

Lancaster ISD Job Description

Human Resources Department

Athletic Trainer
Revised: November 2024

Job Title: Athletic Trainer

Exemption Status/Test: Exempt/Professional

Reports to: Athletic Director

Dept./School: Athletics

Salary: Administrative Professional Pay Grade 3

Primary Purpose:

Plan, coordinate, and supervise all components of the athletic training program for student athletes. Work under the direction of the team physician to prevent, recognize, assess, manage, treat, and recondition athletic injuries and illnesses.

Qualifications:

Education/Certification:

- Bachelor's degree
- Master's degree preferred
- Valid Athletic Training license from the Texas Department of Licensing and Registration (TDLR)
- NATA Certification preferred
- Current adult cardiopulmonary resuscitation (CPR) and automated external defibrillator (AED) certification
- Myofascial Release, instrument assisted soft tissue therapy or other soft tissue certifications and training preferred

Special Knowledge/Skills:

- Knowledge of therapeutic modalities and injury prevention
- Ability to provide emergency care and rehabilitation for student athletic injuries
- Ability to instruct and supervise student athletes and assistants
- Strong organizational, communication, and interpersonal skills

Experience:

5 years of experience as an athletic trainer preferred

Major Responsibilities and Duties:

1. Plan and implement a comprehensive athletic injury and illness prevention program for student athletes.
2. Provide physical conditioning training to student athletes.
3. Attend practice sessions and athletic contests and prepare athletes using protective techniques and devices as needed.
4. Provide emergency or continued care and refer athletes to physician for definitive diagnosis and treatment.
5. Detect and resolve risks to athletes and determine continued participation in athletic events.

6. Develop and establish specific procedures to be carried out in the event of a medical emergency.
7. Provide health care information and counsel and instruct student athletes on subject matter related to athletic training.
8. Establish and maintain effective communication with students, parents, medical and paramedical personnel, coaches, and other staff.

Rehabilitation/Reconditioning

9. Plan and implement a comprehensive rehabilitation and reconditioning program for injuries and illnesses sustained by student athletes.
10. Determine therapeutic goals and objectives for individual athletes, apply therapeutic modalities, and instruct athletes on proper use of exercise equipment.
11. Fit injured athletes with specialized equipment and oversee its use.
12. Evaluate and record rehabilitation progress of athletes. Develop criteria for progression and return to practice and competition.
13. Follow and enforce professional, ethical, and legal parameters regarding use of drugs and therapeutic agents for treatment and rehabilitation of injured athletes.

Administration

14. Coordinate scheduling of athletic physical examinations and screening.
15. Select, train, and supervise student assistants.
16. Compile, maintain, and file all reports, records, and other documents including medical, accident, and treatment records as required.
17. Maintain an inventory of training supplies and equipment. Requisition additional supplies as needed.
18. Perform other duties as assigned.

Supervisory Responsibilities:

Direct the work of student assistants.

Mental Demands/Physical Demands/Environmental Factors:

Tools/Equipment Used: Exercise equipment and devices including stationary bike, pulleys, weights, whirlpool, paraffin bath, ultrasound equipment, and cold packs; automated external defibrillator (AED)

Posture: Prolonged standing; frequent kneeling/squatting, bending/stooping, pushing/pulling, and twisting

Motion: Continual walking; moderate reaching

Lifting: Frequently moderate lifting or carrying (15-44 pounds)

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Environment: Work outside (exposure to sun, heat, cold, and inclement weather) and inside; exposure to noise; exposure to biological hazards, bacteria, and communicable diseases; frequent districtwide and statewide travel

Mental Demands: Maintain emotional control under stress; frequent prolonged and irregular hours This document describes the general purpose and responsibilities assigned to this job and is not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Employee Signature

Date