



**NO DINX / NCVA HIGH PERFORMANCE
Coaching Policy and Procedures**

Coaches Addendum to Participant Policies and Procedures

1. You have an obligation to be discreet and exemplary in your conduct at all times – on and off the court. Your conduct must bring credit and integrity to our program.
2. By agreeing to become a member of this coaching staff, you have agreed to do your very best to live within the program guidelines.
3. All coaches have the responsibility for confronting and seeking out solutions to team-related problems or issues.

TRAVEL & CAMP CONSIDERATIONS

1. Make sure that the athletes carry personal identification.
2. Know where your athletes are at all times.
3. Enforce the 10:00 pm curfew, and follow hotel/camp rules.
4. Do not leave valuables in hotel rooms.
5. Roommates will be assigned by the staff.
6. Athletes shall use carry-on luggage for uniforms and equipment. Do not lose sight of your equipment.
7. All players must be together as a group.
8. All players will attend all meals and team activities.

PLAYER CONDUCT

1. Curfew is at 10:00 p.m., and lights out is at 10:30 p.m.
2. Members of the opposite sex are not allowed in player rooms, or with the team while traveling.
3. The use of illegal drugs is forbidden. Evidence of drug use shall result in the player taking a flight home.
4. Consequences: The coaching staff will make a determination of which step of the following will be administered:
 - A) Warning
 - B) Suspension
 - C) Flight Home

SUBSTANCE ABUSE

1. The use of illegal drugs is forbidden. Evidence of drug use shall result in immediate termination.

PRACTICE

1. Teach the Acknowledgement Rule: Players are obligated to acknowledge every communication directed at them by staff or teammates. Acknowledgement can be made by spoken word or by gesture. Acknowledgement does not necessarily indicate agreement or acceptance, only that the players have heard the communication. Disagreements and other conflicts can be resolved at a later time.
2. Staff, managers, and others are expected to be in the gym ready to start 15 minutes prior to practice time, and to have a complete practice plan.
3. Overt displays of displeasure or frustration must not occur. We cannot afford losses of emotional control during competition.
4. All coaches and players are responsible for cleaning up their own messes (tape, cups, etc.). All equipment must be kept neatly arranged. Maintain a clean practice facility. Pay attention to details.

5. Ensure that frequent water breaks have been scheduled into your practice plan; the rate should be one such break approximately every 20 minutes. Hydration is critical to performance. You are free to get a drink at any time as long as it does not interfere with drill responsibilities.

COMPETITION

1. Standing at attention during the National Anthem is required.
2. Teach your players that they must be ready for competition at any time. You are responsible for your own readiness for competition.
3. Proper demeanor is expected of all members (athletes, coaches, staff, parents, and supporters) at all competitions; this includes treating members of the officiating crew with respect.
4. No food, no drinks, and no chewing gum are allowed in any competition facility. The team may be penalized if parents or supporters disobey this rule.
5. Only players and staff are permitted to wear uniform items, including warm-up jackets.
6. Each coach is responsible for securing his/her own equipment.

Coaching Competencies

PERSONAL AND PROFESSIONAL COMPETENCIES

1. Philosophy and Ethics

Coaches will:

- Maintain a reasonable perspective about winning; understand that the welfare of athletes takes precedence over winning.
- Improve the quality of each athlete's sports experience.
- Consciously and purposefully demonstrate great enthusiasm for coaching and learning.
- Encourage commitment and pride in athletics.
- View coaching as challenging – but not overwhelming.
- Leave coaching problems at work in order to prevent them from interfering with other areas of life.
- Stress fundamentals first, as well as a philosophy that "Sports is Fun!"
- Strive to provide playing time for all athletes.
- Limit physical contact with athletes. Realize that such contact may give the appearance of favoritism or inappropriate behavior.

2. Knowledge of Coaching Methods

Coaches will:

- Learn from and share ideas with peer coaches.
- Seek to further coaching skills so as to increase coaching effectiveness and remain current.
- Systematically review individual and team progress, and evaluate all players throughout the program; help them understand and set appropriate performance goals.
- Design and conduct practices based on physiological principles of training and biomechanically safe skill development.
- Pace drills appropriately for athletes' development at competition speed.
- Conduct coach-oriented drills (average to above-average, depending on the player's skill level).
- Understand and teach fundamental skills, strategies, and rules of your sport, and provide athletes with accurate information.
- Use innovative coaching techniques and ideas in addition to sound, proven methods.
- Demonstrate a strong understanding of basic game knowledge and strategy of your sport.
- Progress from teaching isolated skills to practicing skills in game-like situations.
- Progress from teaching easier skills/drills to more advanced skills/drills.
- Progress from teaching simple strategies to more complex strategies.
- Teach skills in the proper sequence and according to developmental competencies, thus ensuring the building of skills.
- Understand learning theories, and teach to a variety of learning styles and capacities.
- Ensure that team performance in competition is consistent with development of appropriate challenges for entry-level athletes.

3. Image and Role Model

Coaches will

- Communicate a positive professional image.
- Act as a good role model at all times.
- Maintain physical condition adequate for fulfilling various coaching roles.
- Emphasize and model healthy lifestyle behaviors in nutrition, stress management, safety, and respect for the body.
- Model appropriate appearance, manners, behavior, language, and conduct at practices and matches.

PLANNING AND ORGANIZATIONAL COMPETENCIES

1. Career and Program

Coaches will:

- Establish realistic written goals and team rules/guidelines/policies for athletes/team/self/staff.
- Maintain a formal system for planning daily, weekly, and yearly activities – prioritizing effectively.
- Emphasize performance goals over outcome goals.
- Communicate the fundamental philosophy, skills, and strategies to be taught by staff.
- Cooperate and assist feeder program coaches in developing an integrated programmatic path for athletes.
- Select assistant coaches with complementary skills based on personal strengths.

2. Daily and Weekly

Coaches will:

- Plan and supervise all practices and supervise assistant coaches.
- Prepare for daily practices with staff.
- Recognize practice/match plans that are not working and review them appropriately with prepared alternatives.

COMPENSATION AND PAYMENT FOR SERVICES

In return for services rendered and consistent with corporate policy, you will receive round-trip travel expenses to the site of the event (tournament), an honorarium and lodging. Per Diem during the time assigned to the event will be provided as long as meals are not provided during the event.

The Per Diem has been established at a rate of \$40.00 per day. You will receive an honorarium of \$1,500.00 if in the Head Coach position or \$1,200.00 if in the Assistant Coach position.

Should you be unable to travel after travel arrangements have been made, you will be held responsible for all cost and/or fees incurred for your travel expenses and any additional costs incurred arrange travel for your replacement.

TERM/TERMINATION

This Agreement shall terminate automatically on your arrival home after the tournament.

CONFIDENTIALITY

You will not, at any time or in any manner, either directly or indirectly, use for personal benefit or for the benefit of a club and/or teams you are affiliated with during the club season, recruit players from the No Dinx / NCVA High Performance Program, or divulge, disclose, or communicate in any manner any information that is proprietary to the NCVA. Translation: Coaches will not recruit to their or any other club or team, including any other volleyball programs with which you may be involved.

PRACTICES

You are required to attend all practices. You are required to enforce practice attendance for all players. All players are required to attend all practices.

ASSUMPTIONS

As a coach of the No Dinx / NCVA High Performance Program, you are not considered an employee of the NCVA, and as such you are not entitled to such fringe benefits usually accorded employees of the NCVA. You are an independent contractor.

Should you be unable to attend the tournament, for any reason, you are responsible for any travel booked on your behalf. If a flight has been booked, the NCVA will give you the information for the flight and how to change the flight once you have reimbursed NCVA for the cost.

LODGING

Each coach will be required to share a room with another coach so long as the numbers and gender-mix allow for this. Those requesting to be assigned a single room, or to share their room with someone not associated with the program, are personally liable for one-half of the room cost, including all taxes.

COACHES' UNIFORMS

Uniforms supplied by the NCVA must be worn when coaching at the tournament. Staff uniforms from prior years may be worn IF every coach on the team is wearing the same uniform. Coaches must wear matching clothing during games or event functions; uniform shoes are required.

COACHES' BEHAVIOR POLICY

All coaches and personnel of the No Dinx / NCVA High Performance Program are expected to act in a professional and appropriate manner at all times while representing the NCVA, whether or not they are in the playing venue.

When coaches attend an official No Dinx / NCVA High Performance function, whether as a guest, a spectator, a person responsible for any portion of the High Performance Program, or in any circumstance where coaches are perceived as representing the NCVA, Coaches will:

- Act in a courteous manner toward all persons, including all event staff.
- Dress appropriately for the situation.
- Refrain from criticizing or making disparaging remarks about other USAV / NCVA leadership, USAV / NCVA programs, USAV / NCVA business partners or associates, or other USAV / NCVA staff members.
- Never be under the influence of alcohol or illegal substances while performing duties for the NCVA.
- Never bring alcohol into a facility where competition is being conducted, unless an official adult NCVA social event, at which it is appropriate to consume alcohol, is also being conducted.
- Never consume alcohol or use illegal substances while on duty at an NCVA High Performance event. It is strictly prohibited.
- Always adhere to all official, written/published USAV / NCVA Codes of Conduct and established financial policies and practices.

I, THE UNDERSIGNED, HAVE READ AND UNDERSTAND THE FOREGOING POLICIES AND PROCEDURES AND, BY SIGNING, AGREE TO ABIDE BY THE SAME.