 HANDBOOK

## 2018-2019 FALL SPORTS / POINTS OF CONTACT

#### Molalla Youth Sports (503)829-3939 mys@molalla.net

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Welcome

* Welcome Coaches and Parents!
	+ MYS has prepared this handbook for our coaches and families to use as a tool to prepare for and refer to throughout the season.

Know BEFORE You Register Grade / Age Requirement

* + - Soccer
			* U6 Pre K to K
			* U8 1st/2nd Grade
			* U9 3rd Grade
			* U10 4th Grade
			* U11 5th Grade
			* U12 6th Grade
			* U13 7th Grade
			* U14 8th Grade

 Requests for Refund

* + - Requests for refund prior to deadline will be considered and subject to a $7.00 processing fee; online and credit / debit refunds subject to an $11.25 up to $31.00 processing fee, based on registration fee.
		- Request for registration refund after deadline will not be honored.

Once Registration has Closed:

* + - Late registrants placed on a waiting list pending coach / team / facility availability.
		- Request for registration refund after deadline will not be honored. Once Classic Try-Outs are Completed, there are:
		- No team transfers.

Once Soccer 5 / Micro-League / Kinder-Kick team assignments are completed, there are:

* + - No buddy requests honored;
		- No team transfers.

Practice Days / Time / Location are based upon the following criteria:

* + - MRSD Facilities approval / availability;
		- Head Coach practice request;
		- Number of Soccer teams;
		- The understanding that practices and/or games shall be at any facility, day or time and subject to change.

Head and Assistant Coaching Personnel

* + - As a non-profit organization, our coaches are not paid for their volunteer services.
		- All MYS coaching personnel, including Classic, are volunteers.

Athlete Eligibility As per the **MYS Athlete Eligibility and Team Assignment SOP**, an eligible athlete is defined as:

1. A registrant clear of the following:
	* Outstanding fees;
	* Non-Returned uniforms and/or fees;
	* MYS disciplinary action.
2. A registrant complying with the following:
	* Submitted an on-time and completed MYS registration form with appropriate fee.
	* Submitted a late and completed MYS registration form with appropriate fee, with the understanding that MYS will assign after on-time eligible registrants and according to coach

/ team availability.

* + Meets the MYS Grade / Age requirement;
	+ Meets State / County / League requirements;
	+ Meets the MYS Player Assessments/Try-Outs SOP, as required.

Athlete Ineligibility As per the MYS Athlete Eligibility and Team Assignment SOP, an ineligible athlete is defined as a registrant that does not meet Athlete Eligibility requirements and shall not participate on a MYS team or in MYS governed activities.

Request to Play-Up As per the **MYS Athlete Eligibility and Team Assignment SOP**,

* MYS allows for eligible registrants to request to play-up one level higher than Grade/Age Appropriate Level with the understanding, a registrant requesting to play-up is in compliance with State, County and League policies and procedures; may not bump or take a position away from an eligible Grade/Age Appropriate Level registrant.
* For programs that require player assessments, a registrant eligible to play-up in an advanced Grade/Age Appropriate Level must meet one of the following criteria:
1. Registrant assessed, qualified and played up in an advanced Grade/Age Appropriate Level the prior season, as well as,
	1. Registrant must assess in the top 50% in the advanced Grade/Age Appropriate Level.
2. Registrant playing up will result in remaining with school Grade Appropriate Level, as well as,
	1. Registrant must assess in the top 50% in the advanced Age Appropriate Level.
3. Registrant assesses in the top 2 in their Grade/Age Appropriate Level, as well as,
	1. Registrant must assess in the top 25% in the advanced Grade/Age Appropriate Level.
	2. Movement of registrant to advanced Grade/Age Appropriate Level will not hinder the registrant’s Grade/Age Appropriate Level without enough players to field a team.
	3. Advanced Grade/Age Appropriate Level team has less than MYS authorized minimum roster.
* For programs that do not require player assessments, a registrant eligible to play-up in an advanced Grade/Age Appropriate Level must meet one of the following criteria:
1. Registrant playing up will result in remaining with school Grade Appropriate Level.
2. Advanced Grade/Age Appropriate Level team has less than MYS authorized minimum roster, as well as, movement of registrant to advanced Grade/Age Appropriate Level will not hinder the registrant’s Grade/Age Appropriate Level without enough players to field a team.
	1. Registrant selected by date of registration.
* The final decision will be made by the Operations Manager and/or Program Representative and/or Coaching Staff.

Athlete Team Assignment A MYS registrant in compliance with the MYS Athlete Eligibility and Team Assignment SOP, shall be

assigned to participate on one (1) MYS team and its MYS governed activities.

Athlete Restrictions, Violations and Suspension A MYS registrant shall abide by the MYS Athlete Eligibility and Team

Assignment SOP. Any athlete proven to be in violation shall be

suspended immediately from participation in all MYS governed activities, for full review and final discipline determination by the MYS Board of Directors:

* + A registrant shall not participate on more than one (1) team and its MYS governed activities.
	+ A registrant shall not participate on a younger team.
	+ A registrant shall not participate on a team one (1) year and/or level older / higher.
		- Exception:

o A registrant fulfilling Request to Play-Up requirements.

* + A registrant shall not participate on a team two (2) years and/or levels older / higher.
	+ A 2018 – 2019 registrant assigned to a Fall and/or Spring season Premier / Classic team cannot participate on a Fall

and/or Spring season Soccer 5 team.

Awards / Recognitions and Team Party Fees Not included in registration fees and are the responsibility of each

player’s parent(s).

Volunteer Disclosure Statement MYS requires a Volunteer Disclosure Statement (VDS) for all volunteers interested in

head or assistant coaching. A VDS must be processed every 12 months. In the

event you have coached but are unsure when your form will expire, call 503/829- 3939 or e-mail mys@molalla.net. Please understand that by completing a VDS form, it does not automatically select you to be a head or assistant coach. You

may print a VDS form from the MYS website located at [www.myssports.com.](http://www.myssports.com/) To be

considered for a coaching position, applications must be received by end of registration.

Coaches Training / Certification MYS requires ALL head and assistant coaches to attend an age appropriate OYSA

youth training module every 2 years. There are several opportunities to select from

that will coincide with your personal schedule. Classic: Coaches are strongly encouraged to obtain their E Level USSF Coaching License. To find out if your coaching certification has expired or to learn how to register for training, contact brian@oregonyouthsoccer.org or MYS.

Coach Interviews In the event there are more coaches than teams, the MYS Coach Selection SOP will be followed.

### Practices / Games

|  |  |  |
| --- | --- | --- |
|  | Practices begin… |  |
|  | o Classic | Week of June 3 |
|  | o Soccer 5 | Week of August 5 |
|  | o Micro-League | Week of August 5 |
|  | o Kinder-Kick | Week of August 5 |

|  |  |  |
| --- | --- | --- |
|  | Games begin… |  |
|  | o Classic | Saturday, September 8 |
|  | o Soccer 5 / Micro-League / Kinder-Kick | Saturday, September 8 |

* Teams are responsible for starting and finishing practices at your team’s assigned time.
* Parents are responsible for getting their child to practices and games as requested by their child’s coach.
* Parents are responsible for contacting your child’s coach to let them know if your child will be late or absent for a practice or game.
* Players are responsible for bringing water to every practice and arriving in full uniform prepared for games.

### Game Schedules

* We all want to know when and where first games will be played, however, it’s important that everyone understand the process…
	+ Classic
		- Prepared by the Oregon Youth Soccer Association.
		- Preliminary schedules are presented to Area Representatives for review and approval.
		- Official schedules are released after all Area Representatives approve;
			* Posted on the State and MYS websites and e-mailed to MYS teams.
	+ Soccer 5
		- Prepared by the Soccer 5 Association game scheduler. Usually aren’t received September 1.
		- Preliminary schedules are presented to Area Representatives for review and approval.
		- Official schedules are released after all Area Representatives approve;
			* Posted on the League and MYS websites and e-mailed to MYS teams.
	+ Micro-League / Kinder-Kick
		- Prepared by MYS for the Molalla Soccer.
		- Collect Coach / Field information from all participating clubs.
		- Preliminary schedules are presented to Area Representatives for review and approval.
		- Official schedules are released after all Area Representatives approve;
			* Posted on the MYS website and e-mailed to MYS teams.

### Game Officials / Authority / Treatment

* Classic /Soccer 5:
	+ Youth and Adults / Trained and Certified
		- First Year Officials with Mentor
		- For grades 7th and 8th Center and Line refs must be 16 or older and be confident with coaches and parents confronting them.
* Micro-League / Kinder-Kick: Coaches and/or Parents. There could also be young refs wanting to learn how to ref.
* In a perfect world all games would be assigned with officials that never miss a foul or make a bad call. But let’s face it, even OSAA, Collegiate and Professional Sports officials are known to make errors.

Let us get directly to the point. At some point we all disagree with an official on a call or lack of, however, it’s at that moment we all have the choice to decide how we will react. All we ask is for everyone to take a moment and consider if what you’re about to say is really worth sacrificing your dignity and drawing negative attention and/or game official’s disciplinary action upon yourself. The choice is yours…but with every choice there is a positive or negative consequence.

Just know that at the same moment you make offensive comments or argue with an official, he/she has the choice and authority to weigh the severity of your actions and decide how he/she will react, to include up to an ejection. As per OSAA and MYS regulations, any coach, player or spectator receiving an ejection will be suspended from attending the next game.

### U6 / Kinder-Kick

The U6 Kinder-Kick program is the key to the success of our club. Our goal is for players to have fun in a positive and rewarding environment and cherish the memories of their first involvement in soccer. The players participate in a games based program where learning is achieved through a process of trial and error. Games and fun activities are utilized to maximize player involvement, touches on the ball and physical activity. There are no positions, no formations and no waiting in line. We measure the success of our program by the number of laughs and the size of the smiles. Listed below is an overview of the skills coaches will be expected to teach and athletes should be able to perform for their appropriate age level at the conclusion of the season. To achieve this goal, every team practice must be a mildly structured environment for athletes to enhance their skills to be able to take their game to the Micro-League Soccer level.

In addition, U5 / Pre-K designated player registrations will be accepted and assigned after on-time U6 / Kindergarten and pending coach / team availability.

. Basic Fundamental Technical Skills:

* + Warm-Up;
	+ Dribbling;
		- No to the toe.
	+ Passing;
	+ Shooting and Scoring.
		- Which one is our team’s goal?

. Team Sportsmanship / Unity;

. Having FUN!!!

Teams are co-ed.

All skill levels welcome.

Registration Fee: $65.00

Uniforms: All assigned athletes will receive team shirt.

* Requirements: It is the registrants responsibility to wear:

 Soccer Cleats; No toe cleat.

 Shin Guards;

 Weather appropriate clothing;

 Soccer is played rain or shine.

Season: M-Aug-6 through Sa-Oct-27.

* School Closures
	+ No School = Does Not Affect Practice Schedule

Practice: Begin the Week of August 5.

* 2 weeknights for 1 hour.
	+ Begin anytime after 4:30pm and ending by 7:30pm on a Monday/Wednesday or Tuesday/Thursday.
	+ Depending on the number of teams and coach practice requirements, it may be necessary to assign two teams to share a field.

Games: Begin on Sa-Sep-8.

* Played on Saturdays at 9:00 am, or 10:00am.
	+ Exception: Re-scheduled games may be played on weeknights.
* Scores
	+ None.

Clubs: Molalla, Colton and Country Christian.

### U8 / Micro-League

The Micro-League program is designed for Girls’ and Boys’ in the U8 / 1st to 2nd grade group and their continuing development of fundamental Soccer skills in a fun and rewarding manner, with the emphasis on enjoying the experience rather than wins and losses. Listed below is an overview of the skills coaches will be expected to teach and athletes should be able to perform for their appropriate age level at the conclusion of the season. To achieve this goal, every team practice must be a moderately structured environment for athletes to enhance their skills to be able to take their game to the WYSA Soccer level.

. Basic Fundamental Technical Skills:

* + Warm-Ups;
	+ Dribbling;
	+ Ball Control;
		- Passing;
		- Receiving;
		- Possession;
		- Turning;
		- Shielding.
	+ Spacing;
		- Position Play.
	+ Goalkeeper;
	+ Shooting and Scoring.

. Team Sportsmanship / Unity;

. Having FUN!!!

At any time coaches and parents with questions are encouraged to either contact the Molalla High School coaching staff or come to the MHS fields to observe practices / games and to discuss.

Teams are gender specific.

All skill levels welcome.

Registration Fee: $110.00

Uniforms: All assigned athletes will receive team shirt and socks to keep.

* Requirements: It is the registrants responsibility to wear:

 Soccer Cleats; No toe cleat.

* + Shin Guards;
	+ Weather appropriate clothing;

 Soccer is played rain or shine.

Season: M-Aug-6 through Sa-Oct-27.

Practice: Begin the Week of August 5.

* 2 weeknights for 1 hour.
	+ Begin any time after 4:30pm and ending by 7:30pm on a Monday/Wednesday or Tuesday/Thursday.
	+ Depending on the number of teams and coach practice requirements, it may be necessary to assign two teams to share a field.

Games: Begin on Sa-Sep-8.

* Played on Saturdays at 9:00 am or 10:00 am.
	+ Exception: Re-scheduled games may be played on weeknights.
* Scores
	+ None.

Clubs: Molalla, Colton, Country Christian, and North Marion.

### U9 – U14 / Soccer 5

#### Soccer 5

The Soccer 5 Recreational League is designed for Girls’ and Boys’ in U9 – U14 / 3rd – 8th age group, committed to the game and thriving to continue to improve their technical skills and begin their age appropriate tactical skills development. Listed below is an overview of the skills coaches will be expected to teach and athletes should be able to perform for their appropriate age level at the conclusion of the season. To achieve this goal, every team practice must be a structured environment for athletes to enhance their skills to be able to take their game to the next Soccer 5 / Classic level.

. Basic – Intermediate – Advanced Technical Skills:

* + Warm-Ups;
	+ Dribbling;
	+ Ball Control;
		- Passing;
			* Inside / Outside of Both Feet;
			* Two Feet / Space.
		- Receiving;
			* Chest Traps;
		- Possession;
			* Speed through Traffic.
		- Turning;
		- Shielding;
		- Chipping.
	+ Spacing;
		- Position Play.
	+ Goalkeeper Techniques;
	+ Throw-Ins;
	+ Shooting and Scoring;
		- Power / Accuracy;
		- Use of Both Feet.

. Basic – Intermediate – Advanced Tactical Skills:

* + Attacking;
		- Possession / Support / Penetration.
	+ Defending;
		- Pressure / Cover.
	+ Combination Plays;
		- Short / Wall Passes;
		- Overlaps / Takeovers;
	+ Position Specific Training;
		- Striker / Wing / Fullback / Sweeper / Stopper.

. Team Sportsmanship / Unity;

. Having FUN!!!

All skill levels welcome.

Registration Fee: $120.00 without Uniform

 Uniforms: All NEW Soccer 5 assigned athletes will need to order 1 team jersey.

* Requirements: It is the registrants responsibility to wear:
	+ Soccer Cleats; No toe cleat

Shin Guards;

* + Weather appropriate clothing;

 Soccer is played rain or shine.

Season: M-Aug-6 through Sa-Oct-27.

Practice: Begin the Week of August 5.

* 2 to 3 weeknights for 1 ½ - 2 hours.
	+ Begin anytime after 4:30 pm and ending by 7:30 pm on a Monday/Wednesday/Friday or Tuesday/Thursday/Friday.
	+ Depending on the number of teams and coach practice requirements, it may be necessary to assign two teams to share a field.

Games: Begin on Sa-Sep-8

* + Saturday game after 11:00 am.
	+ Exception: Re-scheduled games may be played on weeknights.
* Scores
	+ After 5 goal lead please switch up your players, have them use their opposite dominant foot, try skills they haven’t tried, pass the ball to 3 players before scoring, play fairly.

Clubs: Molalla, Canby, Clackamas United, Colton, Gladstone, North Clackamas, North Marion, Oregon City, Whiskey Hill, Estacada, Lake Oswego, Willamette United, Valley Premiere

Invitational Tournaments: Teams are encouraged to participate in tournaments.

* Tournament participation fees are the responsibility of each team.

Spring League: Based on Coach availability.

* Coaches are responsible for selecting their players and registering their team.
* Open to U9 – U14 players.
	+ U8 players may request to play up onto a U9 team, pending coach / team availability.

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### U11 – U14 / Classic League

#### Oregon Youth Soccer Association: [www.oregonyouthsoccer.org](http://www.oregonyouthsoccer.org/)

A league also known as, Competitive, is for Girls’ and Boys’ in the U11 – U14 age group (Age Chart, Page 3), provided by OYSA to sanctioned member clubs looking for an option for teams winning a majority of their WYSA games and ready for a higher level of training and competition. Teams will be selected by player assessment scores and families may not make ‘special requests for a coach / team’ or use the ‘buddy system’. Once teams are formed, players qualifying for team selection will receive an ‘offer’ to either accept or decline within 24 hours. Athletes declining an offer or not selected to a Classic team may be placed on a WYSA team, pending coach / team availability. Listed below is an overview of the technical and tactical skills coaches will be expected to teach and athletes should be able to perform for their appropriate age level at the conclusion of the season. To achieve this goal, every team practice must be a structured environment for athletes to enhance their skills to be able to take their game to the Molalla High School Soccer level.

In addition, U10 designated players may register to play for a U11 team, following the MYS Athlete Eligibility and Team Assignment SOP. With this state-wide program change, each U11 team will be limited to how many U10 players can be assigned to a team.

As a non-profit organization, our coaches are not paid for their services. All MYS coaching personnel, including Classic, is volunteers.

. Intermediate – Advanced Technical Skills:

* + Warm-Ups;
	+ Dribbling;
	+ Ball Control;
		- Passing;
			* Inside / Outside of Both Feet;
			* To Feet / Space.
		- Receiving;
			* Chest Traps;
		- Possession;
			* Speed through Traffic.
		- Turning;
		- Shielding;
		- Chipping.
	+ Spacing;
		- Position Play.
	+ Goalkeeper Techniques;
	+ Throw-Ins;
	+ Heading;
	+ Shooting and Scoring;
		- Power / Accuracy;
		- Use of Both Feet.

. Intermediate – Advanced Tactical Skills:

* + Attacking;
		- Possession / Support / Penetration.
	+ Defending;
		- Pressure / Cover.
	+ Combination Plays;
		- Short / Wall Passes;
		- Overlaps / Takeovers;
	+ Position Specific Training;
		- Striker / Wing / Fullback / Sweeper / Stopper.

. Team Sportsmanship / Unity;

. Having FUN!!!

Registration Fee: U12 – U14: $165 not including uniform

* Registrants assessed, qualified and accepting a position on a team will have the option to pay fees in full or monthly payments with the understanding all fees must be paid in full by September 1.

Uniforms: All NEW Classic assigned athletes will need to purchase 1 home and away team jerseys, 2 shorts, 2 socks and backpack and warm-ups.

* Requirements: It is the registrants responsibility to wear:
	+ Soccer Cleats; No toe cleat
	+ Shin Guards;
	+ Weather appropriate clothing; Soccer is played rain or shine

Replacement pieces of team uniform are available as needed at additional cost through MYS.

Season: M-Jun-6 through Su-Nov-10.

Teams: Classic team dependant on minimum number of players to complete roster.

o In the event there is no age appropriate team, participant may be placed on an age appropriate WYSA team, pending coach / team availability.

Practice: Begin the Week of June 6.

* 2 to 3 weeknights for 1 ½ - 2 hours.
	+ On a Monday/Wednesday/Friday or Tuesday/Thursday/Friday.
	+ Depending on the number of teams and coach practice requirements, it may be necessary to assign two teams to share a field.

Games: Begin on Sa-Sep-8.

* Played on Saturdays and/or Sundays.
* Travel is throughout Oregon, dependant on team placement.
* Scores
	+ Reported to OYSA.

Clubs: OYSA sanctioned.

Invitational Tournaments: Teams will participate in 3 or more tournaments.

* + Tournament participation fees paid up to $1,200.00 / team through registration fees.

Spring League & Additional Tournament Fees: Separate cost at the discretion of the coach.

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### Parent Expectations

* Registering your athlete to participate in MYS activities comes with an understanding and commitment that every Parent will: o Remain at the field during practices and games. MYS programs and its coaches are not a baby sitting service.
* o Supervise all of your children at all times, not just the one playing Soccer.
* Parents will escort all your young children to and from the porta-pottie.
	+ Coaches are not responsible for escorting players to and from the porta-pottie.
	+ Assist with supervising the fields and school district property for loitering, vandalism and unsupervised youth.
	+ Instruct all unsupervised youth from Molalla or a visiting team to return and remain with their parent and/or guardian at all

times.

* + Pick up your garbage.
	+ Report all vandalism to your coach and MYS.
	+ Damages and/or Vandalism can be avoided if every parent and/or guardian is watching all of their children at all times.

### Parent Volunteers

* There are several ways parents are expected to help their child’s team and coach…
	+ Hold each other accountable to SPORTSMANSHIP and POSITIVE ENCOURAGEMENT.
	+ Assistant Coach
	+ Team Manager (Assistant to the Coach and Team)
		- Time and again MYS hears from our coaches that they were unsuccessful in recruiting parents to volunteer their time to help with various required and/or optional team tasks. To assist, MYS has implemented the Team Manager

position for a parent volunteer on the team to be the liaison between the Coach and Families. The responsibilities

include up to:

* + - * Maintain contact information for every player.
			* Maintain communication with parents.
			* Collect parent assignments for various required and/or optional volunteer team tasks.
				+ Ensure all tasks are being completed in a timely manner.
			* Notify MYS with team related questions and/or concerns.
	+ Field Marking / Painting
		- In order for all MYS field lines to be seen during practices and games, MYS fields will now be painted by MYS

parent volunteers and/or scholarship recipients.

* + - * MYS has purchased Field Marking Paint and Sprayers.
	+ Uniforms Pick-Up / Distribution
	+ Tournaments Coordinator
	+ Team Pictures Pick-Up / Distribution
	+ Snack Scheduler (Optional)
	+ Team Awards / Recognitions Coordinator
		- MYS recommends only purchasing a trophy / medal for the families that have pre-paid, with the understanding

MYS does not reimburse for unpaid.

* + - Not included in registration fees and the responsibility of every parent.
	+ Team Party Organizer
		- MYS suggests the following options…
			* The Farmstead Inn: Taco and/or Ice Cream Sundae Bars;
			* Molalla Main Street Pizza: Pizza, Sandwiches and Ice Cream;
			* Use your team’s last practice for a Parent v Player game with treats and awards.
		- Not included in registration fees and the responsibility of every parent.

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### Positive Coaching – Redefine “Winner”

* A positive coach helps players redefine what it means to be a winner by focusing on mastery rather than score. They see victory as a by-product of the pursuit of excellence. They focus on effort rather than outcome and on learning rather than comparison to others.
* A positive coach recognizes that mistakes are important and inevitable part of learning and foster an environment in which players don’t fear making mistakes. While not ignoring the teaching opportunities that mistakes present, they teach players that a key to success is how one responds to mistakes.
* A positive coach set standards of continuous improvement for themselves and the players. They encourage the players, whatever their level of ability to strive to become the best players and people they can be.
* A positive coach teaches players that a winner is someone who makes maximum effort, continues to learn and improve, and doesn’t let mistakes or fear of mistakes control them.

### Philosophy for Players and Team

* Philosophy: You must contribute and be dedicated to success. You must be and believe you are more resilient physically and mentally than any one you encounter. What you gain from this season will flow into your life. If it is worth having, it is worth working for.
* Team: You must require your teammates to be more dedicated and in better condition than your opponents. You must require your teammates to willingly sacrifice their personal glory for the cause of the team. Inter-team discipline will rise from mutual respect.
* Offense: You must possess self-discipline, composure, patience and courage. Believe in what you are apart of and give maximum effort. Competence in any offense comes from the belief, fundamentals and belief in the fundamentals.
* Defense: You must react better than your opponent thinks. No one leaves until the ball is ours.
* Criticism: You must listen to criticism with the intent that what is said will help you. Coaches will never attack you personally; however, Coaches must coach impartially and cannot be expected to treat you as an individual when we are creating a team. Please take all Coaches’ suggestions as a means of creating a more successful moment for you and the team. Whatever happens or is said at practice is, in all intentions, beneficial.
* Conditioning: You must never tell yourself it is acceptable to take a moment off as long as you give twice the effort the next opportunity. If you have it within yourself to go twice as hard, do it now. This moment is as important as the next.
* Substitutions: All players are going to be called on to contribute. We will be successful if each player is prepared for the opportunity to play and everyone knows they are supported.
* Discipline: You must not let small problems turn into detrimental situations. If you have a problem, solve it. Talk to your coaches. If you need assistance, your team will be there. Ignoring a problem is not a solution.
* Punctuality: Lateness will not be tolerated. Others are depending on you and for you to stall the growth of the team is inconsiderate and has consequences.