

Providence - Oregon
Providence Sports Medicine

April 27, 2026

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Attention To:
Gresham-Barlow School District
Attention: Sara Deboy, Assistant Superintendent
Regarding:
Athletic Training Services
Request for Proposal No. 2026 -002

Dear Evaluation Committee,

Providence Oregon is pleased to submit the enclosed proposal to provide Athletic Trainer Services for the Gresham-Barlow School District in response to RFP 2026-002. Providence has proudly partnered with schools throughout the Portland Metropolitan Area since 2015, delivering high-quality athletic training services that prioritize student-athlete safety and injury prevention. Through this proposal, Providence seeks to establish a new partnership with the Gresham-Barlow School District to provide professional, consistent, and reliable athletic trainer services.

The attached proposal outlines Providence's commitment to supplying full-time, certified Athletic Trainers, along with clinical oversight and direction of medical services. Services would be provided for the contract period July 1, 2026, through June 30, 2028, supporting athletic programs at Gresham High School and Sam Barlow High School. Providence proposes to deliver these services to both schools at a total cost of ██████████ for the full contract term. We are confident that our experience, clinical expertise, and collaborative approach will support the health and success of Gresham-Barlow student-athletes and athletics staff.

Thank you for your consideration. We appreciate the opportunity to respond to this request and look forward to the possibility of serving the Gresham-Barlow School District. Question about this proposal may be directed to the following individual:

Stacey Cochran, PT, DPT
Sr. Manager, Providence Sports Medicine
503-720-9500 | stacey.cochran@providence.org

Sincerely,



Stacey L. Cochran, PT, DPT

Providence – Oregon Proposal: GBSD RFP 2026-02

Cost Proposal

Year One Barlow: [REDACTED]
Year One Gresham: [REDACTED]
Year Two Barlow: [REDACTED]
Year Two Gresham: [REDACTED]

TOTAL All Inclusive 2-year contract: [REDACTED]

**The total two-year cost includes a 5% general adjustment in year two.*

Indirect administrative overhead charges are included in this rate including costs for position supervision, direction, and physician preceptors. GBSD will pay only for services and items set forth in this cost proposal. Rates shall be valid for the entire two-year term of the resulting contract unless specified in the documentation.

HIGH SCHOOLS COVERED:

Gresham High School: 1200 N. Main Ave., Gresham, OR 97030

- Number of Athletic Trainers: 1 full-time equivalent

Barlow High School: 5105 S.E. 302 Ave., Gresham, OR 97030

- Number of Athletic Trainers: 1 full-time equivalent

SERVICES PROVIDED:

Certified Athletic Trainer services for Varsity and Junior Varsity (JV) athletes for home and away contests and practices, and for Freshman athletes home contests and practices when Varsity and JV priorities don't conflict. GBSD Youth as needed and requested. Oversight, care and management of student athletes as outlined in Section 2. Scope of Services and prioritized per Providence Athletic Training Triage Matrix.

Providence – Oregon Proposal: GBSD RFP 2026-02

Reference Sheet

Reference 1:

[Redacted text block for Reference 1]

Reference 2:

[Redacted text block for Reference 2]

Reference 3:

[Redacted text block for Reference 3]

Providence – Oregon Proposal: GBSD RFP 2026-02

1. Executive Summary

Qualifications and Capacity

Providence – Oregon is part of Providence St. Joseph Health, one of the largest not-for-profit integrated health systems in the United States. We are committed to providing for the needs of the communities we serve. Providence takes sustainability very seriously and has set a goal to be carbon negative by 2030. Across the entire health system, we are making meaningful changes resulting in significant progress including the reduction of greenhouse gas emissions, waste and minimizing chemicals of concern. We know this can only be achieved through an all-hands-on-deck approach, so every caregiver working for Providence receives on-going sustainability training.

Our system includes more than 120,000 employees, roughly 25,000 in Oregon, serving in a diverse range of ministries. We employ certified athletic trainers for school outreach and clinical work in our integrated system and are one of the largest contractors of athletic trainer services to schools in Oregon. We currently serve 13 schools in the Portland Metro area, 7 in Medford, and 1 in Vancouver, WA. Our size and commitment to our Athletic Trainer programs allows us to focus on high quality service and consistent approaches to athlete care. Each athletic trainer is carefully screened and must be certified by the National Athletic Training Board of Certification (NATA BOC) and licensed as an Athletic Trainer in Oregon. Please see attached job description, licensure and resumes.

At Providence, our Athletic Trainers are an essential member of our integrated health care system, serving a vital role as a mid-level provider and medical experts in comprehensive musculoskeletal care ranging from prevention, assessment and evaluation to acute injury management and triage. AT's serve as first responders, performing rapid, on-field injury assessments and triage to determine the severity of injuries and the need for emergency care. They operate under the guidance of Providence Sports Medicine physicians and collaborate with team physicians to ensure that medical decision-making is taken out of the hands of coaches and that best practices are followed. The high-quality medical oversight that student-athletes receive from our Providence providers has proven to improve MSK injury outcomes, student well-being, and the safe return to sport following an injury.

Project Understanding

This outlines the general agreement and direction regarding Providence providing athletic training coverage for two Gresham-Barlow School District High Schools. This includes a statement of intent to provide services based on the understanding of the project.

1. Providence provides full-time athletic trainer coverage for all identified GBSD high schools. Athletic trainers will be available for the term of the contract. School will provide access for training room set up prior to the start of Fall sports.
2. Athletic trainers will provide coverage to student athletes on a full-time basis for the school year, risk prioritized.
3. Athletic Trainers will be given Providence staff uniforms and athletic trainer bags for their use at their assigned high school.
4. Providence Athletic Trainers will report to the Senior Manager of Providence Sports Medicine and be coordinated by the Athletic Training program supervisor. Staff development and ongoing continuing education will be provided at the discretion of Providence guidelines and requirements.
5. Individual school athletic directors will partner with onsite athletic trainers to develop a weekly schedule that aligns with their school athletic priorities.

Project Understanding: *Continued, GBSD RFP 2026-02 from Providence*

6. Consumable training room supplies and training room equipment purchase are the responsibility of each individual school, however the athletic trainer will manage the inventory and ordering. As a cost savings measure, schools may choose to opt in to pre-purchase consumable training rooms supply program through our medical supply partners.
7. HIPPA Compliant documentation will be done via an online electronic medical record platform. Providence will allow access for coaches, parents and athletes to the injury reporting and communication platform throughout the covered school year.
8. Whenever possible, Providence and affiliated physicians will help provide on-site physician medical coverage for home varsity football games.
9. When applicable and requested by the athlete and/or their family, Providence athletic trainers will provide a warm hand off to Providence physicians for athlete follow-up medical care.
10. Providence will pursue opportunities to engage athletes over the summer for health education and intervention.
11. Providence will provide coverage for GBSD middle school events as requested.
12. Athletic trainers will be expected to develop and implement educational opportunities for coaches, parents, and athletes. These may include concussion education and protocols, active dynamic warm-ups for ACL injury reduction strategies, and general health and wellness programs.

Triage Matrix

Providence Sports Medicine ATC Coverage Priority Matrix

Fall Sports Coverage in order of Priority:

1. Football (High # athletes, High Emergent Risk)
2. Soccer (Medium # athletes, Med/High Emergent Risk)
3. Volleyball (Low # athletes, Medium Emergent Risk)
4. *XC (High # athletes, High injury Risk, though low emergent Risk)

Winter Sports Coverage in order of Priority:

1. Wrestling (High # athletes, High emergent Risk)
2. Basketball Women's (Medium # athletes, Med/High emergent risk)
3. Basketball Men's (Medium # athletes, Med/High emergent risk)
4. Swimming (Medium # athletes, Low emergent risk)

Spring Sports Coverage in order of Priority:

1. Track (High # athletes, High emergent risk)
2. Men's LAX (Medium # athletes, High emergent risk)
3. Baseball (Medium # athletes, Medium emergent risk)
4. Women's LAX (Medium # athletes, Medium emergent risk)
5. Boy's Volleyball (Medium # athletes, Medium emergent risk)
6. Softball (Medium # athletes, Medium emergent risk)
7. Tennis and Golf (Low # athletes, Low emergent Risk)

Game versus Practice Coverage:

- *Scenario 1: Football practice vs soccer match*
 - Cover soccer match if on campus, ATC available by phone for football practice.
 - If soccer match is off campus, ATC cover football practice, and ATC available by phone for soccer match
- *Track Practice vs Softball/Baseball game:*
 - ATC cover Track practice, but ATC is available by phone for Softball/Baseball game
- *Home games that take place at off-site venue (example: Baseball/Softball):* ATC will cover the off-site home match so long as there are no other high volume/high risk sport practices occurring at school

Coverage for Invitationals, Districts, Showcases, etc:

- Providence will attempt to provide adequate ATC coverage for large district events such as invitationals, districts, or showcases. If an ATC is being asked to help cover for another large event, it is the ATC's responsibility to clear the coverage days/times with his/her AD prior to the event. There may be coverage situations that require multiple ATCs at one venue, or ATCs rotating at one venue, covering their "home" team.

Club Sport Coverage Policy: We do not want to turn away an athlete because he/she is in a club sport v OSAA sport athlete

- No direct club game or practice coverage unless arranged specific to that school
- If there is a club game on campus and an emergent injury occurs, ATC can assess if ATC is on campus
- If club sport athlete walks into ATR for evaluation, ATC should perform evaluation. ATC can treat and manage if ATC feels they have the bandwidth, or can refer on to other appropriate health care providers.

Experience and Past Performance

Providence provides Athletic Trainer services to various schools in Oregon and Washington:

Current Metro Area coverage:

1. Sherwood High School, 2018-Present
2. Portland Interscholastic League, 2015-present
3. Central Catholic High School, 2016 – present
4. La Salle High School, 2017 – present
5. Oregon City High School, 2018 – present
6. Estacada High School, 2020 – present
7. Newberg High School, 2025 – present
8. Seton Catholic High School, 2024 – present

Current Medford Area coverage:

1. South Medford High School, 2016 - present
2. North Medford High School, 2016 - present
3. Ashland High School, 2024 -- present
4. Cascade Christian High School, 2016 - present
5. Eagle Point High School, 2016 - present
6. Phoenix High School, 2016 – present
7. Crater High School, 2016 – present

Previous Oregon coverage:

1. Centennial High School, 2017- 2025
2. Canby High School, 2019-2025
3. Hood River High School, 2018- to 2025
4. St. Mary's High School, Medford 2016 - 2025

In addition to high school athletic training coverage, Providence Athletic Training program provides onsite athletic training coverage to the following community groups:

We are Camp – Mt. Hood, Oregon

We Are Camp is a youth-focused outdoor recreation and experiential education organization located on Mt. Hood, Oregon. Participants engage in a variety of athletic and adventure-based activities that carry inherent risk for musculoskeletal injury, acute illness, and environmental exposure.

Providence Athletic Training services at We Are Camp include onsite athletic training coverage with a focus on injury prevention, immediate injury assessment and care, concussion evaluation and management, wound care, and triage for emergency medical needs. Athletic trainers coordinate care with camp leadership and emergency medical services when necessary and support participant safety throughout daily programming.

Coverage dates – June, July and Aug of 2024 and 2025

Thorns Academy – Portland, Oregon

Thorns Academy is a Portland-based youth soccer development program affiliated with the Portland Thorns organization. The academy provides year-round, competitive soccer training and match play for youth athletes, emphasizing skill development, athletic performance, injury prevention, and long-term athlete health.

Providence Athletic Training services at Thorns Academy include onsite athletic training coverage for practices and games, with services focused on injury prevention, immediate injury assessment and care, concussion assessment and management, and triage for emergent medical needs. Athletic trainers also support return-to-play decision-

Experience and Past Performance: *Continued, GBSD RFP 2026-02 from Providence*

making, collaborate with coaching staff regarding athlete availability, and coordinate care with sports medicine physicians when indicated

Coverage – November through May, 2023 – current

Additional details and references available upon request.

Athletic Trainer Job Description:

Athletic Trainer

J O B D E S C R I P T I O N

JOB INFORMATION

Primary JDID:	11317_14891
Job Title:	Athletic Trainer
Job Content Title:	Athletic Trainer
FLSA:	Exempt
Original Creation Date:	2/18/2018 12:00:00 AM

ORGANIZATIONAL INFORMATION

Region:	OREGON
Reports To:	Supervisor, Manager and/or Director

Key Relationships:

Reports to the Manager of Rehab Services or Director of Clinical Operations for Sports Medicine. Collaborates with the assigned coaching, staff(s) and appropriate school administration or general manager where applicable. Collaborates with the Team Physician and Medical Director for Sports Medicine.

MISSION, VALUES, VISION and PROMISE

The Mission:	As expressions of God's healing love, witnessed through the ministry of Jesus, we are steadfast in serving all, especially those who are poor and vulnerable.
Our Values:	Compassion, Dignity, Justice, Excellence and Integrity
Our Vision:	Health for a Better World
Our Promise:	"Know me, care for me, ease my way."

GENERAL SUMMARY

The Athletic Trainer provides athletic training coverage/support for sport team/school assignment(s) as directed by the Clinical Supervisor for Rehab Services or Sports Medicine. Provides and assists in the coordination of activities that include injury prevention, immediate assessment/evaluation/treatment of injuries and appropriate triage of injuries.

MAJOR CHALLENGES:

- Securing supplies and equipment when schools are under tight budget restrictions.
- Maintaining flexibility and adaptability to meet the changing needs as well as prioritizing these needs.
- Effectively managing matrixed reporting relationships, (i.e. coaches, team physicians, lead physical therapist, ATCs etc.) when providing services.

Patient Population Served: Adolescent, Adult

Consequently, the employee must be competent in the interpretation of a patient's self-report or behavior, and this information must be interpreted with an understanding of the cognitive, physical, emotional/psychosocial and chronological maturation process. The treatment of patients should be individualized and should reflect an understanding of the developmental needs and range of treatment needs for each patient.

ESSENTIAL FUNCTIONS

The job duties listed are essential functions of the position. However, other duties may be assigned, and may also be considered essential functions of the position.

The caregiver must be sufficiently fluent in the English language to satisfactorily perform the essential functions of the position.

The degree of fluency required will vary depending upon the nature of the position.

Caregivers are expected to honor the Mission, Values, Vision and Promise and adhere to the Code of Conduct, policies and standards of their organization.

For direct patient care roles: Performs and maintains currency of essential competencies as required by specific area of hire and populations served.

- Assesses and provides appropriate injury prevention, management and rehabilitation to athletes within the guidelines of the N.A.T.A. and state licensing board regulations.
- Evaluates athletes and initiates appropriate treatment using accepted techniques in the school(s) setting.
- Communicates and advises frequently and effectively with others involved in the care of athletes regarding scheduling, treatment plans, progress and participation status.
- Provides and maintains accurate, thorough, legible and timely patient and non-patient related documentation, handwritten and/or computerized, in accordance with department and school district policies and procedure.
- Keeps informed of health care issues, changing department procedures, and other department information by attending staff/team meetings and/or reading staff meeting minutes, e-mails, and newsletters.
- Demonstrates flexibility and adaptability to adjust daily schedule to meet service area demands and cover special events as requested.
- Performs duties in compliance with departmental policies, procedures, timelines, and productivity standards.
- Provides a comfortable, orderly, clean, and safe work environment, securing appropriate supplies as necessary. Promote injury prevention by communicating with coaches and school personnel in identification of potential concerns.

EDUCATION

Required/Preferred	Education Level	Major/Area of Study	And/Or
Required	Bachelor's Degree	Health related field.	Or equivalent educ/experience

EXPERIENCE

Required/Preferred	Minimum Experience	Details
Preferred	2 years	Experience working in school/college environment as an athletic trainer.

JOB SPECIFIC KNOWLEDGE, SKILLS and ABILITIES

- Adapt and respond effectively to multiple demands.
- Able to work in a variety of environments with many distractions and noise.
- Ability to utilize available exercise and modality equipment as approved by NATA.
- Ability to travel between facilities in an efficient manner.
- Must be able to travel between sites in a timely manner as assigned.

LICENSES and CERTIFICATIONS

Required upon hire: Oregon Athletic Trainer License (Vendor Managed)

Required upon hire: National Provider BLS - American Heart Association (Vendor Managed)

Required upon hire: BOC (Board of Certification of athletic trainer's membership)

Required upon hire: In compliance with company policy and state regulations, a Department of Human Services (DHS) criminal background check is required for this position (PL 540 and 580 only).

Licensure and Certification Verification – Providence Athletic Trainers

<u>ATC Name</u>	<u>BOC Cert #</u>	<u>Exp Date</u>	<u>OR License #</u>	<u>Exp Date</u>	<u>Verification Date</u>	<u>Verifying Party</u>	<u>Verification Method</u>
Andrew Akins	██████████	██████████	██████████	11/30/2026	4/2/2026	Jenni Ludtke LAT, ATC	BOC/OHLO website
Emma Anderson	██████████	██████████	██████████	10/31/2026	4/26/2026	Jenni Ludtke LAT, ATC	BOC/OHLO website
Gerilyn Armijo	██████████	██████████	██████████	10/31/2026	4/2/2026	Jenni Ludtke LAT, ATC	BOC/OHLO website
Sonnie DaCosta	██████████	██████████	██████████	12/31/2026	4/2/2026	Jenni Ludtke LAT, ATC	BOC/OHLO website
Sara Dethloff	██████████	██████████	██████████	6/30/2026	4/2/2026	Jenni Ludtke LAT, ATC	BOC/OHLO website
Rachel Fox	██████████	██████████	██████████	11/30/2026	4/2/2026	Jenni Ludtke LAT, ATC	BOC/OHLO website
Joel Gray	██	██	██████████	8/31/2026	4/26/2026	Jenni Ludtke LAT, ATC	BOC/OHLO website
Robyn Hasegawa	██████████	██████████	██████████	3/31/2027	4/26/2026	Jenni Ludtke LAT, ATC	BOC/OHLO website
Ashley Heacock	██████████	██████████	██████████	1/31/2027	4/2/2026	Jenni Ludtke LAT, ATC	BOC/OHLO website
Joseph Lopez	██████████	██████████	██████████	6/30/2026	4/26/2026	Jenni Ludtke LAT, ATC	BOC/OHLO website
Jenni Ludtke	██████████	██████████	██████████	1/31/2027	4/2/2026	Jenni Ludtke LAT, ATC	BOC/OHLO Website
Aaron MacInnes	██████████	██████████	██████████	10/31/2026	4/26/2026	Jenni Ludtke LAT, ATC	BOC/OHLO website
Connor McGlothin	██████████	██████████	██████████	7/31/2026	4/2/2026	Jenni Ludtke LAT, ATC	BOC/OHLO website
Kristina Miller	██████████	██████████	██████████	9/30/2026	4/2/2026	Jenni Ludtke LAT, ATC	BOC/OHLO website
Stephanie Morgan	██████████	██████████	██████████	7/31/2026	4/26/2026	Jenni Ludtke LAT, ATC	BOC/OHLO website
Alex Tokonitz	██████████	██████████	██████████	7/31/2026	4/2/2026	Jenni Ludtke LAT, ATC	BOC/OHLO website
Darci Wendeborn	██████████	██████████	██████████	7/31/2026	4/26/2026	Jenni Ludtke LAT, ATC	BOC/OHLO website

2. Key Staff – resumes below

The following staff members, employed by Providence, are providing services at our contracted high schools. Annual evaluation of individuals will take place with input encouraged from each school's athletic director. The ATC staff are directly supervised by the athletic training supervisor. The program is overseen by senior manager of Providence Sports Medicine and is part of a statewide program that directs the athletic training services.

Staff Name	Qualification/Certification
Stacey Cochran	PT, DPT, Program Administrator
Jenni Ludtke	LAT, ATC, Program Supervisor
Alex Tokonitz	LAT, ATC
Andrew Akins	LAT, ATC
Gerilyn Armijo	LAT, ATC
Ashley Heacock	LAT, ATC
Sara Dethloff	LAT, ATC
Connor McGlothin	LAT, ATC
Rachel Fox	LAT, ATC
Sonnie DaCosta	LAT, ATC
Kristina Miller	LAT, ATC
Aaron MacInnes	LAT, ATC
Darci Wendeborn	LAT, ATC
Emma Anderson	LAT, ATC
Joel Gray	LAT, ATC
Joseph Lopez	LAT, ATC
Robyn Hasegawa	LAT, ATC
Stephanie Morgan	LAT, ATC