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Club Badger Region Goals and Age Group Expectations

Here is a list of the goals and objectives of Club Badger Region. Some items are general, some are specific. The list is in no particular order, and is not all-inclusive. Our philosophy is derived from these ideas:

General Philosophies: Life Skills Learned Through Volleyball

- ❖ Teach sportsmanship and life skills
- ❖ Improve our athletes' confidence and sense of self worth
- ❖ Create an atmosphere for learning high level volleyball
- ❖ Provide volleyball opportunities for athletes who wish to specialize in the sport and also support athletes who wish to participate in many different sports and/or activities.
- ❖ Operate in the spirit of a non-profit organization
- ❖ Support the spirit of amateur athletics and prevent the escalation of unethical behavior related to amateur club sports

General Philosophies: Providing Opportunities for Athletes

- ❖ Create volleyball teams composed of elite Wisconsin athletes so that they may compete against the best teams in the region and the United States
- ❖ Create volleyball teams for as many athletes as possible without compromising quality
- ❖ Create competition events for athletes in our club, in Wisconsin and around the United States
- ❖ Promote volleyball whenever and where ever possible
- ❖ Support all programs that advance the sport of volleyball
- ❖ Complement middle school and high school volleyball programs

Specific Goals and Philosophies: Club Badger Region Performance

- ❖ _____ **level teams** need to be Nationally Competitive with the goal of finishing in the top 25% of the "Open" at an End of Season Event.
- ❖ _____ **level teams** should be nationally competitive with the goal of medaling at the Regional Championships and qualifying for a National End of Season Event.
- ❖ **Non-Travel** _____ **teams** should be locally competitive and should strive to finish 1st, 2nd or 3rd in all local tournaments and finish top 33% in an End of Season Event.
- ❖ Provide opportunities for athletes to earn college volleyball scholarships

Club Badger's performance is directly (though not exclusively) linked to the Age Group Expectations. In each age group there is an expectation level that must be achieved by the end of the season. (See Age Group Expectations) Certain skills and techniques must be mastered before the season is over. All coaches must take responsibility for teaching this. Also, some of what the staff teaches must be consistent from age group to age group. It is in the athlete's and the club's best interest to have fundamental standards that do not change as the athletes get older. Read each section and be sure of what must be standard for all athletes. There is freedom in many areas, but some things must be the same for all teams.

Understand that the coaches and Club Badger are providing a service. We facilitate competition, conditioning, travel, recreation, friendship, education, fun and excellence.

We want every kid to leave our program with a positive experience.

Club Badger feels that through volleyball, our athletes learn skills and traits that are valuable and important to making them a better person.

Professional Expectations

It is no longer acceptable to have an inexperienced coach. Parents and athletes expect professional training from qualified and experienced coaches.

Club Badger Volleyball fulfills this need by continually assembling one of the best coaching staffs in the country. Accordingly, Club Badger Volleyball expects and demands the most out of its coaches. This includes:

- **100% Commitment**--Coaches are expected to attend every practice, tournament, coaches meeting and the tryout for your specific age division.
- **Knowledge**--Coaches are expected to be knowledgeable about the skills and tactics of the game.
- **Dedication**--Coaches will be dedicated to making their teams and individuals better each day.

- **Professionalism**--Coaches are required to act with complete professionalism and exhibit ethical behavior when dealing with players, parents, staff, and officials. Coaches will also dress professionally at all times and in the official Club Badger gear that has been distributed.
- **Passion**--Coaches will bring energy and passion not only for the game of volleyball but also for the art of coaching.
- **Technical**--Coaches are expected to be able to run drills utilizing the necessary coaching skills. In other words, all staff must practice chipping balls, serving, hitting downballs, and any other skill required to run an efficient practice or drill.

Time Commitment:

If a coach is unable to make a 100% commitment it will be necessary to assign an assistant. The parents are paying fees to have a professional coach for their child's team for the season and not for a different coach each week. If a coach is unable to attend a practice or a coaches' meeting, their salary will be deducted accordingly. Each coach's contract states the pay by practice and tournament. Pay is deducted for each missed tournament or practice and for not fulfilling administrative items. Check the playing schedule for the season as early as possible and let the office know of the conflicts you will have.

If a coach cannot attend a practice, they need to call the office 48 hours prior to missing. The office will get someone to cover the practice. This will allow the staff to interact with athletes that they do not normally work with. If the office cannot cover the practice, it is the coach's responsibility to call all the athletes and cancel the practice. If the coach cannot reach all the athletes, they must somehow make arrangements for someone to be at the gym to inform them that there is no practice. Some athletes get dropped off or carpool and they might get stranded at the gym with no one there. Never assume that your email has been received by the family. Always get written or voice confirmation.

If your club has the capabilities: *You will be required to Clock IN before your practice and Clock OUT after your practice. This is required to get paid. If you do not do it, it will affect your pay check.

Dedication and Professionalism:

Coaches are required to exhibit the same dedication they would demand of their players. The following are necessities:

- Be punctual. Arrive to practice at least 15 minutes ahead of time
- Written practice plans. It is recommended to write them out 3-4 weeks ahead so that you have a goal in mind.
- Appropriate coaching attire at both practice and tournaments.
 - Coaches will be in issued Club Badger practice gear at practice – example: no high school shirts or collegiate shirts
 - Club Badger issued coaching polo's or practice shirts should be worn at all tournaments and practices. No Competitor logos are acceptable during practice, tournaments, and/or traveling.
- Willingness to spend extra time if requested by an athlete
- Written records kept of players' attendance
- Written records kept of playing time
- Written stats
- For safety reasons, a coach of a team must wait until ALL players have been picked up before they leave the gym

All coaches are subject to background checks and must be ***IMPACT and Safe Sport*** Certified. Coaches unwilling to consent to a background check will not be allowed to interact with any athletes. Club Badger will pay the connected fee for the background screenings but it will be up to each individual coach to comply and pay the associated fee for obtaining IMPACT Certification (club could also pay for this as well). If you are not IMPACT Certified by the first tournament, you will not be allowed on the bench, and will not receive a check until you are certified.

Along the same vein, a coach who suspects child abuse must report it to the director as well as the authorities. If you witness child abuse, and do not take appropriate action, you could be held responsible.

All coaches must be SafeSport certified (which is included in IMPACT training). Anyone IMPACT certified before 2014 can get certified through the USA Volleyball website. SafeSport requires coaches to report all misconduct (bullying, hazing, emotional, sexual or physical abuse). A handbook is available on the USA Volleyball website for more details.

Inappropriate Behavior

Coaches must be cognizant of their actions and how their actions may be perceived at all times. Inappropriate behaviors can be grounds for disciplinary action, up to and including immediate dismissal. Examples of inappropriate behavior are listed below and include (but are not limited to).

- Physical contact with players, linespersons or officials is inappropriate and unacceptable.
- Coaches should not have social interaction with the players, away from tournaments, practice or private lessons. Prohibited social interaction includes but is not limited to attending non-sanctioned Club Badger parties where players are present, phone calls, email communications, texting, communicating via a player's Facebook page or My Space account, Twitter, or other similar social media outlets. Club Badger also discourages social interaction with players' parents, away from tournaments, practice or private lessons because of the possibility of actual or perceived favoritism or conflict of interest.
- Coaches should not provide transportation for the players unless it is an emergency.
- Coaches cannot wear tank tops; flip-flops; cutoffs; any shirts, shorts or pants with holes in them. Also, coaches should not wear competing brands.
- Do not smoke or drink in company of any of our athletes. Drinking for any staff under age is illegal and is grounds for termination. Coaches should not consume alcohol at any time of the day before a match or practice.
- If you choose to drink alcohol around players' parents and/or other coaches at dinner or at other social gatherings, Club Badger expects you to drink responsibly and in moderation and exhibit mature and professional behavior.
- Coaches should not use profanity around the players or the program.
- Coaches should not make derogatory remarks or otherwise speak inappropriately or disrespectfully, about other coaches, Club Badger staff or about parents or players.

Coaches' Pay

Coaches will sign a contract at the beginning of the season (September or October) and will be paid according to the pay scale designated in this contract. The Club Director will compile attendance numbers (suggest if you have your own facility: using hours compiled using the Payclox Swipe Card System*) on the 1st day of the month for the previous month's work. Coaches will be paid for completing administrative duties outlined below (including, but not limited to submitting results and attendance, completing evaluations, turning in equipment), attending coaches meetings, conducting practices and coaching at tournaments. Pay each month is based on the total sum of these duties performed.

Checks will be written and mailed on the 5th of the month. Checks will be distributed on the following days:

December 5

January 5

February 5

March 5

April 5

May 15

June 15

July 15 (for teams playing in post season tournaments such as JOs)

If a coach has questions about attendance figures, please contact the club director (_____). For questions about payment, please contact the bookkeeper (_____).

Direct Deposit is available. Be sure to fill out the forms and give to the bookkeeper if interested. Keep in mind that the direct deposit will be issued the same day the checks are written and that does not necessarily mean the monies will be posted into your account on the same day. It will take 24-48 hours to clear the bank.

Team Oriented Responsibilities

- **Injury Reports:** Coaches must submit an injury report to the office if an athlete gets injured.
- **Player Evaluations:** Each coach will be responsible for filling out an evaluation on each player on their team to be distributed the week before Spring break and again the week before the Regional Championships.
- **Uniform and Equipment:** Coaches need to make sure that their athletes have all their uniforms and the equipment is taken care of. Players must take care of their equipment, however if they lose something, the coach needs to facilitate getting the matter resolved. Lost uniforms must be paid for. Coaches need to take care of the inventory for their team.

A portion of the head coaches pay will be linked to:

- Returning 6 balls and ball bag that were issued at the beginning of the year
- Maintaining upkeep of equipment and facilities.

Coaches' Meetings

Club Badger will host five or six coaches' meetings per season for the coaching staff. Attendance is required and is part of the coaches' salary. Many things are covered at the meetings ranging from administrative to volleyball philosophy. For each coaches meeting:

- Notify the staff of any attendance problems from your athletes.
- Compile the needs of your team. Uniforms, information, administrative problems, etc...
- Notify the staff of any information changes in your team. Phone number, addresses, etc.
- Get answers for the questions that the parents and athletes have.

In the past, coaches meetings have been largely administrative, but the goal is to have the meetings be more educational in nature with the sharing of volleyball drills, explanations of desired techniques, etc.

The Team Parent

It is recommended that every team in Club Badger Volleyball should have a team **parent** for each event date. The team parent is an important part of the team. They will aid the coach with the management of the team and assume many of the off-court responsibilities associated with the team's activities. **The team parent can be a different person for each event.** The team parent is chosen by the coach in cooperation with the administrative staff of Club Badger Volleyball.



The team parent must be able to work with the coach with the understanding that, although they are contributing more to the organization and success of the team, their involvement does not create advantages for their child, or themselves, over the others on the team for any event they are assigned.

In general, Club Badger would like the team parent to be a female if it's a female team. Some of our coaches are male, and possibly our female athletes may not be comfortable discussing certain issues with a male coach. With a female team parent, it is insured that there is someone that our athletes will have to help them deal with any possible situation that may occur while the team is together.

The team parent is only accountable to the team's coach and Club Director. Other parents cannot request favors of the team coordinator. (Example: parents cannot ask the team rep to room check, only the coach can do that). Make sure all the athlete's parents understand this.

The individual athletes are accountable for their behavior. The team parent is not responsible for punishments or any behavior modifications. The athletes will know what is acceptable and what is not and the coach will deal with problems in these areas. Make sure the team parent understands what is required of them, but more importantly make sure the team understands this person's role on the team.

Responsibilities of the Team Parent

• PRACTICES:

The team parent may want to meet the team before each event to coordinate and organize upcoming events. They are not required to be at all or any practices.

• TRAVEL:

Travel is the major responsibility for the team parent. The team parent must communicate with the coach and coordinate all the needs of the team involved with getting to, participating in and returning from a tournament. There are many different trips that our various teams embark upon, each of which has different responsibilities. The coach will know the schedule and locations. It is up to the team parent to organize the team around these parameters.

ON THE ROAD:

Most of the travel for our teams is within driving distance. For each tournament that the team drives to, the team parent must organize the rides to and from beforehand, ensuring that every athlete has a way to and from the tournament. Set a meeting place and time for departure. Ensuring that everyone is taken care of is often a complex task. The parent of each athlete must know who their child is traveling with and when they will return.

FLIGHTS:

The team parent will serve as the chaperone for the team members on the flight. (Team members who take other flights are not the responsibility of the team parent).

Team parents may be required to drive a van. The team parent **must be at least 25**, have a **valid driver's license**, and a **major credit card in their name**. Drivers are required to produce a credit card in the rental agreement. If a member of administrative staff is traveling with the team, they will have the van charged to the club's credit card when the van is returned. However, sometimes the van may have to be charged to the driver's credit card (Club Badger will reimburse drivers when the receipts are turned in to the office). If this is a problem, please notify the office. The expense of van rentals will be reimbursed with proof of payment by team parent for this given event.

HOTELS:

Either the team parent or coach must be accessible to the athletes at all times. Athletes are not allowed to leave their room without permission. Athletes must keep their doors closed and locked at all times for their safety.

• EATING

The team parent must aid the team in getting its food. Each tournament is different. Improvisational skills help. When eating at a restaurant, let the group be split up. It's faster and they can settle the bill themselves. Here are some suggestions that have worked in the past.

Breakfast:

-Check and see if the hotel offers a free continental breakfast. This is the best.

-Take a cooler and purchase breakfast items the night before and eat in your hotel room in the morning.

*Collect about \$3 from each person and ask them what they want. Most will want cereal, bagels, fruit and muffins.

-Take the team to a grocery store and have them purchase their own breakfast and snacks.

-Avoid going to a restaurant for breakfast. If the athletes are paying for 3 meals a day, a cheap breakfast is the easiest way to keep food cost down.

Lunch:

-Subway is usually the most agreeable and easiest option. Team coordinator may be required to go get the food and bring it to the gym so that the team can eat between matches.

Dinner:

-Try to find restaurants that can keep everyone happy. The best are places like Bennigans, Chili's, TGI Friday's, or Applebee's. Italian restaurants usually work well also. Try not to have the players eat late. Be aware of the costs of the restaurants. Some athletes do not have much money. Try to keep lunches and dinners at the \$5-\$8 range.

• MATCHES:

There are no specific team parent responsibilities during the match. Keeping statistics or videotaping can be very helpful to a coach. However, avoid putting parents in situations that may create problems. For example, don't have a parent keep serving and passing stats if their daughter is on OH. Use the setter's parents to keep serving and passing.

• EMERGENCIES

The greatest advantage of having a team parent is in case of emergencies. Team parents may be asked to perform a wide range of activities: driving someone to the emergency room, driving someone to the airport, staying at the hotel with a sick or hurt athlete, contacting parents, or even doing laundry. Without the team coordinator, these responsibilities would fall on the coach. Although these are thankless jobs, it is very important to alleviate these responsibilities from the coach so that they can best serve the team.

• OTHER TEAM ORIENTED ITEMS:

****Avoid being alone with an athlete.** Coaches are told this also. The team parent should never be in a situation in which some thing could be misinterpreted or misunderstood. If the team coordinator must be with an athlete, take a coach, another team coordinator, or another athlete.

****Team parents are not the disciplinarians.** The coach will take that role. Hold the team to the rules and expect appropriate behavior but do not become the “enforcer”. It is much easier for the coach to discipline because of the volleyball leverage.

****The team parent is not a coach.** The team rep is in a position of authority over the athletes, and coaching confuses that role.

****Athletes must treat the team parent with respect.** If they do not, discuss this with the coach and they will take appropriate action.

Parent’s Responsibilities and Behavior

Parent Responsibilities

The parental responsibilities are few but are very important:

1. Coordinate the transportation for their child to and from practices.
2. Coordinate flights for their child to out of state tournaments. Parents must get their athlete to the team’s hotel by the designated time. Club Badger is not responsible for the athletes until they get to the hotel. Parents must also coordinate the return.
3. Payments are due the 1st of the month. Payments should never be given to the coaches.
 - a. Players whose payments are late are subject to a \$50 late fee
 - b. Players whose accounts are in arrears over 45 days will not be allowed to participate in any Club Badger sponsored activity.
 - c. Though the coach will not be required to handle these conversations (the office will handle these issues), the coach will be informed that the possibility exists
4. Provide an atmosphere conducive to learning to play volleyball.
5. Encourage the athlete to discuss any issues with the coach

Parent Behavior

It is very important that the staff of Club Badger Volleyball and the parents create a positive atmosphere for the athletes to learn and grow. The staff’s behavior is a very important part of teaching how to play volleyball. Athletes must be allowed to succeed and fail. Athletes put a lot of pressure on themselves and their teammates. The relationships between teammates are incredibly dynamic and often volatile and fragile. Coaches must monitor and manage these relationships and attempt to create a winning and positive situation for everyone. This is no simple job. Coaches must not allow parents to be anything but a positive outside influence. Just as a single athlete could destroy the mentality and moral of a team, so could a parent.

A few principles regarding Parent Behavior:

- No parent will be allowed to abuse players. All athletes are to be treated with respect: their child, teammates and other teams.
- Parents should not communicate with their child during a match or practice. Parents should communicate with their child only after they are released by the coaches.
- During matches, parents will behave with the same sportsmanship that is expected from Club Badger athletes. Yelling at referees beyond the normal comment is not acceptable. Also, parents are never to approach referees for any reason before or after a match.
- It is unacceptable to direct comments towards the opponent’s team, coaches or parents.
- If parents have concerns and wish to talk with the coach, the parents should set up a time during the week following the tournament. It is our experience that parent / coach discussions during a tournament are nothing but destructive for all involved. Constructive discussion can only take place when all parties are comfortable and level headed.
- If a solution has not been agreed upon by parties - coach, player and parents will attend a meeting with Club Badger Staff for discussion and resolution.

Club Badger Zero Tolerance Policy:

Speaking inappropriately, disrespectfully and/or disclosing individual personal club business with other players, parents, coaches, and volleyball officials, may result in disciplinary actions, up to and including termination of player(s) from club team and/or events conducted by Club Badger.

Parents who cannot abide by these principles unavoidably compromise their child's future in our program. Club Badger Volleyball recognizes that it is a sacrifice to participate in our program. We want our athlete's parents to be involved! The involvement, participation, and interest in the players' lives are very beneficial. However, destructive parent behavior will not be tolerated. It is in the club's best interest that an athlete's participation be based solely on their actions and not complicated by the behavior of the parents.

Sponsorship and Uniforms

There are many different kinds of sponsorships. Most are interested in providing equipment for our nationally traveling teams (or the most visible). Items provided to the club can be for test marketing or possibly inventory reducing. Club Badger usually has to purchase some portion of the player equipment to provide for the whole club.

"Which team gets what" is decided by the club director. Often it is hard to understand the logic behind the distribution of the equipment. The director tries to honor the obligations of the sponsorship and give as much too as many athletes as possible. Not everyone will receive the same amount of equipment. It is even possible for two teams that pay the same in player dues to receive different amounts of equipment.

There are a few rules related to the club sponsor and uniforms:

1. Players must wear provided equipment and uniforms at all practices and tournaments. They must wear the same colored equipment on the same day.
2. When in transit to a tournament, coaches and players will decide what to wear, however no competitor sport apparel can be worn.
3. Players will use the equipment given to them or they must return it. (Example: If an athlete is given shoes but doesn't like playing in them, they must be returned)
4. Players can wear any brand of sports apparel to cover items not given to them through the club. (Example: If a team is not given shoes then the players may purchase any brand of shoe they prefer)
5. If a uniform (or any vital piece of equipment) is lost, then the athlete must pay the replacement cost. Jerseys are very expensive to replace. We order in large quantities and cost is dispersed. However, to produce one item, the cost is substantial. Take care of the jerseys.

1st Team Meeting

It is **MANDATORY** to have a team meeting before your first practice. This is a separate meeting from the Tryout First Meeting. These first meetings will be conducted at the Club Badger facility; any subsequent Bonding Type meetings may be held at a place that you designate for your team. Most likely you will have a list of things to take care of from the office. Get these things taken care of in addition to anything you need. Here is a list of things you will probably want to get from your team:

1. Check the uniform sizes and make sure they are correct.
2. Get additional phone numbers, mobile numbers, correct email addresses.
3. Get parent names and work phone numbers.
4. Confirm practice schedule for whole season (including summer vacations)
5. Discuss the need for team parent(s). (See Team Coordinator section)
6. Get volunteers for score keeper. Give them clinic dates.

Some other topics to cover are:

1. Team Goals
2. Team Rules (cover the Club Badger team rules, in addition to your rules)
3. Acceptable / Unacceptable Behaviors
4. Practice and Playing Time Philosophy

Practices

Designing practices will be the most challenging part of coaching a “club “team. Be aware that the season is long and the goals need to be focused on accomplishments at the end of the season. Do not sacrifice the long run for the short.

THE PRIORITY IS ON PROPER TECHNIQUES OVER LEARNING A SYSTEM. Be sure that each of your athletes has a good technical base in all the skill areas. It is unacceptable for an athlete to continue in our program without proper technique. That is the coach’s responsibility. Players should not move to the next age group without correcting minimum technique requirements.

Practices need to be challenging and competitive. One element of the philosophy of Club Badger is that playing time is earned in practice. Create an atmosphere that positions can be earned and competed for (i.e. multiple skill drills). Performance and behavior at practice must have rewards/consequences. If managed correctly, this can be healthy and motivating.

The actual performance level of a team is relative to the expectation level. Coaches must set the expectation level for the team. This fact more than any other will determine the success or failure for a team. If a coach brings a lot of energy and excitement to a practice, the team will respond. Likewise, if the coach acts tired or uninterested, it will be reflected in the practice. Teams will emulate the coach. If a coach is able to consistently dictate a high motivation and enthusiasm level at practice, then teams will be more successful and consistent during matches.

Rules of Practice for Coaches

- 1. Practices must be planned in advance and practice plans should be in writing.** Parents pay big dollars for the training they are to receive. It is only right that coaches be prepared.
- 2. If a coach cannot attend a practice, they need to call the office.** The office will get someone to cover the practice. This will allow the staff to interact with athletes that they do not normally work with. If the office cannot cover the practice, it is the coach’s responsibility to call all the athletes and cancel the practice. If the coach cannot reach all the athletes, they must somehow make arrangements for someone to be at the gym to inform them that there is no practice. Some athletes get dropped off or carpool and they might get stranded at the gym with no one there.
- 3. Each coach must show up at least 15 minutes before practice.** Practice starts exactly on time. Court time is limited; use it for ball contacts, not talking. Deal with all problems and questions prior to the start of practice. Do not hold athletes after practice to late.
- 4. The coaches are responsible for getting the nets set up and/or changing the net height and picking up the trash each night.** All trash must be in the receptacles and the floor clean. The coaches must put the equipment away properly, put the balls in the closet and pick up the trash before leaving the facility! Coaches do not have to do all this personally, but make sure it gets done.
- 5. All balls are in ball carts after your practice.** The coaches are responsible for getting all the balls off the floor and into carts. Take responsibility in keeping our equipment in shape.
- 6. Keep attendance records.** Coaches are responsible for keeping accurate daily records of attendance, injuries and illnesses at all practices and tournaments. Record the attendance and the reason for each absence. Players that do not show up for practice must be called during that practice. In the event that a player misses practice, the coach must call and check up on the player (illness, injury, dropping the program, etc.) and inform them of any announcements/information they missed.
- 7. At the end of practice (or tournaments), one staff person must stay until every athlete has been picked up,** Club Badger is responsible for every athlete until they have been picked up. Avoid being alone with any athlete. Coaches must not wait alone with an athlete. Athletes need to wait inside the building for their ride home.
- 8. Enforce the “Team rules of practice”.** (See below).

Master Coaches

Club Badger employs Master Coaches to assist in the training of our teams. They are _____ and _____. They are responsible for the skills and techniques for all the teams. They will meet frequently with coaches to discuss techniques or coaching skills required by Club Badger. Game tactics will also be covered. The Master Coaches will design the offenses, defenses and game systems for all the teams under them. Coaches will be responsible for game coaching, establishing starting line-ups, substitution patterns and general team management.

Rules of Practice for Teams

1. Athletes and coaches must wear the required uniform at each practice. If an athlete has the wrong uniform on, they don't practice. Make this clear at the beginning of the year. The same goes for coaches. If they are not wearing Club Badger gear, they are not allowed to practice and will be docked in salary.

2. If an athlete is going to miss a practice, they must call the coach, (not just tell someone who will be at the practice). If they do not, that athlete sits out the next match entirely.

3. The team must be prepared to practice at the start time. This includes being dressed and having the nets up. Create consequences for late arrivals and not having the net up (usually a per minute punishment).

Tournaments and Competition

Tournaments are selected as to best aid in the development of the team and the athletes. Each team will play between ___ and ___ tournaments. The importance of the tournaments increases as the season progresses.

Tournaments come in different forms. Each tournament is made up of any number of age group divisions. Some tournaments are so large that not only are there age group divisions, but also sub-divisions within an age group. Some tournaments last only half a day, some last for three days, others last four and five.

Here is a brief description of the tournaments Club Badger attends:

_____:

_____:

_____:

National Qualifier Tournaments: The most important tournaments are the National Qualifier Tournaments which give the champions bids to the Junior National Volleyball Championships in June. Depending on size, different tournaments have different numbers of bids. There are 9 National Qualifiers throughout the United States.

Club Badger will usually attend ___ different ones: these include

Junior National Volleyball Championships: Hosted by USA Volleyball, this tournament determines the National Champions. The tournament has 700+ girl's teams and 300+ boy's teams. Jr Nationals is played around June 28 to July 4 each year. Dates are age group and division specific. (For more info see Junior Nationals section)

Travel

Organization is the key to success for travel. The challenges will differ from team to team. Older teams will be more experienced and therefore are substantially easier. Younger teams frequently will have athletes who have never been on a team trip. Also, younger teams tend to have a larger parent entourage therefore more issues to deal with.

The more structure and planning, the better. Creating a "Travel Memo" and distributing to the parents at the last practice before a trip can alleviate many problems. Put every piece of known information about the trip in the memo: meeting place, flight info, driving arrangements, meeting place and times, hotel phone numbers, known playing times and locations, room arrangements, return travel arrangements and estimated return time.

Additional Travel info can be found within each Player Agreement and as stated below:

Parents understand and agree that when the team is traveling to tournaments or to out-of-town games or other events, Club Badger Coaches will not:

- Be able to monitor your child or know your child's whereabouts at all times.
- Be responsible for loss or damage to belongings or other property.
- Be responsible for your child's transportation.

- Your Club's Additional Info

On the Road

- Avoid being the driver for the team. Let the team representative arrange the rides for the athletes. Coaches do not have to ride in the same car as the team, but it is best to be in the same "convoy" as to deal with possible problems. Never ride alone with an athlete.
- When driving same day to a tournament, plan to arrive one hour before scheduled first match.
- Athletes return with the same ride as they left with, unless the parents have consented otherwise. "Consent" is either a letter or the coach's direct conversation with the parent.
- Club Badger does not reimburse for gas. Get a ride with the team if gas money is an issue. Also, drivers can ask the team for gas money if they want.

Flights/ Vans

- Make sure everyone brings a form of identification.
- Confirm everyone's travel plans and make sure you know who is traveling with you and who is on their own. Set a meeting time at the hotel that everyone must attend. At that point, the coach assumes responsibility of the athletes until they are released after the tournament.
- Athletes must carry-on their minimal playing equipment. (Shoes, jerseys, compression shorts). Keep the carry-on bag as small as possible. Some airlines will not allow the equipment bag as the carry-on because of its size. A backpack is better. The majority of airlines allow only one carry-on piece of luggage. Athletes should only take one carry-on and one checked in bag. Van space is limited.
- Be prepared to drive a van. Club Badger will try to reserve 15 passenger vans as often as possible, however, insurance, state laws, and limited numbers sometimes force teams in to mini-vans. The coach and team parent may need to be drivers. Drivers must be 25, have a valid driver's license, and a major credit card in their name. Drivers must put down your credit card. If a member of Club Badger administrative staff is traveling with you, they will have the van charged to the club's credit card when the van is returned. However, sometimes the van may have to be charged to the driver's credit card (Club Badger will reimburse drivers when the receipts are turned in to the office). If this is a problem, please notify the office. Gas money for rental vans will be reimbursed.

Hotels

*Club Badger will prepay for the hotels the teams stay in (not all tournaments have hotel nights). The hotel will be instructed to not allow any additional charges to the master account, (phone, movies, room service) however some hotels are not as organized as others. Individuals can put down personal credit cards as to allow room charges. Explain this to the athletes.

*Keep the athletes in their room. Do not allow them to just wander the hotel. Clearly define where they may or may not be. Allow for at least 8 hours of sleep and never more than 10.

*Either the coach or the parent rep must be accessible to the athletes at all times. Even if the team has been sent to bed for the night, someone must stay at the hotel that can be reached easily.

*Never be in a room alone with an athlete. If a coach must speak privately with an individual, do it in the lobby or in the presence of another adult.

Meals

Eating habits of our athletes (especially 16's, 15's and 14's) could be much better. Although it is impossible to watch them all the time, there are some rules that can be made that will eliminate a large portion of poor eating habits (there is always some gray area). Make them follow these rules when at tournaments or traveling and encourage them to follow these rules all the time.

1. No carbonated drinks or caffeinated drinks
2. No fried foods.
3. No deserts
4. No candy, ice cream, cake or cookies.
5. Drink one half gallon of water per day.

Try to find restaurants that can keep everyone happy. The best restaurants are places like Bennigan's, Chili's, TGI Friday's, or Applebee's. Italian restaurants usually keep everyone happy. Split your group up if it makes things faster. If the team has to wait, have them read the menu so that they can order at the first opportunity. Try not to eat late. For breakfast, try to go cheap. Taking everyone to a grocery store in the morning will work. Bagels, cereal and juices are best. Be aware of the costs of the restaurants you go to. Some athletes do not have much money so please try to avoid the peer pressure of a few kids with unlimited funds. Try to keep lunches and dinners at the \$5-\$8 range.

If you stay in a hotel overnight and do not play in the morning, make them get up and eat breakfast. Before playing a PM wave, you want to get two meals in them before they play. Try to get them to eat 2 hours prior to competition. Also, eat as soon as possible after playing. The body recovers faster if it has food to replace depleted nutrients.

Philosophy

“ _____.”

Club Badger is very proud of its coaching staff. The staff is made up of people with many different backgrounds in volleyball. There are high school and middle school coaches, former Club Badger athletes, former NCAA athletes, former men and women college club athletes, college coaches, and even parents of current and past members. The challenge is great for our coaches. There are so many different variables that contribute to whether a team is successful or not and we believe that the coaches are responsible for controlling those variables. The following section outlines our philosophies with regard to broad topics.

Physical Training

- **Teams are expected to improve continually throughout the season.**
- **Athletes must improve in three areas:**
 - 1) Physically,
 - 2) Technically and
 - 3) Tactically.

Physical Improvements:

The first part of the season (December and January) is focused on **physical improvements**. Physical improvement refers to:

- Coordination,
- Movement Skill,
- Endurance and Strength.

Athletes need to be able to max jump for long periods of time, spike with velocity without soreness, and have good leg strength for holding low defensive postures, and quickness for all around skills. Once a base of these elements has been established, focus can move to technique. Most of the athletes will enter our season in reasonable shape. Use volleyball drills to improve them physically. (Run-throughs are better than just running lines). Incorporate volleyball contacts into everything possible.

Technical Improvements

Once the team has achieved an adequate level of physical condition, coaches work on developing the team **technically**. The areas include:

- Spike Approach,
- Ball Handling,
- Passing,
- Arm Swing,
- Spike Variation,
- Play-Set Variation,
- Types of Serves,
- Blocking,
- Transition Hitting and Footwork, and
- Defensive Techniques.

This is more important than team systems. Do not start working on serve receive patterns until they know and have demonstrated the correct passing form, etc. Understand that some skills are more important as the athletes get older and

it is important that the athletes are taught the correct technique before it becomes essential. So, although blocking may be of little importance to a 14 & under team, they must be taught at that age so that when they are 16, the 16 & under coach won't have to break bad habits developed through lack of instruction. Breaking bad habits of athletes is much more difficult than teaching inexperienced athletes the correct technique.

Tactical Improvements

The third and final area of improvement is **tactically**. This includes:

- Play Set Choices,
- Defensive Systems and Styles,
- Serving Strategies,
- Blocking Schemes, and
- Game Playing Skills.

With restrictions of gym time, most tactical learning will be done at tournaments. It cannot be emphasized enough the importance of talking with the athletes during tournaments. It is impossible to prepare athletes for every possible scenario. Utilize the time between matches to teach about the game.

Obviously some of the areas overlap. Spiking repetitions help physically and technically for example. But if only a minimal physical level exists, then the ability to spike different shots is limited. If you cannot jump, you cannot spike. Also if the technical base is limited, then the tactical area is limited. If you cannot hit a variation of shots, then it will be difficult to exploit opponent's defensive weaknesses. Develop your team in that order. The season is long. Use the early practices to develop a strong base for your team. It is better to start slow and finish strong rather than vice versa.

Mental Training

All teams and individuals should set goals to guide them throughout the season

Club Badger believes that all teams should outline goals for their seasons, with the coach serving as the facilitator for the teams to create goals that are:

1. In keeping with the performance goals that Club Badger has for the appropriate team level (see below)
2. Realistic, yet Challenging
3. Measurable

As an organization, we feel that each team should have goals and that each individual should also set goals. The coaches and the team should meet periodically through the course of the season to evaluate both the teams' and individual's progress in relation to their goals.

Playing Time and Game Coaching

Athletes Earn Playing Time in Practice

The most difficult decisions that coaches make is playing time. Athletes and parents will judge how well athletes are doing by amount of playing time. The official position of Club Badger about playing time is "Athletes earn playing time in practice". There are no "quotas" on the amount of time each athlete receives. However, everyone must be able to contribute and a few principles need to be followed:

1. Athletes need to have opportunities to play both front row and back row. It is not ideal to have OH only play front row with a DS playing back row. Liberos generally play back row for MB, however find situations that allow the MBs to get some back row time. Everyone should pass, play defense, hit and set in practices. The MBs on the 14s are possibly the OHs when they play 18s.
2. Coaches cannot play their best line-up all the time. This is particularly true over the course of a 2- or 3-day event where fatigue may become a factor. When deciding line-ups, make decisions based on the day rather than match to match. If the first match is the easiest, then it is probably smart to work in the weaker line-ups. Every athlete should play at least one full match per day (if not more).
3. Each athlete should start from time to time.

4. Each athlete should be on the bench from time to time.

Playing time is the greatest leverage a coach has over their athletes. Club Badger will not undermine that by creating playing time minimums. Club Badger will support coaches' decisions if confronted by an athlete or parent. However, it is important to keep documentation on playing time, stats, attendance and etc. ***Be consistent in substitution philosophy and how lineups rotate.*** A common complaint is "Betty hits 10 balls out but if I hit 1, I come out instantly". Well if Betty has 10 kills, 4 blocks and 3 aces then the argument has little weight, **but** most athletes don't see it that way. Let the athletes know why they are in or out of the match.

Finally, when it comes to playing time, **give your team a chance to win every match.** Athletes are not allowed to continually make mistakes because it is their turn to play. If your team has their back against the wall in an important tournament, then play the best line-up, use all your time-outs and use all your subs. If you must win three matches in a row to win regionals and all your opponents are as good if not better than you, then play your best line up in each match. There is nothing wrong with that. However, a good coach knows how to mix in your bench so that everyone feels as though they have contributed to the team.