BRAY ROMAN

2020 FUSD Teacher of the Year | 23-yr Educator/Coach | USF M.A. | Phys. Ed. | Coach | Building student confidence & resilience.

Football-men • Heritage High School-Brentwood, Ca • Fremont, CA

og1coaches.com/p/coachbrayroman

Biography

Coach Roman's professional philosophy prioritizes the holistic development of the student-athlete—establishing personal identity, emotional intelligence, and character-driven leadership as the bedrock for consistent, high-level performance.
Coach Roman drives a culture-first operational model that emphasizes standards-based leadership, relational trust, and comprehensive player development. His leadership approach is grounded in three core tenets:
Person Before Player: Building self-awareness, confidence, and emotional regulation to strengthen adaptability and resilience.
Process Over Outcome: Establishing disciplined habits, preparation protocols, and daily routines that reinforce consistency and elevate performance.
Collective Ownership: Empowering athletes to lead, communicate, and uphold program standards through peer-driven accountability systems.
In his current role at Heritage High School (July 2022 – Present), he leads the “Morning Grind” weight training program, organizes the Varsity practice schedule for quarterbacks, and communicates weekly team updates to players and families. He also oversees the recruiting program to showcase student-athlete profiles, monitors academic progress and goal setting, and guides assistant coaches to promote professionalism and autonomy.
Prior to Heritage, Coach Roman spent six years at John F. Kennedy High School (2016–2022), serving as a Physical Education Teacher and holding the titles of Varsity Head Football Coach (3 years) and Offensive Coordinator/QB Coach (5 years). During this tenure, he was honored as the 2021 Fremont Unified School District Teacher of the Year. He co-developed the GANAS elective program and Accountability Lab mission statement supporting 40 students, and served as a Positive Behavior Intervention Specialist. In 2019, Coach Roman was also awarded $1,000 for his football program by being named Oakland Raiders Coach of the Week.
Throughout his career, he has successfully established a positive, inclusive team culture impacting over 50 student-athletes per season and has successfully mentored 10 student athletes to continue their careers in college football.
Within the academic and athletic community, Coach Roman is recognized for building environments where student-athletes feel connected, supported, and challenged to grow, guided by the belief that “Students don’t care what you know until they know that you care.”

Statement

My life's purpose is to have an empowering and uplifting impact on my family, colleagues, and the student athletes that are entrusted to my care. Each day I focus on growing my awareness and knowledge of my student athletes. I believe that the energy exists within each student athlete to be great.

Achievement

2020 Teacher Of the Year-Fremont Unified School District

“To receive such a high distinction among my colleagues is humbling, and leaves me reflecting on the teachers of FUSD who have sacrificed and worked relentlessly for their classes,” Roman said. “These teachers are not there for accolades, but rather for the greatness that lies within each of their students.”

Oakland Raiders-Coach of the Week Award

Bray Roman of John F. Kennedy High School in Fremont, CA, was named a Tom Flores High School Coach of the Week by the Las Vegas Raiders (formerly Oakland Raiders) back in November 2019. The award recognizes high school coaches for their leadership and impact.

Education

M.A.-Teaching

University of San Francisco

B.A.-Physical Education Teacher Education

California State University, Chico

Feature

2020 Teacher of the Year-Fremont Unified School District

“Bray Roman has a profound effect on our students. He builds confidence in the students who need it most, and goes even further in building community and trust among them and among each other,” added Kennedy High School Principal Edward Velez. “He teaches resilience, trust, accountability, and self-advocacy. The thing about Bray that makes him special is that he chooses to teach intervention for students in need all day, and in a structured and supportive setting. Bray is a hero. He is a gift to this school and our entire community.”

PRINCIPLES

• Prioritizing Authentic Relationships: This principle is guided by the belief that "Students don’t care what you know until they know that you care," emphasizing authentic relationships and values-driven interactions.

• Person Before Player: This core tenet is about building self-awareness, confidence, and emotional regulation to strengthen adaptability and resilience in student-athletes.

• Inside-Out Coaching Philosophy (Holistic Development): This is the overarching philosophy that prioritizes establishing personal identity, emotional intelligence, and character-driven leadership as the foundation for consistent, high-level performance.

• Process Over Outcome: This principle focuses on establishing disciplined habits, preparation protocols, and daily routines that reinforce consistency and elevate performance.

COACHING CAREER

Associate Head Coach - QB Coach - Passing Game Coordinator — Heritage High School-Brentwood, Ca

Bay Valley Athletic League | Football | 2025

Quarterback Coach

Develop quarterbacks through technical instruction, defensive recognition training, and leadership development. Responsible for teaching mechanics, footwork, progression reads, pressure answers, and situational football. Leads film study, practice grading, and individualized development plans while building a

high-standards QB room centered on communication, discipline, and emotional resilience.

Passing Game Coordinator
Designs and implements the team's passing offense, including concept installation, weekly game planning, and coverage-based adjustments. Coordinates route structures, protections, and teaching progressions across all skill positions. Leads passing-game practice periods, opponent breakdowns, and in-game adjustments to maximize efficiency, explosive plays, and quarterback decision-making.

JV Head Football Coach - QB Coach - Offensive Coordinator - Defensive Coordinator — Heritage High School - Brentwood, Ca

Bay Valley Athletic League | Football | 2022 - 2024

Provide leadership and full program management for the junior varsity team, including practice planning, game strategy, player development, and culture building. Oversee position coaches, coordinate weekly installations, and ensure alignment with the varsity program's offensive, defensive, and special teams systems. Develop athletes through fundamental skill progression, competitive standards, mentorship, and academic support. Manage game-day operations, film review, scouting, and opponent preparation while fostering a positive, disciplined, and growth-oriented team environment.

Varsity Head Football Coach - QB Coach - Offensive Coordinator — John F. Kennedy High School

West Alameda County Athletic League-Mission | Football | 2019 - 2021

Provide overall leadership, vision, and operational management for the varsity football program. Direct all coaching staff, oversee player development, implement offensive/defensive systems, and coordinate year-round training. Manage program culture, competitive strategy, game planning, and in-game decision-making. Lead scouting, film analysis, community engagement, parent communication, and academic accountability while ensuring alignment across varsity, JV, and frosh levels. Foster a high-performance, character-driven environment that supports long-term athlete growth and program success.

QB Coach - Offensive Coordinator — John F. Kennedy High School - Fremont, Ca

West Alameda County Athletic League - Mission | Football | 2017 - 2018

Quarterback Coach
Develops quarterbacks through technical instruction, defensive recognition training, and leadership development. Responsible for teaching mechanics, footwork, progression reads, pressure answers, and situational football. Leads film study, practice grading, and individualized development plans while building a high-standards QB room centered on communication, discipline, and emotional resilience.
Passing Game Coordinator
Designs and implements the team's passing offense, including concept installation, weekly game planning, and coverage-based adjustments. Coordinates route structures, protections, and teaching progressions across all skill positions. Leads passing-game practice periods, opponent breakdowns, and in-game adjustments to maximize efficiency, explosive plays, and quarterback decision-making.