

KD 2010-2011 Expectations, Ground Rules and Consequences

GOALS

Welcome to what promises to be a very exciting season. We have a large team of athletes and to ensure that every athlete has the best opportunities to achieve their athletic, skiing and personal goals, we are establishing a simple list of expectations and ground rules that, if everyone agrees to and stays in line with, will ensure a positive and productive team environment for all.

EXPECTATIONS – DEFINED BY THE ATHLETES FOR EACH ATHLETE

From myself, I expect:

- To have fun at every training session
- To achieve my goals and set new personal bests; by
 - o always trying as hard as possible on all tasks and activities
 - o working to improve my skiing, athletic and sportsmanship skills over the course of the whole season
 - o making sure that I am learning every day
- To be a good team-mate; by
 - o giving a full effort at all times in individual and team activities
 - o actively listening to my coaches and team-mates
 - o being supportive of all athletes and helping everyone to have fun, learn and achieve our goals

From my team, I expect:

- Respect for the coaches and every team member;
 - o everyone on the team needs to listen to the coaches and each other
 - o everyone on the team needs to train as hard as possible, never giving up on any tasks or challenges
 - o everyone on the team needs to focus on working towards their individual and the team goals – there is no time to waste fooling around
- Support for every member of the team;
 - o we will be kind to each other and speak positively to and about every member of the team
 - o we will help each other by respecting everyone's right to learn
 - o we will cheer each other on and encourage everyone on the team to meet their individual and team goals
- We will be the most awesome team on the mountain EVERY day

GROUND RULES FOR EACH ATHLETE

- Respect yourself: 100% commitment to your training is expected, give a full effort all the time
- Respect your coaches: listen, communicate positively and trust your leaders
- Respect your team-mates: treat others how you wish to be treated
- Respect your club: you are an ambassador for SARC and NASA at all times
- Respect your sport and your ski area: ski safely, look out for others and take care of your equipment and the training site

CONSEQUENCES

Every action has a consequence. Actions that are in agreement with the expectations and ground rules defined above will contribute to a healthy team and training environment (positive consequences). Actions that are out of line will be dealt with quickly and will carry remedial consequences for the athlete responsible with the goal of off-setting negative consequences through proactive remedies that will ensure future positive consequences for the individual and the team.

If you fail to meet the expectations that you have set out above for yourself as an athlete and/or member of our team, or if your behaviour is out of line with the ground rules, then your coach will have a timely discussion with you to address the situation.

You will be required to complete an "Athlete Action Plan," verbal or written, where you will have to show that you understand how your behaviour, attitude or actions were inappropriate and you will be responsible for creating a plan to rectify the situation. Your coach, the head coach and/or the Program Director will review the Action Plan with you.

If you repeatedly fail to meet the expectations above or continue to act out of line with the ground rules, further consequences will be delivered by the Head Coach and/or Program Director and eventually the Board of Directors.