

Summation to Equestrian Coach Official Complaint

I have made my recommendation to Principal Wilhelm to retain Coach Wacker as Equestrian Coach for Oregon City High School. I spent considerable time looking through all of the documentation. I met with parents, student/athletes, and OHSET members representing multiple viewpoints with a variety of experiences. I kept in regular contact with Principal Wilhelm and Superintendent Didway. It was important that this process was completed thoroughly, correctly and not rushed.

Below are my findings about the following allegations and have been shared with Coach Walker:

- 1. Favoritism*
- 2. Treatment of student/athletes*
- 3. Social Media*
- 4. Horse boarding/leasing vs borrowing*
- 5. Failure to Comply with Injury Protocols*

Thank you for your patience in allowing me the time to investigate the allegations. As I said before, everyone is entitled to their due process and everyone is entitled to their opinion. My decision is solely based on facts that I had.

Favoritism

Almost every coach that has ever coached has at one time or another been criticized for favoritism. I have never met a coach who has/would not put their best student/athletes out in the competition to help their team have a chance at greater success. There are times when a coach will hold back student/athletes regardless of how good they are due to team or program violations.

Any coach has many factors to consider when deciding a lineup. Although every coach wants to put their most talented student/athlete in their lineup they also will consider chemistry, attitude, work ethic, attendance, coachability, skill level, technical expertise. In some sports this may be more difficult than others and, in some sports, it is easier. Although these factors are considered mostly for team sports they do/can carry over to individual sports as well, but the beauty of individual sports is that it is usually decided by who is the fastest, strongest, etc... In equestrian there are two categories. Timed/Gaming events and Show/Performance events. Each student/athlete can sign up for 5 events. It could be 4 in the timed and 1 in the show or 3-

2. Each student/athlete is put onto to a A, B, C, D, team etc. This is determined by time, chemistry with not only the horse they are riding but also with their teammate. Some horses perform well in some events and some in others. Just like any other sport it is up the coach to put the best student/athletes to help the team achieve the highest amount of success.

In regards to the coach's daughters, [REDACTED] (Class 2018) and [REDACTED] (Class of 2021) they are two of the best riders on the team in the last 5 years. The girls have sometimes medaled & qualified in every single event, individual and team event they compete in

[REDACTED] won the high point versatility rider for the Tri Valley District all four years. That means she had the most individual points over anyone else. She also won the high point team contributor all four years in our district (most team points calculated from team events). Something that had never been accomplished before. At the state championships she also won the high point versatility rider in 2016 & 2017. Top points individually over anyone in the state. She won team contributor high point at the state meet in 2016 & 2018. This is the most team points (team events only) over anyone in the state. She was named rookie of the year her freshman year for Tri Valley District. She holds the keyhole record for Tri Valley District and is part of the record holding team for team Canadian flags. She has won state champion & reserve state champion in both individual & team events at the state meets.

[REDACTED] followed in her sisters' footsteps. She was named Rookie of the Year for as a freshman year. As a freshman she was 3rd overall versatility rider for our district. Her sister was 1st that year. At her first state meet she beat her sister and won the High Point Versatility rider (Most Individual points of anyone in state). She came out #2 Timed events high point also. You never see an athlete end up in the top under different high point categories. It's almost unheard of. She also was #3 High Point for team contributor. She was named state champion in two individual events. Reserve State Champion Team Canadian flags. At regionals [REDACTED] won reserve champion working pairs together. Last year (her sophomore year) [REDACTED] won the District High Point Versatility rider & team contributor. Reserve State Champion Canadian Flags. Reserve State Champion Figure 8. All gold medals in individual events for district.

Both girls have both shown horses since they were 3 & 4 years old. They have competed at the local and national level in many events and have won many awards. In 2017 I took them to Oklahoma to the National congress and they won many national championships in timed events. This summer [REDACTED] was only one placing off from qualifying for the junior national finals rodeo in pole bending that is happening right now in Las Vegas. [REDACTED] earned the

OHSET District's Versatility Award all four years she was a member of the Oregon City HS Equestrian Team. The Versatility Award goes to the individual who has accumulated the highest amount of points for her team in in all five events. Last year (2019) [REDACTED] was named the Districts Gold Medalist.

Both of these individuals have earned the trust and respect of their coach, advisors, peers and teammates to be on the top teams entered in OHSET meets. They have earned this because they are the top riders on the team and the awards they have won, points they have earned and the ability to perform at a high level only reinforces. If there is favoritism it is rightfully earned.

Treatment of Student/Athletes

Many of the students who wrote letters claimed that they were bullied and/or harassed. I have talked with many adults who were at practices and meets and to say that in over 5 years of attending OHSET practices and meets, they have never witnessed any bullying or harassment. Angie took over the team in 2014, my first year as the Athletic Director at Oregon City High School. When I received a concern (I have received no more concerns regarding Angie than any other coach in the OCHS Athletic Department) from a parent or student/athlete I always met with Angie to discuss and, if necessary, a plan was implemented.

Of the twenty students on the list that was submitted by Mr. Widmer only a were actually a member of the Oregon City OHSET Team. Code of Conduct violation means that they broke some athletic code and were required to serve consequences before returning to competition. I as the Athletic Director handle all OCHS Athletic Code of Conduct violations.

[REDACTED]-Never a member of the OCHS OHSET team while Angie Wacker was coach.

[REDACTED]-Never a member of the OCHS OHSET team while Angie Wacker was coach.

[REDACTED]-Never a member of the OCHS OHSET team while Angie Wacker was coach.

[REDACTED]- Never a member of the OCHS OHSET team while Angie Wacker was coach.

[REDACTED]-Never competed for OCHS OHSET. Was ineligible to participate because lived out of District.

[REDACTED] Code of Conduct Violation. Quit team before her consequences

██████████-Only on the team for a couple of months but also had a Code of Conduct violation but quit.

██████████-Attended only one practice. Was ruled ineligible.

██████████-Former member of the team but also had a Code of Conduct violation but quit the team before serving consequences.

██████████-Former member of the team but also had a Code of Conduct violation.

██████████-Former member of the team but also had a Code of Conduct violation.

██████████-Code of Conduct Violation. Served consequences before returning to team.

██████████-Former member of the team but didn't participate in her Junior and Senior years.

██████████-Former member of the team. Decided not to participate this year

██████████-Former member of the team. Family moved to Washington. Mom keeps in contact with Coach Wacker.

██████████-Current member. Had an Athletic Code of Conduct Violation that required her to miss some events.

██████████-Former member of the team. Now participating for LaSalle.

██████████-Former member of the team. I never had any communication.

██████████-Former member of the team. I never had any communication.

██████████-Former member of the team. I never had any communication until recently.

I read through the documentation from the professional counselor. I am not an expert in this field. If there were contributing causes from being a part of the Oregon City High School Athletic Program then I need to address and correct those issues immediately. I do believe there are other circumstances outside OHSET that potentially contributed to the mindset of these student/athletes who met with a counselor. I do wish however that I was made aware of this at the time it was happening so that we would have been aware. I did not find any conclusive evidence that any of the Oregon City Student/Athletes were treated unfairly.

Social Media

There is some evidence that social media posts should not have been made. I am working diligently with all of the OCHS coaches and our student/athletes on the correct use of social media. Some programs have team Facebook pages, Instagram, and Twitter accounts.

Some are run directly by coaches while others are managed by parents. We have gone through training on the effects and impact of poor social media habits and will continue to do so.

Horse Boarding/Leasing vs Borrowing/Profiting

Angie Wacker and husband spent almost \$30,000 of their own money a few years ago to meet the requirements (permits and upgrades) of Clackamas County to have the Oregon City High School OHSET practice at her facility.

Many horses the student/athletes used were borrowed (no money exchanged) for OHSET. The only time Coach Wacker receives money is if a horse is leased. Many riders also lease a horse from different owners who board their horse at the Wacker facility. Most of the time kids lease horses for 4H. It is required to either own or lease a horse for 4H. [REDACTED] half leased a horse from me for 4H for many years. This horse was a kicker & couldn't do some events. Coach Wacker let her borrow several other horses at no charge for other events. Many times, Coach Wacker doesn't lease her horses out at all. She does it only do if it's the right fit.

All arenas charge a usage fee to riders. That is standard for all OHSET programs around the state. Money goes towards watering & working arena with tractor before each practice & electricity for lights. In 2018-2019 Season Coach Wacker did not lease any horses to any kids in the OCHS OHSET program. Many kids borrowed many of her horses at no charge. Some athletes need their confidence built up on one of Coach Wacker's more experienced horses to get comfortable to do it on their own horse. [REDACTED] borrowed 4-5 horses from Coach Wacker last season at no charge. I have attached copies of the OHSET fee scale from 2012-2013 (pre-Coach Wacker) and 2019-2020. You will notice that the fees are slightly higher in 2019-2020 due to rising costs. I have also attached a copy of the Canby OHSET fees. Coach Wacker is a volunteer coach and has not paid herself a coaching stipend since she took over the program in 2014. She has spent thousands of her own dollars to upgrade her facility so that the OCHS team had a place to practice. She has loaned her horses for free and incurred the costs of vet fees at her own expense. There is absolutely no evidence of profiting from being the OCHS OHSET coach.

Failure to Comply with Injury Protocols

Anytime an athlete falls off a horse it must be reported to OHSET and if the student/athlete is injured to the OCHS Athletic Department. Coach Wacker has always reported any and all falls to OHSET and to the OCHS Athletic Department. For OHSET reporting the

team advisor emails the form to the Tri Valley District Chair or hand delivers at the district meeting or even a meet. The District Chair then forwards it on to State. OHSET only keeps records for one year before they are destroyed unless it is a major injury. For OCHS reporting they fill out the OCSD Accident Form and submit it to the Athletic Department and/or the OCHS Athletic Trainer. [REDACTED] was kicked during drill and had an injured leg. This happened while Coach Wacker was at the district OHSET meeting & [REDACTED] mom was coaching the drill team at an arena in Molalla. This was only practice in 5 years that Coach Wacker has not been in attendance. The prior year [REDACTED] was in a serious accident (not regulated by the OCHS OHSET program) at the Molalla Buckaroo where she sustained injuries when her horse collided with another in a drill competition. Her horse had a fractured leg & was put down.

There is no evidence that proper reporting procedures have been violated and actually there have been very few injuries with the Oregon City HS OHSET team.

Conclusion

After spending countless hours of communicating with former and current student/athletes, talking with OHSET program leaders throughout the state, researching all of the allegations and reading through over 100 letters and countless emails for and I have concluded and recommend that Angie Wacker is to remain as the OCHS OHSET coach. She is well respected throughout the OHSET world as a good coach and is a positive asset to the student/athletes in her program. I do however want to note that no program or coach in the OCHS Athletic Department is perfect and that all programs and coaches are constantly striving to become better. There is always something to work and we can always do our jobs better. This is the expectation I have of all of the programs, coaches and of myself.