

Putting Your Athletic Culture on the Right P/ATH

**Social Emotional & Ethical Learning
Made Easy**

Presenters

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A dream that was put into action to make a positive difference

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Punahou partners with P/ATH and EE Ford to create a positive cultural difference on campus

03 Walking the P/ATH to more inclusive schools: Anthony Thomas

Making a tangible difference in diversity and belonging

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Final Takeaways from this journey



Beginning the P/ATH

pathsports.org



PUNAHOU

Raised by Sport



Cassidy Lichtman

- Grew up as a multi-sport athlete
- All-American and Academic All-American at Stanford
- Played professionally in Europe, Asia and the US.
- Member of the US. National Team ranked #1 in the world
- Coached at the youth and collegiate levels



Sports Teach Life Skills...Or Do They?

Three Realizations

- Young people are growing up with a lack of empathy or confidence.
- When the greats talk, everyone listens.
- If we believe sports should teach human skills, we have to train them.



Influential Voices

- You used to need access to these greats. Now they're in the palm of your hand.
- We have a diverse set of voices to share stories that will resonate.
- These skills can apply to sport and to life.



Overview



- 150 teams in 23 different sports
- Largest independent school program in the nation
- 1,800+ student-athletes, or about 71 percent of the student body in grades 7 – 12
- 350+ coaches
- Emphasis on both participation and competition



PUNAHOU



Athletic Directors



PUNAHOU



Scott Wagner



Reydan "Tita" Ahuna
Department Chair



Michelle Arnold

History and Tradition



PUNAHOU

Hall of Champions

- Koa plaques representing all sports programs
- Variety of pictures of both past and present Punahou athletes and teams
- Narrative of each sport's history and championship seasons



ATHLETIC HALL OF FAME



Flaming P

- Punahou's Homecoming
- K-12 Community Event
- Celebration of School Spirit

Philosophy: Coach as Educator



PUNAHOU

- Alignment with School Mission

- Coach Partner Program

- Professional Development Committee

- Access to Professional Development Funds

- Regular Guest Speakers & Consultants

- PD Library

- P/ATH

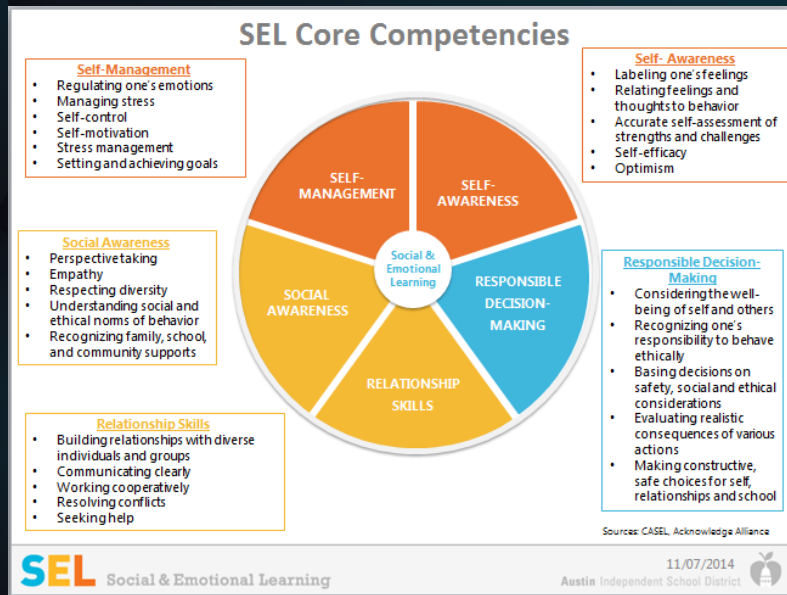


Character Education and SEEL



PUNAHOU

- Coach as Educator model
- CASEL wheel for Social, Emotional and Ethical Learning
- Alignment with S+WEIL Curriculum



- EE Ford Grant
- P/ATH- SEL curriculum for athletics programs
- Initial Collaboration with Francis Parker, Wildwood, and Phillips - Exeter

The Most Important Thing We Do



The CASEL Wheel

- The Gold Standard in a structured framework and model of social emotional education and well being
- Five areas of growth & development
- Step 1: Alignment of P/ATH's current video library & organize into “playlists”
- Step 2: Build out of new videos within each playlist to build all skills



Aligning with Best Practices

P/ATH

KEY TO P/ATH
SPORTS VIDEOS FOR
ALIGNMENT WITH
SEL STANDARDS



P/ATH THEME	AMBASSADOR	VIDEO TITLE	CASEL CORE SEL COMPETENCY	SEL SKILL SUBSET ADDRESSED IN THE VIDEO
I. LEADERSHIP	Steve Kerr	<i>Strength in Numbers</i> https://www.pathsports.org/strength-in-numbers	Relationship Skills	Showing leadership in groups Communicating effectively Practicing teamwork and collaborative problem solving
			Social Awareness	Recognizing strength in others Taking others' perspectives Demonstrating empathy and compassion
			Self-Management	Demonstrating personal and collective agency Showing the courage to take initiative
			Relationship Skills	Showing leadership in groups Communicating effectively Seeking or offering help when needed
			Self-Awareness	Experiencing self-efficacy Developing interests and a sense of purpose
			Social Awareness	Identifying diverse social norms including unjust ones Taking others' perspectives Recognizing strength in others
	Julie Foudy	<i>Leadership is Personal</i> https://www.pathsports.org/leadership-is-personal	Relationship Skills	Standing up for the rights of others Showing leadership in groups Developing positive relationships
			Social Awareness	Recognizing strength in others
			Self-Management	Showing the courage to take initiative
			Relationship Skills	Communicating effectively Developing positive relationships Showing leadership in groups
			Social Awareness	Recognizing strength in others
			Self-Management	Showing the courage to take initiative
	Jason Collins	<i>Choosing Role Models</i> https://www.pathsports.org/role-models	Relationship Skills	Communicating effectively Developing positive relationships Showing leadership in groups
			Social Awareness	Recognizing strength in others
			Self-Management	Showing the courage to take initiative
			Relationship Skills	Communicating effectively Developing positive relationships Showing leadership in groups
			Social Awareness	Recognizing strength in others
			Self-Management	Showing the courage to take initiative
	Nneka Ogumike	<i>Leadership Lifestyle</i> https://www.pathsports.org/leadership-lifestyle	Relationship Skills	Communicating effectively Developing positive relationships Showing leadership in groups
			Social Awareness	Recognizing strength in others
			Self-Management	Showing the courage to take initiative
			Relationship Skills	Communicating effectively Developing positive relationships Showing leadership in groups
			Social Awareness	Recognizing strength in others
			Self-Management	Showing the courage to take initiative
	Julie Foudy	<i>Speak Up</i> https://www.pathsports.org/speak-up	Relationship Skills	Communicating effectively Developing positive relationships Showing leadership in groups
			Social Awareness	Recognizing strength in others
			Self-Management	Showing the courage to take initiative
			Relationship Skills	Communicating effectively Developing positive relationships Showing leadership in groups
			Social Awareness	Recognizing strength in others
			Self-Management	Showing the courage to take initiative
	Doug Baldwin	<i>Pass It On</i> https://www.pathsports.org/pass-it-on	Relationship Skills	Communicating effectively Developing positive relationships Showing leadership in groups
			Social Awareness	Recognizing strength in others
			Self-Management	Showing the courage to take initiative
			Relationship Skills	Communicating effectively Developing positive relationships Showing leadership in groups
			Social Awareness	Recognizing strength in others
			Self-Management	Showing the courage to take initiative

Punahou & P/ATH

Great Teammates

3 of 13

Great Teammates Playlist



Me vs We.
Julie Foudry

1997 World Cup Champion Julie Foudry on balancing the drive to win individually and helping the collective.



Everyone Has A Story.
Nneka Ogumike

WNBA star Nneka Ogumike on how the foundation of teamwork lies in understanding that everyone has a story and a part to contribute.



Learning to Listen.
Kerah Kiraly

8-Time Olympic medalist Kerah Kiraly on learning the positive lessons of failure without letting it consume you in unhealthy ways.



Pass It On.
Doug Baldwin

Super Bowl Champion Doug Baldwin on the way his veteran teammates passed on knowledge to him and how he turned around to help the next guys coming up.

Leadership Lifestyle

3 of 13

Leadership Lifestyle Playlist



Strength In Numbers.
Steve Kerr

9-Time NBA Champion Steve Kerr on the foundation of strong team based on collaboration and selflessness.



Leadership Lifestyle.
Nneka Ogumike

WNBA star Nneka Ogumike on approachability and creating space for others to lead as well.



Leadership is Personal.
Julie Foudry

World Cup Champion Julie Foudry on the different ways you can be a leader and finding what works for you.



Choosing Role Models.
Jason Collins

Former NBA Player Jason Collins on finding role models whose characteristics you want to emulate.

Building Confidence

3 of 13

Building Confidence Playlist



Using Your Strong Voice.
Sue Enquist

Legendary UCLA softball coach Sue Enquist on the importance of self talk and learning how to choose which voice you hear in your head.



Know Your Value.
Nneka Ogumike

WNBA star and President of the Players' Association, Nneka Ogumike on what she's learned about gaining confidence and holding onto it no matter what room she walks into.



Dealing With Failure.
Apolo Ohno

8-Time Olympic medalist Apolo Ohno on learning the positive lessons of failure without letting it consume you in unhealthy ways.



Confidence Through Reps.
Nicky Nieves

Paralympic gold medalist Nicky Nieves on how getting the reps helps her build her confidence when she's learning something new.

Bridging Differences

3 of 13

Bridging Differences Playlist



Welcoming Environments.
Jason Collins

Jason Collins, the first openly gay player in the NBA, on how we can be aware of the language that we use in order to make different types of people feel welcome.



Difficult Conversations.
Kelsey Plum

WNBA champion Kelsey Plum talks about how her life experiences as an athlete have put her in a position to be able to have conversations about race.



Everybody's Different.
Shelby Baron

2-Time Paralympian Shelby Baron on growing up not feeling "normal" and learning to accept it when others bring a different point of view.



Understanding My Lens.
Casidy Lichtman

Former USA Volleyball Women's National Team player, Casidy Lichtman, on how to be aware of your own perspective and how to accept it when others bring a different point of view.

P/ATH is A One Stop Shop

- You can use individual lessons or the complete playlist depending on your needs
- Each video comes with discussion questions and ways to practice that are in a conveniently printed PDF next to each video
- Playlists can be implemented over time to robustly practice or set a foundation (entry level teams)
- Team lessons, program meetings, individual practice, etc!

Discussion Questions:

- How do you feel about your own balance of Me vs We?
- What is one thing you can remember a non-starter doing that you think helped the team?

Ways to Practice:

- Make a list of things you could do to help the group. Pick a couple you can do each week.
- Choose a "Teammate of the Week" and recognize someone who has shown support or brought joy each week.



Get printable PDF [here](#)

Sample Lesson: Me v. We



Where the Rubber Meets the Road

1. Set expectations from the beginning “look for teammates who are demonstrating “we” behaviors”
2. Reinforce and look for opportunities to celebrate positive behavior
3. Debrief group at end

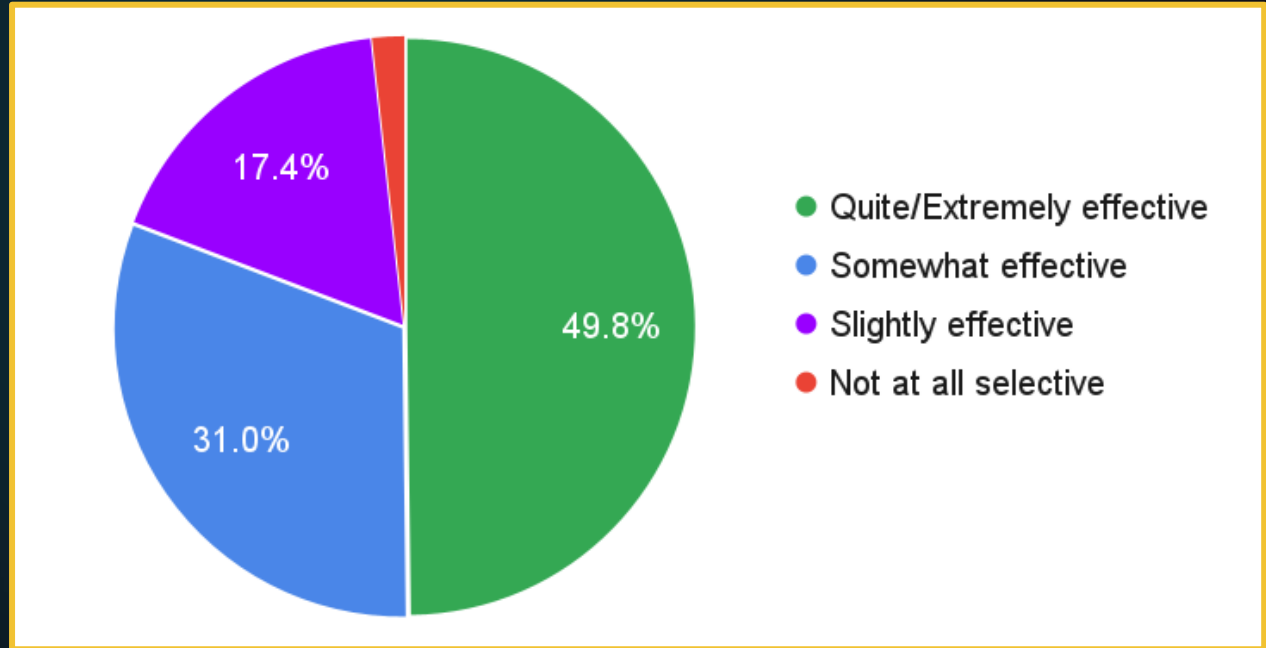


What is the efficacy of
the P/ATHprogram
since its inception?

Effective Takeaways

How effective, if at all, were the P/ATH videos at communicating key takeaways?

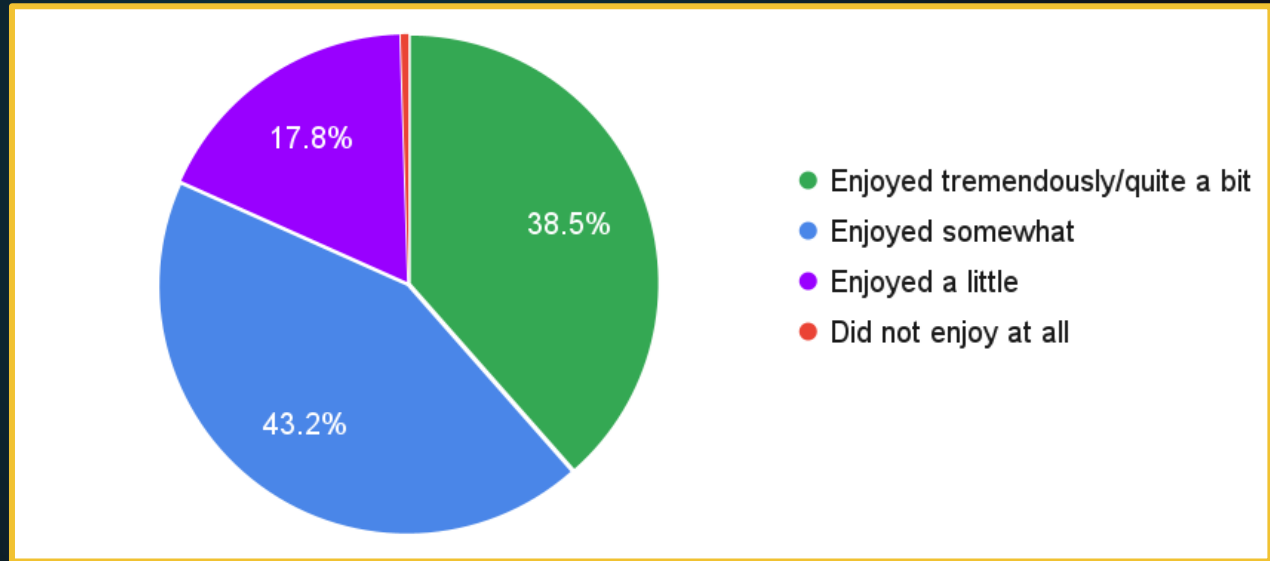
- Approximately 50% of all respondents indicated that the P/ATH videos were either extremely effective or quite effective.
- An additional (almost) one-third of respondents indicated that the videos were somewhat effective.



Effective Takeaways

- Almost 40% of respondents stated that they enjoyed hearing from the folks presenting in the videos.
- An additional 43% enjoyed it “somewhat”

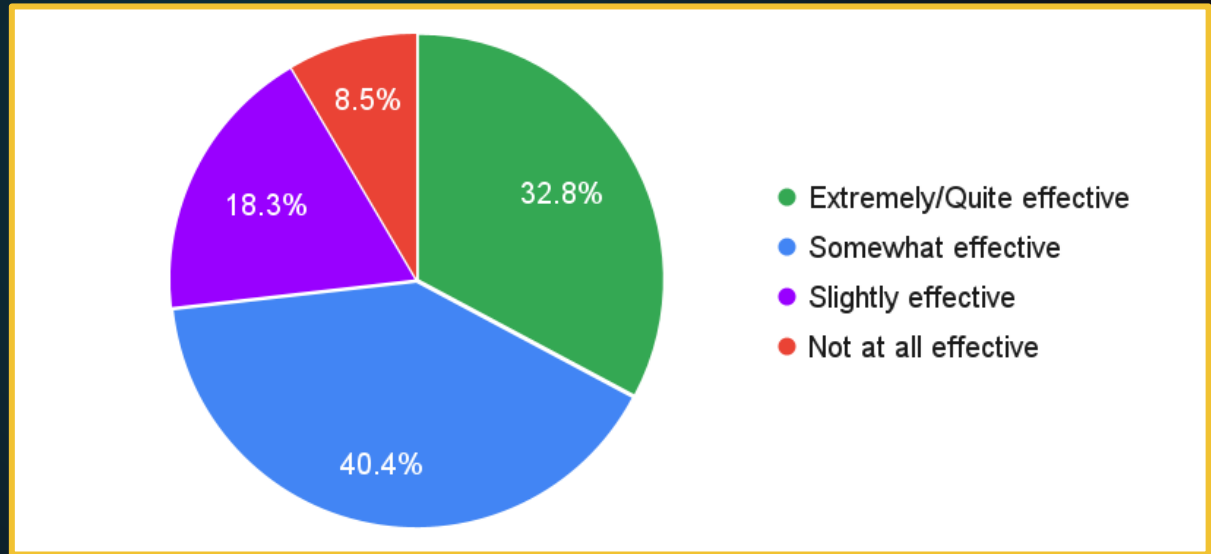
Relative to other ways you learn in school, how much did you enjoy hearing from the athletes and coaches in the videos?



Effective Takeaways

How effective was watching the videos in changing team actions or performance?

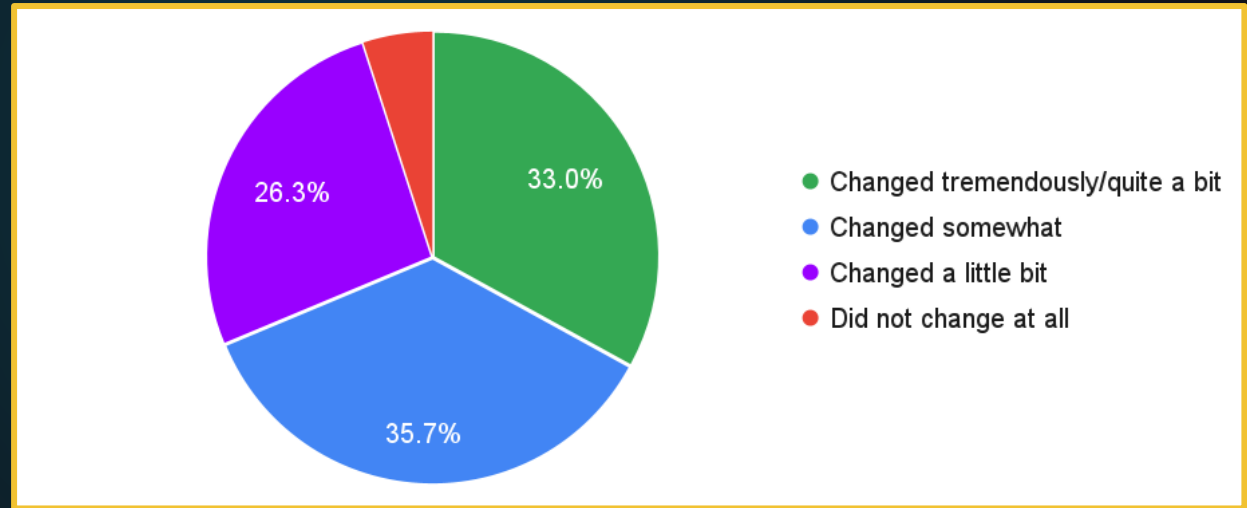
- Approximately one-third of the respondents indicated that this curriculum was “extremely” or “quite” effective at changing team actions or performance.
- Over 40% also said that the videos were “somewhat” effective on changing actions or performance.



Effective Takeaways

How much, if at all, did the P/ATH videos change your personal thinking?

- Just over one-third of respondents indicated a “tremendous” or “quite a bit” of personal change in their thinking from this curriculum.
- Almost 60% of the others still saw a “little” change or saw “somewhat” of a change in their thinking.



Making A Positive Change

- Across all of the questions asked of the student-athletes, there is a powerful trend that suggests that this curriculum was a positive influence on them and their team.
- Additionally, more than 60% responded to say that this journey impacted them off of the court (personal thinking and/or beyond sports).

	POSITIVE RESPONSES
Effective at communicating key messages	81%
Enjoy this style of learning	82%
Changing team actions and performance	73%
Change personal thinking	68%
Change personal actions beyond sports or advisory	63%

Walking the P/ATH to more
inclusive schools:
The University Way



SAN FRANCISCO UNIVERSITY HIGH SCHOOL



THE UNIVERSITY WAY demands commitment, denies selfishness, accepts reality, yet seeks constant improvement while promoting the good of the team above self.

WHO WE ARE.



UNIVERSITY HIGH SCHOOL: AT A GLANCE

Location: San Francisco, California

Type of School: Independent, co-educational,
college-preparatory high school

Enrollment: 540 students

Community Reach: Students come from 53 ZIP
codes across the Bay Area

Academics

Known for a rigorous college-prep curriculum supported by small classes and strong faculty mentorship.

Consistently high college admission outcomes across a wide range of selective institutions.

Signature programs including Inquiry, Independent Study, and rich interdisciplinary coursework.

Strong culture of scholarship, collaboration, and student driven learning.

Athletics

Home to 20+ varsity sports across three seasons,

Multiple league and sectional championships across programs.

High participation rates with students often playing more than one sport.

Emphasis on competition, leadership, character development and belonging.
Supports athletes with performance, strength and conditioning, athletic training, and a values driven coaching community.

COMMUNITY AGREEMENTS



1. **We understand that we all have ownership over creating a safe environment.**
2. **We remember that while we may have different backgrounds and experience things differently, we share a common goal of knowing and understanding more.**
3. **We stay curious. We start from wherever we are, and we don't end up where we started.**
4. **We trust that discomfort is a catalyst for learning and growth.**
5. **We give ourselves and others license to fumble; we accept that mistakes are a part of the learning process.**
6. **We are flexible; we remain changeable. We allow perspectives to shift and alter.**
7. **We embrace the principle that we form a web through our common humanity: what affects one person affects us all.**

HOW WE INTRODUCED P/ATH.



P/ATH
FOR US IS ABOUT:

*BUILDING BETTER ATHLETES,
BUILDING BETTER HUMANS!*



A FRAMEWORK



USING ATHLETICS TO DRIVE:
PERFORMANCE
ACADEMIC ALIGNMENT
TRAINING AND WELLNESS
HUMAN DEVELOPMENT

UNIVERSITY REAL LIFE APPLICATION



PERFORMANCE HABITS:

- Punctuality
- Preparation
- Film Review
- Professional Routines



UNIVERSITY REAL LIFE APPLICATION

ACADEMIC ALIGNMENTS:

- Study Halls
- Grade Monitoring
- Learning Support
- Time Management Habits



UNIVERSITY REAL LIFE APPLICATION



TRAINING & WELLNESS:

- Nutrition
- Safe lifting
- Recovery
- Mindfulness
- Sleep routines



UNIVERSITY REAL LIFE APPLICATION



HUMAN DEVELOPMENT/ DEIB

- Leadership
- Difficult Conversations
- Cultural Competence
- Accountability
- Belonging
- Service







THANK YOU!

Contact us! We would love to hear from you and help you get your program on the right P/ATH.