



Player/Parent Handbook 2019-20

We Not Me.

Hard work beats talent when talent stops working hard.

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INTRODUCTION

The Player/Parent Handbook has been created by Puyallup Juniors Volleyball Club (PJVBC) to better inform you about the club's organization, the club's rules and regulations, and the club's expectations of each player and parent. The director is responsible for setting policies and overseeing the operations of the club. The club director is responsible for implementing policies, managing, and operating the club. The club expects the coaches, players, and parents to appreciate and adhere to the philosophy, policies and guidelines outlined in this Player/Parent Handbook. It is the club's goal to provide its members with a rich experience that will stay with them!

About PJVBC

PJVBC was formed as a place for girls to compete in a higher level of play. Puyallup Juniors has been around for twenty years. In 2009 the club was restructured and began to grow to new heights by creating five competitive teams. We believe in teaching the fundamentals of volleyball and the benefits of hard work. The philosophy of "Hard Work Beats Talent" and "We Not Me" are words that we live by and that drive our club, and also help build character in all the athletes associated with our club. In the 2011 season, we had seven teams with three of them in the top eight in Power League. We continued to grow today with the addition of our own facility, giving our players a place to be proud to call their own. Running practices, camps and clinics at our own facility enabled us to have top finishes in Power League, League Tournaments, Bid Tournaments and Qualifiers and, for the first time in PJVBC's history, we received our first bid to The Girls Junior National Championships. In the 2013-14 seasons we had several top 5 finishes at National Qualifiers and a first place finish in Power League!

Philosophy

PJVBC strives to improve the skill level of players through quality coaching of the fundamentals of the game while promoting respect and the importance of good sportsmanship. PJVBC is dedicated to providing its athletes with the technical, tactical, physical and mental training needed to promote the desire to compete at the highest potential as a junior volleyball player. PJVBC promotes honesty, integrity, commitment and hard work as the foundation of our reputation and success. The players who participate in our program will learn teamwork, self-discipline, goal setting, personal responsibility, the setting of high standards and the excitement of individual and team achievements. For the youngest players, we will develop a solid base of fundamental skills and foster a passion for the sport. As players progress through the program, we will provide the path to excellence that allows each and every athlete to test their limitations. We believe players will only find their true potential by stepping out of their comfort zone and constantly testing their physical and mental limitations.

**Our motto at Puyallup Juniors Volleyball Club is:
“Hard work beats talent when talent stops working hard.
We not me.”**

Club Organization

PJVBC is a registered not-for-profit corporation in the state of Washington with the sole purpose to build competitive junior volleyball teams. All funds raised are reinvested into the club to meet the goal of achieving the highest level of competitive teams possible. Maria Brauner and her husband Chris are the president and vice president as well as owners of PJVBC. Maria is the club director, responsible for running the daily operations and all decision making regarding PJVBC business and finance.

USA Volleyball Junior Program and Membership

USA Volleyball is the national governing body along with the US Olympic Committee and is responsible for local, regional, national and international competition. The country is divided geographically into regions. PJVBC resides in the area known as the Puget Sound Region and is licensed to operate within the Puget Sound Region of USA Volleyball (PSR-USAV).

Prior to tryouts players must register online with USA Volleyball for a Junior Tryout Membership at www.psrvb.org/register. Once a player has committed to playing for a club they must return to the site and change their Junior Tryout Membership to a Junior Program Member, listing PJVBC as their club. Membership must be renewed annually and it is the responsibility of each player to register and pay the associated fees. All full members receive a subscription to the national publication, Volleyball USA and are covered by secondary sport accident insurance. All players, coaches, directors, team representatives, chaperones, managers, trainers, and participants must be registered in the proper classification prior to entering any sanctioned competition. Both coaches and players must be registered with a specific team or club. Once a player or coach is registered they may play or coach only with that club for the remainder of the season. If a player quits or wants to switch clubs, then a transfer policy must be followed and PJVBC must release the player before they can play for another club.

Register online at: www.psrvb.org/register

Puget Sound Region's website is: www.psrvb.org • USA Volleyball's website is:
www.usavolleyball.org

Power League / Regionals / Championships

All PJVBC teams will compete in Puget Sound Regions Power League and Regionals tournaments. The first Power League Tournament is a very important seeding tournament giving teams a chance to immediately move up or down many positions. Over the course of the season, teams will compete in Power League Tournaments each month January through April and the Regional Tournament in late April.

All PJVBC National teams will compete in National Qualifier tournament(s) to try to obtain a bid to the Girls Junior National Championships. The GJNC is a national elite tournament which requires teams to win a bid at a qualifier or through a bid tournament to play in the Open, National or American divisions. There is also a Patriot division in which spots are secured though a first-come basis. All PJVBC National teams will compete in the Patriot Division of the GJNC if accepted. The venue changes each year, and all National team players are expected to attend this tournament as part of the season, no matter the division. The GJNC takes place in late June, early July. Other travel tournaments and qualifiers may be announced and are at the director's discretion. Tournament participation is not guaranteed and the club director reserves the right to change the teams competing in various tournaments. A list of scheduled tournaments will be provided to each player after signing. Some associated expenses for additional qualifiers and GJNC are not included in the club player fees.

Playtime

PJVBC is a competitive club with the ultimate goal of competing in the Junior National Championships. To achieve this coaching staff will field the most competitive teams possible; therefore playing time will not be equal. Players and parents are advised that time spent participating in practice, your attitude, as well as knowledge and skill determine playing time with PJVBC – not your club player fees. Players are guaranteed equal practice opportunities, but not necessarily equal playing time. Your club player fees only guarantees practice time and instruction by qualified coaches. They are not a guarantee of equal or a specified amount of playtime compared to other players. Coaches will provide for a fair amount of playing time for every player, but not an “equal” amount. It is expected that players understand and accept their role as defined by their coaches, and concede that the overall performance of the team has priority over the individual needs. If you would like to talk to your coach about this, please refer to the communication section on page 14 for the most effective way to approach your coach. A player’s court time will be at the discretion of the coaches and will make every effort to utilize each player’s ability to best serve the team’s needs. ***Do not approach a coach during a tournament regarding playing time issues. Wait 24 hours after the tournament before approaching the coach with your concerns.***

Club Registration, Contracts & Release Forms

There are forms that must be read and signed, and returned to the club before any player will be allowed to participate in practice or tournaments. Club Player/Parent Agreement

Contract This contract covers among other things, the financial obligations. Be sure to read through this document carefully; players and parents will be expected to follow the rules and financial obligations therein.

Photo Release This form allows all photos to be used by PJVBC.

USA Volleyball Waiver, Medical History and Release This form serves as a release form to be used in the event of player injury at a practice or tournament requiring immediate medical attention. The form also serves as a waiver of liability/responsibility against the USAV, PSRVB, PJVBC, its coaches, administrators, and directors, in the event of player injury(s).

Concussion Information Sheet This form goes over important information parents and athletes needs to know regarding concussion signs and symptoms, this form is also known as the “Zackery Lystedt Law”.

PJVBC SEASON

The PJVBC season begins for all team with tryouts in November and ends in April for Regional Teams. For National Teams the season ends in May or in early July for teams participating in the Girls Junior National Championships. All practices, speed & agility training will be held at Sunrise Courts, 16719 110th Ave. East, Suite A, Puyallup, WA 98374.

PJVBC Teams

All National Teams, in each age division, will be designated as high performance teams. Regional Teams will be secondary performance teams. PJVBC believes that acceptance by a player to participate on a PJ team will require the player to be committed to the team, disciplined, focused and responsible. All players should be prepared to participate in at least two practices each week and attend all competitions. National Team players are expected to attend all travel tournaments. Coach's travel costs are included in the player's tuition for all travel tournaments with the exception of the Girls Junior National Championship Tournament and or AAU National tournament. Player's travel costs are not included in the player's tuition. It is expected that all players participate in speed and agility training at least twice a week in conjunction with practices. Player attendance is mandatory for both practice sessions and conditioning training. Most competitions are held on Saturday or Sunday with some 2 and 3 day tournaments.

Tryouts

PJVBC does not guarantee that every player that attends our tryouts will be selected for one of our teams. Tryout information will be posted on our website. All players wishing to attend our tryouts must first register online with USA Volleyball for a Junior Tryout Membership at www.psrvb.org/register, and complete all required registration forms found at www.pjvbc.com and bring them to tryouts. When a player has been selected for one of our teams, PJVBC will make an offer to join our club for upcoming season. The player and parents will then be asked to verbally accept the offer. If accepted, the player will have until the signing date to formalize the agreement by submitting a signed club contract and fulfilling the financial commitment. If the offer is denied/deferred, PJVBC may reserve the right to offer the opportunity to another player.

Uniforms

The club will provide each player with a uniform package. All players are required to purchase and wear designated club crew socks, black volleyball shoes with their uniforms to all tournaments. Any item lost, damaged or stolen will be replaced at the player's expense. Additional uniform items will be available for purchase. For the safety of all players absolutely no jewelry or makeup will be allowed at practice or tournaments. Athletic tape will be provided only to those who use it on an infrequent basis. Players who require regular use of tape must supply their own.

Coaching Staff

- Must be a registered USAV member and submit and pass a background screening prior to each season.
- Must be Impact or CAP and Safe Sport certified before coaching in a competitive event.
- Only Impact-certified coaches may be present on the practice or competition courts.
- Must stay at the practice facility until every player from their team is picked up.
- Are not allowed to transport players who are not their own children unless approved by the club director.
- Have an obligation to be discreet and exemplary in their conduct at all times, on and off the court. Their conduct Must bring credit and integrity to the club.
- Our coaching staff will incorporate parts of Gold Medal Square into practices for goals and accountability.
- Coaches will provide each player a written or verbal evaluation at the beginning, middle and end of season.

PLAYER CODE OF CONDUCT

- Practice good sportsmanship at all times.
- Work towards being the best athlete possible.
- Use appropriate language at all times.
- Be on time to practice and tournaments.
- During tournaments, you are expected to be with your team both on and off the court.
- Keep personal belongings clean and orderly at all tournaments, hotels and practices. Pick up after yourself.
- Obey the coach's curfew and rules.
- Tobacco, alcohol or drugs are prohibited at all times.
- Go directly to the coach with problems or concerns.
- If an injury occurs, immediately notify your coach.
- No jewelry or make up allowed at practice or tournaments.
- Players must bring their own water bottle to every practice and tournament.
- No sitting down in practice unless the coach instructs you to do so.
- If you are not actively involved in a drill, you are expected to participate in shagging balls or following the directions of the coach. Players should never allow a ball to roll through an active drill.
- Encourage your teammates, as you would expect them to encourage you.
- Only the floor captain or coach will be allowed to talk to the officials during a game.

Demonstrating Proper Respect

Players are reminded that they are representatives of PJVBC and they should exercise good judgment and be considerate of others at all times. The club expects each player to treat all coaches, teammates, competitors, fans, and adults (parents, coaches, officials, etc.) with respect, dignity and courtesy at all times. Players using abusive language or showing outward signs of anger or frustration will be asked to leave practice, or removed from the game.

Communication and Trust

If a player has a problem or concern, which involves the team or coach, the player should bring it to the attention of the coach and/or club administrators. This open communication will allow the club to effectively resolve issues timely and consistently (refer to Order of Communications on page 14). In the event personnel of the club are informed of an occurrence or event as being factual, the club assumes that it is both something accurate and truthful. Our trust in each other is imperative, if it is broken, it may result in immediate suspension or dismissal of the player from the club.

Team Chemistry and Support

A very important part of a team's success is the chemistry that develops between players. The unity, support and friendship with each other are imperative to the success of the team. All players will be expected to contribute to the team chemistry and to be enthusiastic at both practices and tournaments. Players may be required by their coach to attend certain team bonding events throughout the season.

School Grades

All club players are encouraged to keep a good academic standing throughout the school year. Grades are an extremely important part of each student-athletes future and the club assumes the duty of encouraging each player to maintain the highest grade point average possible.

Punctuality

Please be on time for all club events. This means that you are in the gym with shoes and kneepads on at the scheduled start time. Arriving 20 minutes early to practice is recommended in order to make sure you are ready to go and can help with set up. For tournaments, you can expect that your coaches will want you to be gathered as a team and ready to go at least 1 hour before the first match.

Practice Rules

All players must comply with the following practice rules:

- It is expected that each player will prioritize their personal schedule and exercise good time management skills, So that scheduling conflicts are kept to a minimum.
- Scheduled start times are not the arrival time. Plan to arrive at practice 20 minutes prior to the start time. Please Allow enough time to put on kneepads, shoes and prepare for practice.
- All players are expected to be dressed appropriately for practices. This includes volleyball shoes and kneepads.
- Volleyball shoes should only be worn on the volleyball court, not outside.
- Do not bring friends or other possible distractions with you to practice.
- Practices are the time to learn and improve on skills. There will be no goofing off. It is the responsibility of each Player to work hard, to work with teammates, and to be "coach-able"

Practice Attendance

A team is dependent upon all of its members. Since a player cannot improve or contribute to their team unless they attend practice, all players are expected to attend all practice sessions scheduled by the club. We realize there may be unavoidable reasons why a player must miss a practice, but chronic absences and tardiness will impact a player's playtime. Coaches will

handle missed practices on an individual basis at their own discretion. Coaches have the option to schedule additional practices during the week if they are deemed necessary and if gym space can be secured. Such practices must be scheduled through the club director. If a player is going to miss a practice, the player must call the coach within a reasonable amount of time prior to the practice. It is also the players' responsibility to be on time for all practices. If a player has a good reason for being late to practice, the player must communicate this to the coach ahead of time. Players are expected to attend all scheduled events. A player is allowed 3 excused absences from practice. If a player misses a practice the day before a tournament the player may be benched for one match as determined by the coach. Players who have excessive absences will experience limited playing time at tournaments and may result in discipline, suspensions or expulsion from the club. Names of these players will be forwarded to club administration, and absences may be a factor in team selection in subsequent seasons.

We encourage a family environment which includes parents being able to see their player practice. This year we are having a portion of all teams practices closed to all parents. The first half hour and the last half hour of your players practice session feel free to stay and observe. We ask that you respect the coach, player and team practice session by not speaking to your players or others on the court. This is a crucial time that all players and coaches need to focus. If there is something you need please see a staff member at the administration desk, they will be happy to assist you. While you are in the PJVBC facility please observes only from the Bleachers and have all children on the bleachers as well.

Practice Attire

Each player is required to wear black spandex and black t-shirts (preferably their "We Not Me" practice shirt), kneepads, socks and volleyball shoes.

TOURNAMENTS

The majority of the tournaments PJVBC will participate in are one day events on either a Saturday or a Sunday. The Puget Sound Region determines which day tournaments are hosted, what age group, and at which location they are hosted. The typical one-day tournament schedule starts at 8:00 am with "pool play" consisting of three or four "round-robin" matches. Some tournaments follow "pool" plays with single elimination "bracket" play for top pool finishers. Bracket play for one-day tournament may begin in the afternoon, ending with tournament finals sometime that evening. Teams qualifying for finals should expect to add additional two or three matches to their day. Often times, tournaments (qualifiers and special events) involve two or three days of pool play, as

described (three or four matches per day), followed by single elimination bracket play. In a two-day tournament, bracket play sometimes starts immediately after the second day's pool play, and wraps up that evening. In the longer tournaments, bracket play (usually multiple brackets with team position within the brackets dependent upon performance in pool play) starts early the day after completion of all pool play. Teams qualifying for finals in these larger competitions should expect to add another three to four matches to their tournament total. Because the length of volleyball matches can be unpredictable and tournament formats and management varies, as discussed above, it is difficult to determine the exact time-frame a tournament will end. Also, exact tournament schedules or final confirmations are often not available until just before the tournaments begin (often the night before play starts). This is partly due to late entries, withdrawals or team changes, all of which impact the actual tournament playing schedule and match-ups.

The club hopes that each parent will attend many tournaments over the course of the season and they will be active cheerleaders for the team and the club. There are a few rules of proper etiquette and behavior that parents must follow.

Transportation

Our general rule for driving is as follows; 17 and 18 year olds can drive to all practices and tournaments in the King, Snohomish, and Pierce County areas. Outside of that area, they are required to be driven by a parent or guardian. Players younger than 17 must be driven to all tournaments, regardless of location. If this is a problem with any player or parent, please contact the club director in which a waiver release of liability will need to be signed. Coaches are not allowed to drive players that are not their own children.

Tournament Seating

Most gyms that we compete in do not have adequate seating around the court or team camp, so we recommend that you bring your own chairs unless told otherwise by your team manager beforehand. Most gyms require padding under chair legs on gym floors. Check individual facility rules at www.psrvb.org/junior-power-league.

Tournament Attire

Players should arrive at the tournament wearing the uniform that was previously selected by the team for that competition. In addition, players are required to bring all playing jerseys to each tournament. Players should also be wearing black spandex shorts. If a player chooses to wear sweat top and/or bottoms, they should be the warm ups issued by the club. This is to ensure that we look like and act like a team both on and off the court. Players are responsible for their uniform and gear. If misplaced or lost during a tournament, the player may not be allowed to compete. The team, not the coaches, is collectively responsible to keep track of the balls.

Player Injury

PJVBC coaches and staff are not doctors. For players who show an obvious injury; it is the coach's discretion whether to allow the player to participate in practice or tournament play without a doctor's release.

Tournament Officiating

All players are required to learn the rules of the game and will be expected to carry out all the team's officiating duties which may include 2nd referee, line judge, score book, scoreboard, and libero tracker. Officiating duties are to be handled with the same level of concentration and effort as playing. It is important to remember other teams will also be officiating for your matches and you would want them to be professional and responsible in their duties. Individual officiating duties will be assigned and handled on a team-by-team basis. No player is permitted to leave the tournament until the entire team's officiating responsibilities are complete unless otherwise approved by the coach. Leaving early may result in that player becoming ineligible to participate in future tournaments.

Tournament Rules for Players

- No cell phones on the court.
- No headsets are to be worn or cell phones used during officiating. This also includes phones at the score table.
- Get plenty of rest the night before. Tournaments are not for the purpose of taking a nap.
- Homework, games and books are recommended for downtime.
- Arrive early to set up your team area.

Tournament Attendance

Players are expected to attend all tournaments scheduled by the club, including all travel tournaments.

Multiple Sport Athletes

There are always a number of athletes who wish to compete in more than one sport at a time or participate in school sports. The following are our expectations for these athletes:

- Players who play other sports during club volleyball season must notify their coach in advance.
- Player must identify to the coach which sport has priority.
- Communicate to the coaches of both sports how you expect to realistically meet the expectations required.
- Notify club director to obtain permission in advance if player is going to miss a practice or tournament.

PARENT CODE OF CONDUCT

Parent participation and support is essential for the success of our teams and our players. Active and responsible Parents also contribute to the positive image the club enjoys within the community. The parents play an important role to the athlete and the club as a support system.

PJVBC believes that our team member's parents are to set the examples of good behavior for their daughter. Parents are expected to show respect and support for the teams, the coaches and the club. Parents are asked to refrain from being critical of opponents, coaches, referees or other individuals at a club practice, tournament or sanctioned event. Volleyball is a sport that breeds passion, parents are asked to remember that with passion sometimes come conflicts. Parents are not going to agree with every coaching decision, playing time decision, comment, practice format, etc. However, PJVBC believes that our parents must set the example for our young players about how to maturely deal with these types of scenarios. Parents that have a conflict with a coach should contact the coach to set up a private meeting. Parents should not approach a coach to discuss an issue immediately before a tournament or immediately before or after a practice. See Communications section on page 16.

Our coaches are all very qualified individuals that love the sport of volleyball and have a passion for teaching our young athletes, they are not however infallible. Our coaches will make themselves available to listen to parent or player comments and concerns to come to an amicable solution. If after a private meeting with the coach, the problem persists, the parent or player should contact the club director for a meeting with the coach, club director and parent/player.

Parents are expected to support their daughter's achievements, and help them to learn to deal with any failures. Parents should be helping to teach their daughter that good sportsmanship should be exhibited when a team loses, and when a team wins. Parents are expected to help their daughter to learn and understand that a volleyball team consists of multiple players, and that no one player is any more or less important than any other.

Parents are expected to help enforce team rules and regulations, and enforce consequences when they are not.

Parents must ally themselves with the coach in teaching their children how to cope with the frustrations of being a member of a team. Sports provide an excellent opportunity to teach young women about the realities of highly competitive situations. They must be taught how to be a cooperative team member, how to make use of both positive feedback and constructive criticism, how to cope with adversity, how to achieve 'mental toughness', and how to be a gracious winner.

The most effective way to establish a rapport with a coach is to display a high level of commitment to the activity. Players need to learn to display their commitment by coming early and staying late, doing extra preparation, being enthusiastic about the activity, and

actively and publicly supporting their teammates. A parent who is successful in teaching these skills will never have to worry whether the coach is giving their child a fair break.

Help Reinforce Team Commitment

- Make PJVBC a priority. Try to avoid scheduling conflicts during club activities and stress the importance of Following through on the commitment each player has made to PJVBC.
- Be supportive of the coaches. If your daughter is unhappy, encourage them to speak with the coach directly.
- Be supportive of the team and all of its players. Especially on PJ's, all players are expected to contribute so the Strength of any given team is only as strong as all of its parts. Never speak negatively about any PJ player with your daughter or other parents; this ultimately hurts the whole team.
- Ensure that financial obligations are fully met in a prompt matter.
- Provide your daughter with the support she needs to uphold her contract with PJVBC.
- Providing players with transportation to and from practices and tournaments.
- Understand that all communications to the coach concerning their daughter's practices, playing time, playing position, relationship with the coach and players, and overall performance is to be done by the daughter first and not by parents.
- Parents shall conduct themselves at all PJVBC functions and events in a manner that provides an appropriate role model for their daughter and her teammates in terms of good sportsmanship, respect for authority and concern for others.

Parents are welcome to observe. However, parents are not allowed on the court area. Please let your athlete follow their coach's instruction and leave the coaching to the coach!

Guidelines for Parents

Youth programs cannot be successful without the support of parents. The following guidelines are for concerned parents as they strive to be supportive of their young athletes without being pushy. Sports should be fun! The primary goal should be to have fun and enjoy healthy competition.

- Let your children know that win or lose, you love them unconditionally and that you are proud of their efforts. Always give positive reinforcement.
- Show them you are pleased that they chose to play sports and accept all the challenges that come with trying to better themselves in practices and games. Let them know that you understand how hard it is to constantly put themselves on the line in front of peers and spectators.
- Be completely honest about your child's athletic ability, attitude, and sportsmanship. Remember that you don't always know what happens in practice; you can't second-guess the coach's decisions, because you probably don't have all of the information.
- Let your children live their own lives. Try not to relive your athletic life through your children. Don't pressure them to shine for your own ego. It's okay if they make mistakes.

- Coach attitude, but don't coach skill. Leave that to the coaches. Refrain from the inclination to try to make your child just a little better by giving them tips on the way home from matches, or at dinner, or when they are trying to go to sleep.
- Don't compete with the coach. You each have different roles to fill. You are a role model for your child athlete. As such, you should model composure and poise on the sidelines. Stay calm, composed, and in control during games so your child can mimic those positive behaviors. Refrain from game-time coaching and just give Positive encouragement.
- Never compare the skill, athletic ability, or attitudes of your child with other members of the team. Even if they are not a starter, celebrate their skills and the contributions they make to the team. A team's success is a reflection of every player on that team.

Parents who follow the above guidelines will consider it high praise when, later in life, their children say,

"My parents were always there for me, and were my best supporter. I couldn't have done it without them!"

(The above information was taken from the book "Coaching Volleyball: Building A Winning Team" by Carl McGown, Hilde Franske, and Launa Moser And an article, "Sports Psychology Guidelines for Sports Parents" by Dr. Patrick J. Cohn)

How to be a Supportive Parent

Supportive parents make a stronger team!

Supportive Parents...

- ...focus on mastering sport skills and strategies rather than competitive ranking. Sport mastery focuses on performance, which can be controlled by the athlete, while competitive ranking focuses primarily on winning and losing, an outcome, which is frequently outside the athlete's control. An overemphasis on competitive rank and an under emphasis on sport mastery is a primary cause of a dramatic dropout rate in competitive sports by 12 to 18 year olds.
- ...decrease the pressure to win. Supportive parents realize that sport creates its own pressure to succeed. Additional pressure from the parent is likely to be counterproductive, particularly, in the long run.
- ...avoid making the outcome of the game bigger than life. As a game or a competition becomes blown out of proportion, a youngster's self-esteem can become tied to winning or losing. A child should not feel less valuable or less loved when a match is lost.
- ...believe that sport's primary value is the opportunity for self-development. The probability of achieving lasting fame and glory via sport is low. Many outstanding athletes never achieve professional status. However, their sports experiences have allowed them to develop life-long values and self-respect.
- ...understand the risks. Competition places the athlete on center stage. Anytime you attempt to succeed publicly, you risk failing where others can judge you. In the

long run, competing is willingness to chance failure. Giving your best is what athletics is all about.

...communicate their true concerns directly with the coach/teacher. A positive working relationship is based upon clearly communicated mutual goals among parents, coaches and athletes. While a parent cannot control the behavior of a coach/teacher, they can communicate with the coach/teacher on a regular basis about the overall development of their child.

...understand and respect the difference between parental roles and coaching roles.

Both parents and coaches need to understand their different roles in supporting the young athlete. While parents are ultimately responsible for their child's development, once they have chosen a program/coach they must leave the coaching to the coach/teacher. Even though supportive parents often play sports with their child they avoid coaching "over the shoulder" of the coach/teacher and/or publicly questioning the coaching decisions.

...control negative emotions and think positively. Few athletes wish to perform poorly.

Negative reactions to poor performances only add to an athlete's pressures.

Supportive parents realize that even the athlete who "chokes" is trying to succeed. In fact, part of the problem with many athletes is that they are trying too hard to succeed. Criticizing such athletes does little to enhance their performances. ...avoid the use of fear. The use of punishment and withdrawal of love can pressure kids to perform better. Unfortunately, such strategies tend to trade short-term performance gains for long-term emotional risks to the youngster's health and wellbeing. Supportive parents recognize that a love for sport is rarely fostered by fear of the consequences of failure.

...avoid criticizing. Nagging parents often confuse support with constantly reminding the children that they need to practice, condition more and concentrate. Overly involved parents frequently lose their objectivity. They are unable to provide critical emotional support, which children often need before and during highly competitive contests.

...recognize and understand expressions of insecurity. Youngsters who express high anxiety, more often than not, have parents who are insensitive to their symptoms. When children are nervous, uncertain, or feeling pressure, insensitive parents may trivialize the child's fears or see such concerns as signs of weakness. Supportive parents realize that such expressions are normal and are a call for emotional support.

...avoid the use of guilt. "We've done so much for you," or "The family's given so much for you, the least You could do is take advantage of what we've provided for you" are typical remarks of unsupportive Parents. They use guilt to manipulate the child to perform the way the parent's desire.

COMMUNICATION PROCEDURES

During the course of the season there may be times a player is unhappy with some of the decisions a coach makes. Players are encouraged to discuss their concerns with their coach at an appropriate time. Coaches have been instructed to be open to such conversations. The appropriate time is not in the middle of a game, match or tournament. The appropriate time is to be mutually agreed upon by the coach and player. At times a parent may also be unhappy about a coach's decision. Parents need to know that a public display of displeasure or an inappropriate reaction can prove to be extremely disruptive to the entire team. Publicly second-guessing their daughter's coach, or questioning the motives of the coach, has historically proven to have disruptive consequences. There is a time and place for the expression of such concerns. At a match – or immediately following a match – is neither the time nor place. A parent shall not initiate any contact or conversation with a coach regarding match management decisions, playing time, or personnel issues at any time during a tournament or within 24 hours after the completion of a tournament. This means that parents cannot approach a coach at a tournament about a coaching complaint and must wait for 24 hours before contacting that coach. Furthermore, a parent or player shall not publicly act in a manner that questions the decisions or motives of the coach or another player. Any violations of the above policy will result in immediate suspension of the player (i.e. the responsible parents' daughter) from further competition for the remainder of the day and until such time as the situation is resolved to the satisfaction of the club director. PJVBC will not tolerate aggravated or aggressive parent behavior toward any of our coaches, other club coaches, parents and/or referees. If a parent exhibits this type of behavior, they will be appropriately sanctioned, which may include being asked not to attend practices or tournaments in the future or even dismissal from the club. This is solely at the discretion of the club director. Please also utilize your Parent/Player rep for your team as a source to speak with.

Player to Player

It is our expectation that if a personality conflict arises between players on a team, this conflict gets resolved outside of court time as to not affect the chemistry of the team. If the conflict is irreconcilable then the expectation is that the parties involved do not aggravate the conflict further by involving other players and their parents by spreading gossip or rumors, whereby a clique is formed. The club director and coaches will not tolerate gossip or rumors that are detrimental to the team. All involved will be appropriately sanctioned, which may include temporary suspension or even dismissal from the club.

Club/Team to Parent/Player

The primary mode of communication between the club, coaches, parents and players will be by email or announcements on our website. The secondary mode of communication will be a phone call or in person. These lines of communications will be used for important notices to policy, changes in schedule, tournament updates and other important information. If your email or contact information changes please email the club with your updated information at: puyallupjuniorsvbc@gmail.com

Coach to Player/Player to Coach

We encourage our athletes to take responsibility for their participation. Both the player and coach are responsible for the establishment of a relationship to be based on trust and mutual respect. Coaches are expected to be effective and empathetic communicators. Most often concerns that arise are issues surrounding playing time. We expect a player to talk to the coach first when there is a concern regarding playing time or it is unclear about what the coach expects either in practice or in competition. All of the coaches strive to be approachable. Open communication between the coach and player is top priority. The athlete can ask the coach what is needed to improve or to receive more opportunities to play in matches, and what can be done to benefit the team more. Parents can be most helpful by helping their athlete set tangible goals to achieve more opportunities.

Parent to Coach

As with any large group of people, there will be issues, concerns, and questions that come up over the course of the season. Most of these can be solved or answered through clear communication. If the player needs to resolve a question or voice a concern or complaint, the player must be encouraged to talk to the coach about it herself. The club fosters the player's and coach's responsibility of communication toward these matters.

Order of Communications

The procedure to be followed when a player/parent has concerns is as follows:

- 1) If the concern is between players, the players involved should try to resolve the issue first.
- 2) If the concern is unresolved or involves a coach-to-player, player should discuss the concern with their respective coach and try to arrive at a solution. None of the coaches should be considered unapproachable. They are all very willing to listen to a player's concern and try to arrive at a mutual solution. Until the coach is made aware of the concern nothing at all can be done to alleviate it. Do not wait until the end of the season to voice your concern.
**If at any time, a player or parent has a meeting with a coach to resolve an issue, please let the club know that the situation is being worked on and how it is being resolved by emailing puyallupjuniorsvbc@gmail.com open communication is important.

3) If, after time, the concern is not resolved the player and parents may make an appointment to speak with the coach. Please do not approach a coach to discuss a concern or set up an appointment at practice or a tournament. Email or call the coach to set up appointment.

4) If, after time, a solution is still not reached contact the club director at puyallupjuniorsvbc@gmail.com to set up a meeting with the player, parents, coach, and club director. This should not be the first time that the club has heard about this situation.

TEAM MANAGER

To help take some of the administrative load off the coach, a team manager will be selected by the coach of each team. Team managers need to be a positive representative for PJVBC! As team manager, you are the messenger for the other parents and players on your team. If an issue or concern arises either from yourself or another family within the team, please first address the concern with your team coach and/or the club directors. You are responsible for setting an example for other club members and parents by refraining from criticizing the coach or club, and respecting and supporting the decisions of the coach and directors. If someone on the team has a difficult time with being positive, please inform the coach or the directors so that the issue can be resolved and team unity can be maintained. The “team mom” does not deal with coach or player/parent complaints. Please instruct concerned individuals to communicate directly with the coach or to use the formal complaint process outlined in the handbook. The “team mom” will remain positive and try to suggest productive solutions when asked.

Meals During tournaments, players and coaches need food ready to eat and drink and water available during their snack and lunch breaks. The team parent needs to coordinate this for the team, organizing a system of meal and drink signups that work best for your team. We have found that the best system involves assigning food duties at least one week prior to the given tournament. Most facilities don't allow plug in appliances like crock pots. Check individual facility rules at www.psrvb.org/junior-power-league communicate the information with your team.

Transportation That all families are aware of the location of each tournament. Please notify each family of the necessary arrival time for each tournament.

- Become a USAV member “chaperone” and agree to a criminal background check.
- Create a directory with names and phone numbers for your team.
- Organize and oversee parent volunteers.
- Communicate team information for coach.
- Water bottles.

- First aid kit.
- Attend committee meetings as scheduled or assign another parent on your team to attend if you cannot.

OVERNIGHT TRAVEL TOURNAMENTS

Players are responsible for arranging their own transportation to and from all tournaments. It is the player and parent responsibility to ensure that the player arrives at tournaments on time ready to play. Players may travel with their parents or another adult over 21 years of age with written permission from their parents. No player will be allowed to drive to overnight tournaments unless their parent or guardian is in the vehicle as well. PJVBC requires all players to stay at the team hotel unless written permission has been granted prior to the day of travel by the club director. Some national teams will stay in team rooms which is an additional cost to the player. PJVBC's travel director is Becky Neuman, she can be contacted with questions or concerns via email at pjvbctravel@yahoo.com. Becky works with area hotels to secure a tournament rate for traveling tournaments. All information regarding hotels will be released well ahead of the actual tournament and parents are required to make reservations by the specific dates that are given. For safety purposes, during overnight tournaments, players are expected to travel around the facilities in minimum groups of 2's or 3's when not escorted by a parent or adult, and must communicate with parent or adult where they are at all times. Players must wear appropriate attire when traveling through hotel halls. For instance, if going to the hotel pool, player must wear footwear and clothing over swimsuit. No walking barefoot, in bikinis and wrapped in towels, robes, etc. at any time. Players must notify their adult chaperone prior to leaving their room when going to the vending machine, pool, etc. Meals are at the expense of the individual and their parents. Parents need to make sure that players have enough money to cover meal expenses for the entire tournament, especially if the parents will not accompany the player to a travel tournament. The coach and team chaperone may request the team to take its meals together, in which case, all players must attend. The team shall exercise good table manners and dress and behave properly. Generally, there is at least one team meal for the players, parents and coaches at each travel tournament. Overnight tournaments are a lot of work and we all need to work together to ensure a fun experience for everyone. PJVBC encourages players and their parents to room together. We do not require players share rooms with their teammates, although they are allowed to do so. Chaperone and coaches reserve the right to collect cell phones and return them when they deem appropriate. All players are expected to be in their

rooms and in bed at curfew. Curfew is not negotiable. Unless the coach or chaperone has designated a specific curfew for that tournament, the standard curfew will be 10:00 pm. Players are not to leave the room after curfew. Unruly behavior when staying in a hotel will not be tolerated. For safety reasons, all doors to rooms should be kept shut and locked. Players are expected to remain on hotel property at all times while under the guidance of the team chaperone or team coach. If a player or players are caught leaving the hotel property without permission and/or without a team coach or chaperone present, then those players will be suspended and sent home. In addition, players are reminded that there is a “no tolerance” policy with respect to the following rules:

- ***Players must not take or possess unlawful drugs or alcohol***
- ***No boys in players' rooms and no players in boys' rooms***
- ***No non-team member are allowed in team rooms***
- ***Players must not participate in any criminal activity***

Players will be immediately suspended from the tournament and asked to go home. The club director will be notified immediately and disciplinary action will be administered after the team returns. Players that are suspended at traveling tournaments will not be allowed to attend the tournament and parents will be asked to take that player home immediately. If there are circumstances that do not allow for the immediate release of the player then the team chaperone or another registered adult will be required to stay with that player at the team hotel while the team competes. If there is an uncertainty as to who is responsible the coach or club director may elect to defer the disciplinary action. If more than one player is responsible, all responsible players will be suspended.

CLUB FINANCIAL POLICIES

PJVBC is supported by its members. It is the goal of the club to provide quality training at an affordable cost to all players. All payment commitments must be met in a timely manner otherwise the club cannot function properly. Due to specific up-front costs, club player fees are due in full at the beginning of the season; however as a convenience to our members, we offer a fixed monthly installment plan for those who cannot pay in full. Should you choose to pay in installments, the cost is broken into an initial deposit to cover the up-front team costs, and the remainder is divided into equal payments over a set time period depending on the team. Club administrative expenses are distributed equally to each team. Team costs are distributed equally to each player in club player fees. Parents of players who withdraw from the club prior to the end of the season will be required to pay their club player fee in full, and a \$700 early termination fee, regardless of the reason. Circumstances that limit a player from participating (injury,) do not preclude the parent's payment obligation. Refer to your

player's contract for more details. Invoices will not be sent, fixed payments are due on the first of each month beginning December 1st.

In order to meet the financial obligations of the club, player fee will be collected to cover the following costs:

- Training facility.
- Agility training.
- USAV registration for coaches.
- Entry fees for tournaments.
- Acquiring and maintaining team and club equipment.
- Providing uniforms
- Paying & training coaches.
- Coaches travel expenses (with the exception of Junior Nationals).
- Administrative expenses incurred while running the organization. In addition to club player fees, parents are responsible for their players:
 - Transportation, meals and lodging costs.
 - Extra shorts & socks.
 - Volleyball shoes & kneepads.
 - Practice clothes.
 - Tape/braces.

Payment Information

- We offer a monthly payment plan as a courtesy; payments are due on the first of each month.
- Mail checks payable to PJVBC to: PJVBC, PMB 197, 17404 Meridian East, Suite F, and Puyallup, WA 98375 • Leave your payment in the PAYMENT BOX at Sunrise Courts.
- Credit card payments may be subject to a processing fee and can only be done online via our website.
- Please do not give your payment to your coach.
- Payments are due on the 1st of each month. If the 1st falls on a Saturday, payment is due the Friday before, if the 1st falls on a Sunday, payment is due the following Monday.
- There is a 5 day grace period. If payment is not received by the end of the grace period, the player's account will be assessed a \$30 late fee, and the player will be suspended from participating in both practice and tournament play. The coach of the player will be notified as to the player's no-play status. Once the account is current and the late fee has been paid, the player's coach will be notified and the player is again able to practice and play in tournaments.
- A \$25 NSF fee will be assessed to accounts with returned checks.
- These policies will be enforced throughout the season.

Additional fees will be assessed to accounts of players that withdraw before the end of the season.

- Should a player withdraw from a team before the end of the season it creates an undue burden on their teammates, as well as the club administrators to find a replacement player? Please be advised that should your player quit before the end of the season, all club fees are still owed. Plus there will be an additional \$500 early termination fee assessed. Extenuating circumstances may be taken into consideration by the club director. Non-payment of any remaining dues for the season and/or early termination fee shall result in the player's name being submitted to the PSRVB no-play list for the following season.

PJVBC Fund-raisers

Fund-raising opportunities for players to participate in to offset the cost of club fees is on a team-by-team basis. There will be a club-wide auction/dinner event. More information will be available once the season begins.

SANCTIONS

Failing to adhere to these guidelines within this handbook will be considered serious. Coaches will discuss a player's actions and the resulting consequences with the player and parent in private. The resulting consequences will be determined by the club director depending on the nature of the infraction.

Results of inappropriate actions may result in one or more of the following:

- Verbal warning
- Written warning and loss of play time
- Loss of practice and play time
- Tournament or match suspension
- Dismissal from team

This handbook is a guide and any behavior found unbecoming to the team may be dealt with at the discretion of the coach and director on an individual basis.