**Sauk Rapids JO Volleyball Handbook**

**Mission**:

The purpose of the Sauk Rapids JO Organization is to support and promote competitive

Volleyball for Sauk Rapids-Rice area young women between the grades of 4th through

12th Grade.

**Philosophy**:

The Sauk Rapids JO Volleyball organization (SRJOVB) is a competitive organization. We

partner with our athletes, coaches, parents, JVA and NCR. We encourage teamwork, respect,

responsibility, discipline, and positive attitudes in a safe, learning environment. We believe

in fair play, sportsmanship, working hard and having fun. We strive to offer a high quality

program at an affordable price.

**Program Overview:**

SRJO is a competitive program for girls 4th-12th grade. The coaches will focus on developing players while trying to achieve the highest performance outcome possible out of each of the teams. SRJO does not guarantee equal playing time on teams competing in 14s, 15’s, 16’s, 17’s and 18’s programs. The coaches will determine player positions based on the skills of each player and the need of the team.

**Parent Involvement**: SRJO is a nonprofit organization that needs volunteers in order to keep costs low. Parents serve on the board, assist with fundraisers and volunteer at our home tournament among other volunteer opportunities. Additionally, the girls will need to participate in fundraising opportunities throughout the year. Parental support is also crucial in this effort.

Every players family will need to submit a $100 check prior to receiving their uniform. The check will be held until the end of the season. If the players family has fulfilled a minimum of 4 hrs of volunteer work the check will then be destroyed. If the volunteer hours have not been fulfilled, the check will be deposited into the SRJO bank account.

Uniforms: All players will receive a jersey and a warm up. Players need to supply game shorts. These need to be black spandex biker shorts or leggings, as well as socks, appropriate athletic shoes, a whistle and knee pads.

**Age Programs**

We will follow the JVA age guidelines. JVA will allow age waivers to allow athletes to compete at their grade level with their peers as long as they are no more than one year older than the current age definition. A copy of a certified birth certificate and proof of grade (copy of school schedule, school ID, report card) showing the players current school year must be shown to the tournament director prior to team check in. **For players that require a waiver, it is their responsibility to provide this at every tournament.**



**12’s Program:**

This age level offers fair playing time based on attendance, participation and attitude at practices. Team placement is based off evaluations by SRJO coaches. Player evaluations will help find the best fit based on the skill level for each team. The goal is to have girls apply the skills they are learning in practice to competition. Friend requests will not be honored at this age level. Girls will be placed on the correct teams based off ability. Players at this age will not be cut, the number of teams will be formed based off registration. The goal is to have teams of no more than 10 players based off availability of coaches.

**13/14’s Program:**

SRJO is committed to providing our girls with an opportunity to apply their skills to competition. At this age level, we offer fair playing to and competitive play during the season. Fair does not always mean equal. Teams will be formed based on Evaluations by third party evaluators as well as our trained coaches having input. No friend requests will be honored. At this age level, we may not have a place for every registered player and cuts may need to be made. Those players will receive a full refund in the event they are not placed on a team. The goal is to have teams of no more than 10 players based off availability of coaches. **We will strive to not have to make cuts, but due to limited coaches at this age level, we may have to make them where needed. There are surrounding clubs that may have openings to allow your daughter to play should that happen.**

**15’s-18’s Program**

SRJO is committed to providing our girls with an opportunity to apply their skills to competition. At this age level, we offer fair playing to and competitive play during the season. Fair does not always mean equal. Teams will be formed based on Evaluations. No friend requests will be honored. At this age level, we may not have a place for every registered player and cuts may need to be made. A full refund will be given in the eventthey are not placed on a team.The goal is to have teams of no more than 10 players based off availability of coaches. **We will strive to not have to make cuts, but due to limited coaches at this age level, we may have to make cuts where needed. There are surrounding clubs that may have openings to allow your daughter to play should that happen.**

**Evaluations and Team Formations:**

SRJO will hold evaluations in November after the MN State High School League tournament for girls that are over age 13. We will post times on Facebook, website as well as a mass email will be sent out. Players must attend the evaluation sessions to be considered for a team assignment. Failure to do so may affect team placement.

Evaluators will be professionals in the area with a high volleyball IQ, that are neutral parties. There will be two sessions of evaluations as well. Evaluators and Coaches will be considering the following:

\*Attitude

\*Willingness to be coached

\*Athletic Ability for Volleyball

\*Athletic Potential

\*Work Ethic

\*Sportsmanship

\*Team work

**Playing Up:**

Players may be asked to tryout at an older level based on the evaluator’s suggestions and if the team at the higher level has an open roster spot that could not be filled by a girl at that age level. A parent may not register their daughter at an older level. Any ‘play up’ options will be discussed by the coaches/board and the parents will be contacted.

Coaches, with the approval of the Board will reserve the right to change team assignments at their discretion the first two weeks of practice. If a players team is adjusted after the season starts, the player will not get a refund.

Team placement information will be sent via email.

**Membership Fees:**

**Fees are used for coaches, uniforms, practice space, tournament fees, equipment and scholarships. The SRJO board will determine the fee based on these costs.**

Once a player accepts their roster spot and has paid, there will be no refunds. If a player team is adjusted after the season has started, their fee will not be refunded. Refunds due to injury will be voted on by the board and considered on a case by case basis depending on the injury and point in the season..

**Practice**:

SRJO strives for two practices per week beginning in December or January. At times, gym availability could limit this. Players are expected to attend all practices. SRJO does support athletes that are in other sports and activities within reason. All other sports and activities must have a balance or playing time may be affected. The coach must be notified in advance of any absence as soon as the player is aware that they will miss practice. Lack of communication and unexcused absence could result in limited playing time the next tournament.

Players MUST be ready to practice prior to the start of practice. We encourage players to be 10 minutes early. If being late is an issue, the coach will discuss with the board and appropriate actions will be taken.

We expect players to work hard in practice to reach the goals that they and their coaches set for them, individually and as a team.

**Tournaments:**

The Board and coaches will determine the tournament schedules for our SRJO VB teams. All of our players are expected to attend every tournament. Our tournaments are expected to take priority over all other activities with the exception of pre-scheduled school activities, school sports or a family event. If a player cannot attend a play date or a tournament, she must inform the coach at the beginning of the season or as soon as possible. Absence from a tournament for any reason may affect future playing time. No refunds to individual players are made for missed tournaments.

Parents/guardians are responsible for the transportation of their player to and from tournaments.

Players are expected to arrive by the time designated by the tournament coordinators and coach. If a player is late, that could affect their playing time.

Officiating is a shared responsibility of the entire team. The coaches will assign officiating duties at the tournaments. All SRJO players are required to stay until our officiating assignments are complete at each tournament unless excused for a legitimate reason by the coach. Requirements for 12U players will be shared by coaches as they have less expectations

**Playing Time:**

In tournaments we will play to win. This means, playing time will not be equal for every player from the age of 14U and up. Players and parents must understand this. Playing time may be different for different positions as well. Practices provide constant opportunities for player improvement. Players are expected to attend practices, work hard towards improvement and display a positive attitude toward the game, their coach and teammates. Their work ethic, and hard work are essential to their growth as players.

The coaches will coach to win, which means putting the strongest team on the court during a tournament and the bracket play of a tournament. All players should play during pool play at tournaments with bracket play being treated more competitively. During a tournament, the winning strategy will take precedence.

We encourage players to talk to the coach about the issue they are having, with playing time or any other issues they are having. The player and coach will first meet to discuss the playing time or concern. If the concern cannot be resolved, the parent will be invited into the conversation. There must be a **24 hrs after** game play before discussions are held.

If there is a continued issue with the playing time, please see the Communication and Grievance Policy in this handbook.

**Code of Conduct:**

The SRJOV Organization will enforce this Code of Conduct. Individuals who are disruptive during practices, play dates or tournaments will be asked to leave by the coach or the board. After the event, the individual will receive a written notice by certified mail from the board requesting their attendance at the next board meeting to discuss the incident. The meeting will allow the board to review the incident prior to the board imposing disciplinary action if that is necessary. This applies to the player, family members, friends and coaches.

Parents who confront the coach in an angry or hostile manner at a SRJO VB event will be subject to disciplinary action by the board.

All players and attendee’s are asked to represent Sauk Rapids in a positive light. Please refrain from inappropriate language, or actions that are disruptive. Additionally, let’s leave our tournament facilities better than we found them by cleaning up after ourselves and others.

Players must treat their teammates and coach with respect, and follow the coach’s instructions. If this is an issue, the player will be talked to by the coach separately from the team. If it continues to be a problem, the coach as well as a board member will also talk to the parents and may remove the player from the organization. No refund will be given if this is the case.

Any player found in possession of alcohol, tobacco, marijuana, or other illegal drugs will be sent home from any Sauk Rapids JO volleyball event and may be expelled from the club.

**Communication/Grievance Policy:**

The SRJO Volleyball resolution process is as follows. The player or parents/guardians are to first discuss their concerns with the coach 24 hrs after a contest**.** Concerns that arise should not be addressed during or immediately following a contest.  Event sites, practice areas, lobbies, or locker rooms are not appropriate places to handle conflicts.  Coaches/Advisors, parents, and players are not to meet or deal with concerns at these times or places, rather than to set up a later meeting date.

**Steps for Resolution**

**Step One-** Player Concerns:

A meeting between the player and coach will be scheduled or held to resolve issues or answer questions that are initiated by either the player or the coach.

Or

**Step One**- Parent/Guardian Concerns

A meeting between the coach and the parent/guardian and/or the player will be held or scheduled. The parent/guardian, student, or coach/advisor can initiate this meeting.

**Step Two:**

A meeting with SRJO Club Director will be held/scheduled if any one of the three parties (player, parent/guardian, or coach) still feels that the issues or questions have not been resolved.

**Step Three:**

A meeting with the SRJO Board will be scheduled and held if the issues or questions persist to get to a resolution.

**Guidelines for a Resolution Meeting**

In any meeting between parent/guardian, player, and coach:

* Conversations will be respectful and appropriate in nature or the meeting will need to be rescheduled.
* Conversations regarding playing or participation time will be focused on skills, work ethic, attitudes, and roles.
* Resolution participants are encouraged to be open-minded and keep the goals of the entire program in mind.
* For purposes of data privacy, discussions will focus on the parent’s/guardian’s player or child and not on other players or participants.

**In order to build a successful team, it is extremely important for the coach and player to develop strong communications. Coach and player need to understand one another by each identifying the needs/strengths, things to improve on, emotional triggers, etc.**