



REFINED

The Gold Standard in Player Development

The Spartanburg Viking Football program is far more than an arena for cultivating highly trained and motivated players. Under the new leadership of coach Mark Hodge and the REFINED program staff, and through community partner support, it is broadening into a multi-faceted initiative to help players develop lifelong success as committed spouses, parents, friends, citizens, employers, and employees. We believe every person was created to change the world for the better. Our mission is to prepare our young men to lead themselves, their families, and others in a positive, proactive, and loving fashion.

As our Vikings proudly wear the gold helmet to represent their school and community, we are mindful that this great honor must be earned. Just as gold itself must undergo a refinement process to enhance its best and most valuable qualities, we are also striving to help one another to become REFINED:

Redeemed **E**mpowered **F**inish **I**ntegrity **u**nflinchable **E**mpathetic **D**eliberate

I am redeemed by the sacrifices of others and my sacrifices will help redeem others.

I am empowered and will empower others.

I am one who will finish and encourage others to finish.

I am one of highest integrity.

I am unflinchable to external stimuli based upon my internal strengths and my support structures.

I am empathetic to the hearts and minds of other.

I am deliberate in my thoughts, actions and decisions. I own it.

The REFINED program helps our athletes to recognize, understand, and communicate who they are and to understand this may evolve as the seasons of life change. We desire to help them recognize their calling, whether they are answering this call or not. In order to fulfill their calling and to succeed in relationships, they must know and love themselves. We will use various tools and situations to help players recognize their cognitive, emotional and social abilities. We want them to be able to articulate their story.

We do not want our players to love the game more than anything else in life. We want them to love the people in their lives most. We want them to be able to put football, or whatever the task at hand, in its appropriate place and to recognize when they have achieved this balance and when they have not. Our players should be able to develop their own vision and purpose and to articulate what this looks like in their lives. As we work to develop these abilities, we will do so by exposing our Vikings to great educators who are highly trained in the topics they present and – more importantly – who demonstrate these lessons through their lives. We will seek experts who model their teachings, show students how to apply what they learn, and provide opportunities to participate actively.

In order to become and remain the gold standard among high school football development programs, REFINED will remain a living program that constantly evolves to meet the ever-changing needs of our students. Thank you for your partnership as we inspire and equip our young people to become REFINED.

Program Pillars & Initiatives

Know Thyself • Learn • Serve • Lead • Evolve

While the primary focus will be on the development of the players, the intent is for all members of the program to grow through these initiatives as they are taught, studied, modeled, and actively lived. Our aim is to develop a way of thinking that is service and progress oriented.

Know Thyself

We will help players develop an understanding of who they are and what their purpose is by exploring: What makes them tick? How have they been wired? What are their fears, struggles, likes, dislikes, wants and needs? What are their dreams and ambitions? Who are the ones in their life that they can count on and who is counting on them?

Program Topics:

- Recognize and Develop Self Worth
- Empower to Be Seen as Great
- Empower to Love and Forgive
- Personality Typing Strength Finder Assessment
- Strengths and Weaknesses
- Tell Their Story – Video It – See and Hear It
- Psychological Health
- Mental Health
- Who I Perform For
- Types of Love
- Boundaries
- Comprehend Finishing
- Pressure Reveals Truth
- One Rep or Two Rep Learner
- Behavior Modification and Written Reflections

Learn: The Power of Wisdom and Knowledge

Educated intellectuals have far more opportunities than those who lack education. We intend to introduce the players to this reality and to the many avenues to success that can be open to them. There are many concepts, environments, and arenas that many of our players have not experienced. We will help them develop wisdom, reasoning skills, and give them the tools to turn roadblocks into speed bumps.

Program Topics:

- Expose Educational Opportunities and Environments
- Educational Accountability – Earn the Right to Play
- Educational Support Structures
 - Grade Monitoring, Academic Support: Academic Assistance, Study Hall, Tutors; Organization, Note Taking Skills, Study Skills; Academic Suspensions; Schedule Placements; Rigor Increases; Testing Services; Post-Secondary Exposure: College, Military, Job Force; Scholarship Assistance
- Personal Growth Education
- Relational Growth Education: Friends, Family, Spouse, Parent, Business
- Mental Health
 - Psychological Reasoning: Why?; Cost of the Decision; Purposeful Actions: Emotional Responses vs. Logical Decisions; Training vs. Changing; Think Through Adversity; Expand Personality Range; Trust: Security vs. Insecurity

- Professional Demeanor
 - Etiquette; Communication Skills - Verbal, Non-Verbal, Written, Electronic; Professional Dress; Code Switching; Interview Skills; Internships; Part Time Jobs; Earn the Belt
- Social Media Dangers
- Technological Training
- Financial Literacy
- Authoritative Interactions: Teachers, Bosses, Justice System, Community Leaders
- Power of Asking
- Power of Networks
- Power of Tools and Resources
- Nutrition, Grocery Shopping, and Food Preparation
- Athletic Development

To Serve: Love Others

We will teach the value of balancing our own desires with the needs of others. We will empower our Vikings to speak truthfully to each other and to recognize and communicate the difference between needs and wants. We will lead them to respect, communicate, inquire and merge ethnic and cultural traditions and beliefs. We will put them in environments to serve with intentionality. We will also teach them to build one another up versus tearing one another down.

Program Topics:

- | | |
|---|---|
| <ul style="list-style-type: none"> • Empower to Care • Empower to Speak Truthfully • Empower to Speak Life • Educate on Ethnic and Cultural Beliefs, History and Traditions • Be Aware and Seek Opportunities to Serve | <ul style="list-style-type: none"> • Think of Others • Community / Civic Engagement • Volunteer Programs: Miracle League, Habitat, Etc. • Contribute to Your School |
|---|---|

To Lead: Take Others with You

Everyone is a leader if they interact with other human beings. Human interactions mold the thoughts and actions of us all. Whether or not our players ever become spouses, parents, friends, supervisors, or subordinates, we will help prepare them for the possibilities.

Program Topics:

- | | |
|--|---|
| <ul style="list-style-type: none"> • Iron Sharpens Iron • Dream Big Dreams • Leadership Training / Summits • Leadership Skills • Development Groups | <ul style="list-style-type: none"> • Conflict Resolution • Being an Advocate • Identify, Develop, Plan, Invite, Articulate, Execute, Evaluate, Adjust, Model |
|--|---|

To Evolve: Keep Growing

The world is ever-changing. Technological, scientific, and social advancements are made daily. We must equip the players with tools to be able to evolve and adapt to an ever-changing reality without sacrificing their purpose and core beliefs.

Program Topics:

- Change Methods without Changing Purpose
- Identify Your Models
- Mentor Program and Networks
- Social, Ethnic, Racial, Moral and Poverty Training
- Step into My World
- Adapt
- Debate/ Conflict Resolution/ Agree to Disagree
- Relevance: Trends, Discoveries, Current Information
- To Be vs. To Do
- Push Off the Limb
- Change the World
- Desire to Be Uncomfortable

Program Structure

The REFINED program is designed to filter down from the high school through the middle school into the youth league as it grows in future years. Each level will have their own designs and structures with the same objectives and goals. As we implement the program, a curriculum will be created specific to the needs of our children, school and community.

High School Level

- **REFINED Development Classes**

The curriculum is created based on our pillar initiatives and include active participation with speakers and programs. The facilitators of these classes have all been trained in the federally funded and accredited Teen Outreach Program (TOP.) These classes will be semester-based classes that carry 0.5 credit hours.

- Freshmen Fall Semester – Student Success. Topics: Know thyself, study skills, organizational skills, conflict resolution, professional code switching and dress, community relations, more...
- Freshman Spring Semester – Character Ed. Topics: Mental, social, emotional and psychological development, power of the family unit, decision making skills, personal accountability, positive relationships, more...
- Sophomore Fall Semester – Leadership. Topics: Values, ethics, principles, integrity decision making ownership, empowerment, delegation, civic responsibility, more...
- Sophomore Spring Semester –Comprehensive Health. Required for graduation. Topics: Mental and emotional health, nutrition, reproductive health, CPR, effects of drug / alcohol /tobacco, more...
- Junior Fall Semester: College and Career I. Topics: College, career and independent living readiness, SAT / ACT Prep, NCAA eligibility, interview skills, financial literacy, support structure development, more...
- Senior Fall Semester: College and Career II or Active participation in desired next life step.

Topics will continue during the summer. Athletes will take notes, respond, communicate, question, reflect, write and present. Athletes will also take part in required civic engagements.

- **REFINED Camps**
Held at the end of the summer, camps will include three full days on campus to cover an array of topics with guest presenters.
- **Psychological and Behavior Development**
Our intent is to model, guide, and develop positive thought and behavior patterns. We will ensure that there are resources available to help our players improve mentally through self-analysis, reflections, behavior modification and accountability, positive presentations and interactions, and access to guidance counselors, academic counselors, mental health counselors.
- **Academic Requirements and Services**
In order to compete, athletes must meet a weekly minimum academic requirement of all grades at 70 or higher. These requirements are accompanied with the necessary support structures.
- **Civic Engagement**
Examples include serving with The Carolina Miracle League, MLK Unity Week Celebration, Christmas in Action, Operation Stand Down, etc.
- **Mentor and Internship Programs**
We will develop school, district, and community relationships that allow us to connect athletes with appropriate mentors and professional development opportunities.
- **Job Partnerships**
We will leverage community relationships to develop part time job partnerships that help our athletes financially, provide work experience, and develop reliable and ethical work practices.
- **Youth Mentor Program**
We will develop a mentor program that allows our athletes to model, give of themselves, and serve the youth of our community.
- **Player Leadership Counsel**
Selected group of team leaders to educate, empower, give a voice within the program, school, community and state.
- **Monday Night Team Meals**
During the season, we will participate in team meals following Monday practice that bring together our players, support staff, coaches, and coaches' families. The meals offer our coaches an opportunity to model being spouses and parents. We will also incorporate mini presentations that address REFINED initiatives.
- **Friday Morning Breakfast/ Friday Pre-Game Meals**
Meals for the varsity team and the coaching staff will incorporate REFINED initiatives.

Academic Support

We will provide athletes with support structures to help them achieve high levels of success as they prepare to take the next step in fulfilling their calling. Athletes must meet a minimum academic standard each week in order to earn the opportunity to play. The importance of a victory will never outshine the importance of becoming empowered through education.

The players will have access to the following support structures:

- Weekly grade monitoring
- Assigned and monitored study hall assignments
- Weekly academic assistance on assignments within power hour remediation schedules
- Tutoring as needed
- Academic skills development: note taking, organization, study skills, questioning skills, resource materials, etc.

- Help with IGPs, course and teacher recommendations
- Encouraged Academic Placement Advancement - monitor and guide increasingly appropriate advancements in rigor
- SAT / ACT preparation and testing guidance
- SCHSL eligibility requirements guidance and monitoring
- NCAA initial eligibility - track NCAA core GPAs, Pacing, Test Scores, and Eligibility
- NCAA registration support
- Guide on requirements for college, university, military, or other professional programs
- Compile scholarship information, opportunities, criteria, and assist with applications

Middle School Level

All aspects of the middle school program will be based upon the REFINED program. Initiatives may include:

- Monday Development Sessions
- Summer Development Classes
- Academic Requirements and Services
- Civic Engagement

Youth League

We will lay the foundation of the REFINED program at the earliest and most appropriate levels through:

- Weekly Development Sessions
- Summer Camp
- Academic Requirements and Services
- Civic Engagement
- Other aspects of the high school program as appropriate

REFINED Program Staff

Head Football Coach - Mark Hodge
 Director of Player REFINEMENT – Roger Crowe
 Assistant Head Coach and Player Services – Grey Ramsey
 Coordinator of Academic Services – Taleisha Moore
 Associate Head Coach, Director of Recruiting and Collegiate Services – Will Shuler
 Director of Football Operations – Jeff Woodall
 Director of Athletic Performance – Andrew Caldwell
 Heart Coach – Bennie Gibson