<ul> <li>Headache or "pressure" in head</li> <li>Nausea or vomiting</li> <li>Balance problems or dizziness</li> <li>Double or blurry vision</li> <li>Sensitivity to light</li> <li>Sensitivity to noise</li> <li>Feeling sluggish, hazy, foggy, or groggy</li> <li>Concentration or memory problems</li> <li>Confusion</li> <li>Just "not feeling right" or "feeling down"</li> </ul>	<ul> <li>Appears dazed or stunned</li> <li>Is confused about assignment or position</li> <li>Forgets an instruction</li> <li>Is unsure of game, score, or opponent</li> <li>Moves clumsily</li> <li>Answers questions slowly</li> <li>Loses consciousness (even briefly)</li> <li>Shows mood, behavior, or personality changes</li> </ul>

#### How can you help your child prevent a concussion or other serious brain injury?

- Ensure that they follow their coach's rules for safety and the rules of the sport.
- · Encourage them to practice good sportsmanship at all times.
- Make sure they wear the right protective equipment for their activity. Protective equipment should fit properly and be well maintained.
- Wearing a helmet is a must to reduce the risk of a serious brain injury or skull fracture.
  - However, helmets are not designed to prevent concussions. There is no "concussion-proof" helmet. So, even with a helmet, it is important for kids and teens to avoid hits to the head.

#### What should you do if you think your child has a concussion?

SEEK MEDICAL ATTENTION RIGHT AWAY. A health care professional will be able to decide how serious the concussion is and when it is safe for your child to return to regular activities, including sports.

KEEP YOUR CHILD OUT OF PLAY. Concussions take time to heal. Don't let your child return to play the day of the injury and until a health care professional says it's OK. Children who return to play too soon—while the brain is still healing risk a greater chance of having a repeat concussion. Repeat or later concussions can be very serious. They can cause permanent brain damage, affecting your child for a lifetime.

#### TELL YOUR CHILD'S COACH ABOUT ANY PREVIOUS

**CONCUSSION.** Coaches should know if your child had a previous concussion. Your child's coach may not know about a concussion your child received in another sport or activity unless you tell the coach.

If you think your teen has a concussion: Don't assess it yourself. Take him/her out of play. Seek the advice of a health care professional.

### It's better to miss one game than the whole season.

For more information, visit www.cdc.gov/Concussion.



# DON'T LET AN INJURY LEAD To an opioid addiction

2 MILLION ATHLETES ARE EXPECTED TO SUFFER A SPORTS INJURY THIS YEAR Many of these athletes will be prescribed opioid painkillers 75% of high school heroin users started with prescription opioids

#### HIGH SCHOOL ATHLETES ARE AT RISK OF BECOMING ADDICTED TO PRESCRIPTION DRUGS

- 28.4% used medical opioids at least once over a three year period.
- 11% of high school athletes have used an opioid medication for nonmedical reasons.
- Nearly 25% of students who chronically use prescription opioids also use heroin.

#### WHAT ARE OPIOIDS?

Opioids are a powerful and addictive type of prescription painkiller that have similar chemical properties and addiction risks as heroin. While opioids may provide temporary relief, they do nothing to address the underlying injury and can have serious side effects.

# These drugs may lead to: dependence, tolerance, accidental overdose, coma and death.

The most common prescribed opioid painkillers in West Virginia are:

- Oxycodone (OxyContin)
- Hydrocodone (Lortab and Vicodin)

#### HOW TO PROTECT YOUR CHILD

 Talk to your healthcare provider about alternative pain management treatment options (see below).

> First-time prescription opioid users have a 64% higher risk of early death than patients who use alternative pain medication.

- If your child is prescribed an opioid painkiller, talk about the dangers of misusing medication, including overuse and medication sharing.
- Monitor your child's intake of prescription medication to ensure he/she is following dosage instructions.
- Safely dispose of any unused medication through a prescription drug drop box or a DEA Take-Back program.

### NON-NARCOTIC PAIN MANAGEMENT Alternatives

Physical Therapy Chiropractic Massage Therapy Acupuncture Over-the-Counter Medication







#### PARENT AND STUDENT-ATHLETE SIGNATURE PAGE



#### Athletic Handbook

I understand and consent to the responsibilities in the Sherrard Middle School Athletic Handbook and agree that my child \_\_\_\_\_\_\_ shall be held accountable for the behavior and consequences outlined in the Sherrard Middle School Athletic Handbook. I understand that any athlete who violates the athletic and school codes of conduct shall be subject to disciplinary action. I also understand that my child will not participate in any game or scrimmage until this sheet is signed and turned into the Activities Coordinator. If you have any questions regarding the handbook, please call the Activities Coordinator at 304.233.3331.

	Student Grade Level (Circle One):	6 <sup>th</sup>	7 <sup>th</sup>	8 <sup>th</sup>	
Athlete Signature:			Date	:	
Parent/Guardian Signat	ure:		Date	:	

Initial here that you've read & understand the attached Sudden Cardia Arrest Awareness, Heads Up Concussion Fact Sheet, and the Opioid Addiction documents in the handbook.

# **RETURN TO THE MAIN OFFICE – ACTIVITIES DIRECTOR**