



APPLETON NORTH GIRLS BASKETBALL CLUB COACHING EXPECTATIONS POLICY

(Adopted August 19, 2010 Revised August 5, 2024)

Below is an overview of the Appleton North Girls Basketball Club (ANGBC) "Coaching Expectations Policy." Each coach will sign the document prior to each season. All coaches follow prescribed methods of the ANHS Varsity Coaching Staff as it relates to style of play, fundamentals taught, and practice organization. The ANGBC Board of Directors will renew each coaching position annually.

- I. Honor The Game**
 - a. Learn, understand, and obey the rules of the game and provide safe conditions for athletes.
 - b. Actively seek out opportunities to build and improve your knowledge of the game and coaching abilities.
 - c. As a representative of ANGBC, always show respect to players, opponents, officials, parents, and other coaches.

- II. Redefine Winner**
 - a. Foster a desire for excellence and high personal and team achievement, by rewarding effort as well as results.
 - b. Set effective goals for your team and players. Help players learn and improve. This includes helping players set goals for themselves and the team. Teach them how to handle adversity and bounce back from their mistakes.
 - c. Consistently use positive reinforcement. Always encourage players to do their best.
 - d. Make participation fun for the players and instill passion for the game of Basketball.

- III. Team Administration**
 - a. Study and understand the ANGBC Policies, Mission Statement and Objectives. These can all be found on the ANGBC website (www.appletonnorthhoops.com). Reach out to the ANGBC Board where clarification is needed.
 - b. Create a team plan that aligns with the ANGBC Policies for your grade level. If your plan deviates from ANGBC policies, document your plan and review it with the ANGBC Board for approval prior to sharing this with your parents. Work closely with ANHS Varsity Staff to define an appropriate practice plan. Share the completed plan with the Varsity Head Coach and/or the Board as instructed in the Initial Coaches Meeting.
 - c. Formally select at least one assistant coach for your team and communicate this to your parents as well as notify the Board for final approval.
 - d. Lead the team in all scheduled practices, games, etc. (Lead through your assistant for unforeseen conflicts)
 - e. Provide parents with appropriate and timely game and practice schedules. Be organized, prepared and prompt.
 - f. Be open and accessible to athletes and their parents to resolve sport-related issues.
 - g. Maintain relationships with other coaches and assist in securing teams for ANGBC home tournaments.
 - h. Ensure your parents are involved in supporting the ANGBC program through volunteer assignments.
 - i. Represent the club and its ideals regardless of personal or philosophical differences.
 - j. Account for all inventory items (i.e. balls, pads, uniforms, etc.) and return them in sound condition.
 - k. Effective Communication is a critical component/expectation of our Program. Head Coaches will communicate weekly with Parents as practice reminders, schedule changes, practice plans, etc. This will alleviate many issues.

- IV. ANGBC Community**
 - a. Support and contribute to the improvement of the ANGBC organization. This includes being aware of and supporting the ANGBC philosophy, approach, and bylaws, promoting the ANGBC image by wearing ANGBC apparel, and providing feedback to the ANGBC Board of Directors.
 - b. Communicate with other coaches at your level and at other levels to look for opportunities to improve the experience of all of our players and parents. Contribute to the development of a basketball community where communications are open, honest, respectful and productive.

I have read and understand the above expectations:

Coach's Name

Coach's Signature

Date



ANGBC COACHES CODE OF CONDUCT POLICY

(Adopted August 19, 2010 Revised August 5, 2024)

Appleton North Girls' Basketball Club, Inc. (ANGBC) has been established for administering a youth basketball Club for 3rd – 8th grade students who plan to attend Appleton North High School.

Each coach must abide by this Code of Conduct and the coach understands that a coach must refrain from any conduct at any time that would reflect unfavorably upon himself/herself or ANGBC. Conduct which would reflect unfavorably on a coach or ANGBC includes, but is not limited to, the following:

1. *Profanity or obscene gestures*
2. *Unsportsmanlike conduct*
3. *Insubordination while involved in an ANGBC activity*
4. *Illegal or inappropriate behavior*
5. *Unexcused absences from practices or games. All absences must be reported to Board President in a timely manner.*

Although we fully expect that all of ANGBC members (players, coaches, and parents) will conduct themselves in a respectful manner, the following guidelines have been established to address situations where conflicts become an issue.

To resolve conflicts between parent/player and coaches, the following communication process should be followed:

1. Conflicts should be resolved between the player/parent and the coach first. Major concerns will not be discussed after a contest or in a public setting. All discussions will be held in an adult and professional manner no sooner than 24 hours after the incident in question.
2. If a parent/coach meeting is necessary, contact (i.e. face-to-face, phone calls or emails) will be made and answered in a timely fashion.
3. If after a good faith attempt to resolve a conflict with the coach has failed, the issue will be referred to the ANGBC Board

In the event the ANGBC Board of Directors determines that a coach's conduct is detrimental to ANGBC, the Board will determine appropriate disciplinary actions which may include suspension or termination of the coach's further involvement in the ANGBC program. The Board's decisions will take effect immediately and are final.

Before disciplinary action is taken, the ANGBC Board of Directors shall contact the coach to allow them an opportunity to be heard prior to a disciplinary action. If a coach appeals a disciplinary action, the coach will be ineligible to participate in ANGBC events throughout the appeal process. With regard to the appeal process, any reference to "days" refers to working/business days (excluding Saturdays and Sundays).

1. *A written appeal may be submitted to the ANGBC Board of Directors within ten (10) days of the coach being informed of the disciplinary action. The Board will review the action taken and will respond in writing to the appeal within fifteen (15) days after the next regularly scheduled Board Meeting.*
2. *A second written appeal may be submitted to the ANGBC Board of Directors by the coach within fifteen (15) days of the delivery of the Board's ruling. The Board will review the action taken and will respond in writing to the appeal within fifteen (15) days after the next regularly scheduled Board Meeting. The second appeal decision of the Board of Directors shall be final and binding.*

The coach hereby agrees and understands that unless this Code of Conduct is signed, the coach cannot coach in the ANGBC basketball program. The coach also agrees to allow ANGBC to perform a background check with a third party.

I have read and I understand the provisions of this Code of Conduct. As a coach, I give my word that I will follow it.

Coach's Name

Coach's Signature

Date