

LLVC COACH CONDUCT

Overview

The LLVC Board seeks coaches that care about their players as girls / young women and reflect this in their coaching all or nearly all the time. Our coaching staff will be expected to work closely with our players AND their parents to provide the best experience possible to each player in the club. They will be expected to answer any and every inquiry expressed respectfully regarding the season aside from financials (club administration responsibility). Moreover, we will expect them to encourage communication from their players and parents – we will not sit back and assume “no news is good news.” We will investigate any hunches about player disappointments that we have and again, encourage that these situations are addressed. And of course, they will be expected to reflect positivity (nearly all the time) in their role as a coach.

The LLVC Board also seeks coaches that are knowledgeable about our sport and just as importantly, know how to coach its fundamentals, team systems and strategies. Our coaching staff will be expected to invest and reinvest over and over again to develop an outstanding fundamental base within each of our players as well as fine tune those fundamentals that each individual player will utilize most on her current AND potentially future teams. Again, we cannot stress enough the importance of two keys in this area. 1. They must be able to TEACH the sport of volleyball. 2. Their approach must be grounded in the development of FUNDAMENTALS (rather than primarily team systems and strategies – no matter what level they coach).

Finally, the LLVC Board seeks coaches who approach coaching in a professional manner. We are abundantly aware that nearly all of our staff coach as a secondary source of income or fundraising (rather than primarily make a living coaching). However, it is our belief that just because coaching holds a secondary role in your professional life does not mean it should not be pursued with professionalism characterized by organization, reliability and thoughtfulness.

Expectations

Lady Lakers Volleyball coaches should pause, examine, and reassess often his or her philosophy and motivation as a coach and see that (s)he is a coach who cares, who teaches the fundamentals, and who carries out his or her role with professionalism.

Communication

- Remind players OFTEN and with sincerity that they are available and WANT to discuss any concerns they have. Listen to your athlete's concerns and feedback.
- Effective Communication: Clearly convey expectations, coaching instructions and feedback to your players. Use positive reinforcement and constructive criticism.
- Communicate proactively with parents and be available to them. Involve them in the athletic journey where appropriate. If a parent expresses a concern directly to a coach, they must be responsive. There may not be agreement, but there should be respectful dialogue.
- Conflict Resolution: Address conflicts promptly and fairly. Foster an environment of safety where issues can be discussed openly without criticism.
- All coach/parent/player communication is required to be made through the respective Team Reach Groups.

Leadership + Role Modeling

- Lead by Example: Your behavior sets the tone for your team. Demand that each of your players is a good person – with herself, with teammates, with her coaches, with her parents, with your opponents and rivals. How? Role model... Teach in the moment... Life skill lesson plans, discussions, examples outside of practice... whatever it takes. This is their primary responsibility as an LLVC coach. It's more important than what they teach them about volleyball.
- Positive Attitude: Maintain a positive and encouraging demeanor. Inspire athletes to perform their best.
- Motivation: Encourage and support athletes in setting and achieving their goals. Recognize and celebrate their achievements.
- Provide excellent role modeling and mentoring to their team regarding the importance of officiating and scorekeeping to the best of our abilities.
- Are responsible on social media. Follow the rule - If you wouldn't say something directly to the people you care about (parents, spouse/partner, team, players' parents, etc.), don't say it on social media.

Integrity, Inclusivity + Respect

- Promote and uphold the principles of sportsmanship.
- Respect: Treat all athletes, officials, and competitors with respect.
- Honesty: Be truthful in all interactions.
- Foster an inclusive environment. Ensure all athletes feel welcomed and supported and disallow any form of discrimination.

- Bullying Prevention: Implement and enforce policies against bullying and harassment. Create a safe space for athletes to report concerns.

Athlete Development

- Help each of their players earn a role through which they contribute to the competitive success of the team. Do not allow a player to simply not have such a role. Help EVERY player.
- Individualized Coaching: Recognize the unique needs and potential of each athlete. Tailor training and support accordingly.
- SMART Goals: Help athletes set Specific, Measurable, Achievable, Relevant, and Time-bound goals.
- Performance Monitoring: Regularly assess and track athlete performance. Provide actionable feedback and adjust training plans as necessary.
- Mental Health: Be aware of the mental and emotional well-being of athletes. Provide support or refer to appropriate resources when necessary.
- Physical Health: Prioritize injury prevention.

Safety

- Be present physically, emotionally and mentally at practice and tournaments, to ensure player safety is their number one priority and maintain time efficiency
- Do not use chemicals (drink alcohol, use tobacco products, etc.) in the presence of their players or prior to having contact with their players. Also, do not discuss use of chemicals with players unless it is in an educational (“Just Say No”) situation.

Professional Development

- Maintain the same perspective about their coaching commitment that we ask of our players – 1. family 2. school/career 3. Volleyball.
- Continuous Learning: Although it is not required, staying up to date with the latest coaching techniques, sports science, and best practices through ongoing education and training will not only better you as a coach, but our club as a whole.
- Networking: Engage with the coaching community to share knowledge and experiences.
- Feedback: Seek feedback on your coaching methods and be open to improvement.

Reporting

- Reporting: Please refer to the LLVC Handbook for further information on reporting grievances. We are here to help you.

Season Logistics

When a coach commits to the LLVC season, they are expected to conduct weekly practices and coach at the club's registered tournaments.

Practices and Tournaments

- **Practices:** All practices must be held at Lake of the Woods School
 - The coach must host a minimum of 18 practices per 10 week season: 2 practices per week or 4 hours per week over 10 weeks, totaling 18 practices per season
 - Each coach is required to provide a copy of their player conduct and practice plan at the October meeting.
 - It's the coach's discretion to reschedule or cancel a practice day/time due to a personal, majority player/student activity conflict (i.e. choir/band concert, rescheduled spring sport, etc.) or weather
 - If a coach is unable to reschedule a practice due to personal conflict, it is the coach's responsibility to ask another LLVC coach to host their practice
 - The coach will do their best to notify players/parents within 24 hours of a schedule change, however the LLVC Board understands that this is not always possible
 - The coach is responsible for rescheduling practice day/time best suited for their players' schedules
 - The coach is responsible for creating a practice plan for each practice that includes fundamentals, team systems and strategies
 - The coach is expected to bring their practice plan, a whistle, and clipboard/pens in addition to other supplies they personally feel are essential
 - The coach is expected to host a parent/player meeting within the first 2 weeks of scheduled practice
 - The coach is encouraged to conduct one-on-one player check ins at the beginning of the season to discuss player goals and expectations
 - LLVC pays coaches per practice hour
 - Only rostered players & coaches are allowed at practice unless pre-approved by the board
 - The minimum age requirement to be in the LOW School weight room is 12. All athletes must be supervised by an adult/coach in order to use the weight room.

- The use of cellphones is prohibited at practice, on the bench at tournaments and while reffing at tournaments
- **Tournaments:** The coach must be able to commit to a minimum of 4 scheduled tournaments
 - The coach is expected to be present throughout the entirety of a tournament from start to finish, in addition to a coach's meeting if required by the tournament
 - The coach is responsible for upreffing at tournaments, unless specified differently by the tournament rules
 - The coach is responsible for bringing LLVC warm-up balls, LLVC med-kit, line-up sheets, personal whistle, and clipboard/pens in addition to other supplies they personally feel are essential
 - The coach is responsible for additional expenses (food/drink) for themselves while at a tournament and acknowledges that there may not be an opportunity for a "lunch break."
 - LLVC coaches are not required to record stats or win/loss records for their team
 - If a coach is unable to attend a scheduled tournament due to personal conflict, it is first the coach's responsibility to ask another LLVC coach to attend and if the coach is unsuccessful, it is then the LLVC Board's responsibility to ensure there is a coach secured for the tournament.
 - LLVC reimburses coaches for tournament travel time, lodging and gas expenses.
 - Only rostered players and coaches are allowed on your bench at tournaments

Reffing + Training

- Our coaches are required to train their players required for reffing

Dress Code

- Practice: The coach is expected to dress in appropriate athletic apparel and footwear for their practice time.
- Tournament: The coach is expected to dress in appropriate athletic gear and footwear in addition to LLVC branded apparel and/or the official LLVC colors: black, white, or blue.

LLVC Board & Meetings

- Coaches are encouraged to attend all meetings but will be required to attend Oct meeting to discuss tryouts and tournaments. Coaches are also required to attend season meetings from Feb-May and may be asked to attend additional meetings depending on agenda. All coaches will be asked to update the board during March meeting.

- A board member will be assigned to each team and be required to attend parent meetings and introduce themselves as a representative of the board. At that meeting they can discuss building access for coaches.

These guidelines aim to help our coaches foster a positive, ethical, and effective coaching environment that promotes the development of athletes and the integrity of our program.

If at any time LLVC board feels this coach's conduct has been abused, the board holds the right to determine an appropriate reprimand up to and including termination as a coach with LLVC.

Coach Signature

Date