



An International Volleyball Club

Club Handbook

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Parent and Player Handbook

Mission Statement

*"Hard work beats talent
When talent doesn't work hard."- Kevin Durant*

Team Keba was established with the goal of providing high quality year-round training to dedicated athletes. While this goal seems widely used, our club utilizes a very different approach. Our mission has many facets and many levels and each individual athlete, coach and team are subject to each and every one of these intricate details to maintain the values of the club on and off the court. The major facets include:

1. Developing an All-around Player

In the early stages of volleyball there are no specialties as everyone is learning the game, but around high school age, players are trained in a specific role. There comes a time when a player must step outside his or her role and perform an action that is not normally their own. For these reasons, we strive to teach each and every athlete to perform every skill proficiently.

2. Developing a Personal Style

Every athlete is different. For these reasons many athletes have developed habits, whether good or bad, that they perform instinctively. We will eliminate bad habits and replace them with good habits, but in the instance a player has an abnormal instinct that works for him or her instead of un-teaching this we will modify it to aid the player in having their own unique style of play.

3. Intelligent and Tactical

One of the last steps in becoming a great volleyball player is understanding strategy and tactics involved in the game. Requiring tremendous knowledge about the game, at this level a player will begin to understand percentages and when to play them. They will learn to adapt to a different style of play to take advantage or expose the opposing team's weaknesses. This step will attempt to increase the players volleyball IQ, which will allow the player to see things develop before they happen and adjust to play the ball and not let the ball play them.

4. Emotionally Solid Player

Keeping your composure is one of the hardest skills to learn in any sport, let alone volleyball. Everyone has seen a team lose because of an emotional breakdown. We will teach our players to keep your emotions focused in the positive enabling your team to overcome insurmountable odds and be successful.

Training Options

Team Keba offers a wide variety of training options to fit any athlete's needs and schedule.

National Teams

National teams will travel all over the United States and to Puerto Rico to compete at the highest-level tournaments for their age brackets. Our top athletes will play in this category and will provide them with maximum exposure to colleges that would be available for recruiting.

Regional Teams

Regional teams will travel all over the state of Illinois and compete in the Amateur Athletic Union (AAU) Junior Nationals. Athletes that compete regionally will be the athletes that can't commit to the travel and time of a national team. Regional teams will get exposure to colleges and universities around Illinois and nearby regions, but our recruiting coordinator will get the athlete exposure if a school outside of these regions is desired.

Local Teams

Local teams have a much less strenuous schedule than our Regional or National teams. These teams will compete in 8 - 10 local tournaments in West Palm, Broward and Dade Counties.

Practice Teams

Practice teams are designed for players who cannot commit the time necessary for Local, Regional or National teams or those athletes who could not make their high school, but would still like to receive some training.

Summer Training

Training after the season ends in July with Junior Nationals or AAU Nationals will begin the week following our return from Nationals. Summer training will consist of 2 practices per week with one or more additional practice at the beach. These are in addition to the regular season and should be used to stay in shape and prepare for the coming year.

All-around Clinics & Position Clinics

Team Keba will offer 3 types of clinics: All-Around, Position and International. The All-Around clinic will cover passing, serving, setting, blocking, hitting and defense. with no individualization given in any category. These should be considered the foundation for all players. Coastal will offer in depth training for each position including: Libero, Middle, Opposite, Setter and Outside Hitter. Lastly, Coastal will offer only twice per year an International Clinic where we will invite current and former professional and Olympic players and coaches to run a weekend clinic.

Private and Semi-Private Lessons

Team Keba will offer private lessons for one-on-one coaching as well as small group or semi-private lessons for groups less than 10. The benefit in taking lessons is for more in-depth and personalized training.

Playing Time

This subject has its own section due to the fact that many problems arise from this very simple issue. First, a player must understand his or her role on the team. You may not play in a tournament every point, you may only play a few points or you may not play any at all. It is the coach's decision who to play and when. However, be assured that a coach does know his or her players and is well aware who has and has not played and how much. This is not P.E. and not a charity event. The reputation of the club ultimately depends on the performance of the club and its athletes, thus winning is important, but not the only thing. Players and parents must understand that the most valuable aspect of playing for a club team is practice. Many of the players on a team will not play much at all and this can be very discerning for parents and the players. For this reason, for players that do not play a lot they will go to additional tournaments where they will be the starting team. Everyone deserves their shot at the court, but that decision will be made by the coach from the events that occur in the practice prior to the tournament.

As far as parents are concerned, your job as a parent is not to completely protect your child from any fear, pain, disappointment or failure, in fact, it is quite the opposite. Prepare your child as best you can for the inevitable time they do fall. For right now you are there to catch them if they do fall, but they will grow up and you might or might not be there to catch them. By trying to pressure a coach into giving your child more playing time you are teaching your child a valuable lesson: If things don't go your way, it is not your fault, but someone else's fault. That attitude will not carry you far in life. Remain positive with your child. If he or she is constantly hearing how he or she is being cheated, his attitude will suffer and if a poor attitude is brought on to the court there is almost no chance he or she will EARN more playing time. If your child works hard, stays positive and focused, it will be noticed and will merit playing time. Think about which scenario creates a better feeling for the child, if he or she gets playing time because their parent complained or if they earned it (I would assume an almost unanimous decision here). Everyone on the team will have their chance to show what they are capable of and how they can contribute to the team. It is most important to be properly prepared for those opportunities and make the most of them.

If, however, you do feel that your child is being neglected by the coach, do not approach the coach about the issue. Speak with your child, maybe there is a reason you do not see. Suggest that your athlete speak to the coach and tell the coach that he or she feels he/she could help the team more and ask what can be done to improve on his position. You are teaching your child two important things: self-esteem and communication. You are teaching them to stand up for themselves, value their time and to communicate their feelings.

Codes of Conduct

This club will have very high standards of practice for its athletes, parents and most of all its coaches. Below you will find the codes of conduct for each group of people involved in the club. In the first meeting of the team, everyone will sign these including parents and coaches so then everyone is aware and can be held responsible for each item on the list.

Conflict Resolution Policy

As members of Team Keba we all share in a common goal: the education of our players in an environment that is fun for all involved including parents, athletes and coaches. Having a common goal and interest will prevent most disagreements and disputes, but when the situation does arise, the following steps are suggested to handle any dispute or disagreement:

1. Allow yourself a minimum of 24 hours to pass before attempting to raise the issue at hand. Use the time to collect your thoughts and prepare notes as to who was involved, what happened, why it happened, when it happened, why you feel the way you do and what you would like to see happen to resolve the situation.
2. If an issue arises do not simply let it go. Differences between players, coaches and parents can manifest in ways that will be to the detriment of the players. Be an example of conflict resolution and show the club's most important members how to resolve differences appropriately.
3. Try to resolve the issue amongst the parties involved without the unnecessary involvement of other club players, parents or coaches. When other parties are involved many times, it becomes a "he said, she said" battle, which will never be resolved amicably between parties involved.
4. If the dispute is between a player and a coach, allow the player to raise the issue to the coach. One of the most important lessons learned in this club is to stand up for yourself. If the player never learns this ability chances are it will carry on much longer into their adult lives to their own detriment.
5. If a resolution among the parties involved proves impossible, promptly bring to the head coach or club director, as appropriate.
6. If the head coach nor director are able to resolve the issue, you may contact the Great Lakes Region of USAV for guidance.
7. All those involved in disagreements or disputes should treat the matters as confidential to the maximum extent possible in order to optimize the possibility of arranging an amicable resolution.

If a player or coach is in constant violation of policy and refuses to work with the club, the club has the merit and ability to terminate membership in the club.

Payments

Financial Aid

We have over the years been able to create a program to aid all athletes to apply for assistance in paying for their club fees. While travel & apparel are unable to receive these discounts, monthly club fees can be reduced significantly. The application must be completed each year and the aid will be applied upon registering.

Payment Plans

At Team Keba we understand the difficulty in supporting your child's athletic interests so we have developed payment plans that can help you meet the needs of your family as well as support your son or daughter's interest in volleyball. We accept multiple payment plans either one payment in full; two payments split during the year; or, monthly payments throughout the club season and beyond. We have partnered with a variety of banks and financing companies to facilitate payment plan options sometimes up to 18 months.

Discounts

We give a 10% discount for siblings. Additionally, in some circumstances the facility may grant additional discounts to its players participating in the club. Previous schools have funded all players equipment & apparel, while others provided an additional 25% discount on top of all financial aid and discounts. These situations are entirely up to the facility.

Non-payment

If after the 3rd day a player's balance is not paid in full according to their chosen schedule the athlete will no longer be able to participate in tournaments or practices until the balance is paid. A late fee of \$5 per day will be assessed to the players account.

Refund Policy

There will be no refunds for club memberships. Once a commitment contract is signed by the parent and the athlete, the parent and athlete are financially obligated to pay their balance. If after the 10th day a player's balance is not paid in full according to their chosen schedule the athlete will no longer be able to participate in tournaments or practices until the balance is paid. If an athlete decides to leave the club prior to the end of the season they are still obligated to pay their entire balance in full. All refund and billing dispute requests should be made to the attention of the Club Director via email.

Eligibility and Recruiting

Club Eligibility

If an athlete would like to transfer clubs their balance must be paid before any discussion of a transfer can be made. Club transfers are done on a case by case basis, but the club will not attempt to hinder the growth of an athlete.

Collegiate Recruiting

There is a school for every athlete. At Team Keba, we will use our network of college coaches to try and place each athlete that has the desire and ability to play at the next level. We will also help the athlete create a recruiting video to send to prospective colleges. First and foremost, the athlete must consider the type of school and what direction they see their education going as college is not just about playing volleyball but progressing your life in the positive direction. We have also hired on personnel specifically to aid in this for the club as it's a very time consuming and the outcome can drastically affect the future of our athletes.

Training Modalities

Coaches are not able to give rubdowns, massages or any training modality of that nature to Team Keba athletes. We are coaches not physical trainers. If an athlete is in need of the aforementioned consult physical therapists or massage therapists in your area.

Forms

On the following pages you will find all the forms that must be signed and dated prior to an athlete participating in any practice or tournament. Also the release papers must be turned in at the try-outs (copies will be provided at the location).



Team Keba Player Commitment Agreement

By signing below, we acknowledge that we have read and agree to the handbook and all the rules, policies and commitments set forth therein and are committed to playing for Team Keba in the 2020-2021 season.

Player's Name (Print)

Parent/Guardian's Name (Print)

Player's Signature

Date

Parent/Guardian's Signature

Date



Team Keba Assumption of Risk & Liability Release

I fully understand all of the risks and hazards involved in this program. I understand the potential dangers involved in participating in this program, such as property damage or bodily injury. I understand that there is also the potential for and risk of injury or death in traveling to and from events related to this club sports program. I have carefully considered these risks and have voluntarily decided to participate in the program with knowledge of these potential dangers. I agree to accept any and all risks of injury arising directly or indirectly from my participation in the program. I agree, for myself, my administrators, personal representatives, executors, predecessors, successors, agents, heirs and assigns not to sue, make or file any lawsuits, claims, proceedings or any other actions of any kind whatsoever against Team Keba or the Affiliated Parties for bodily injury, property damage, or death sustained during my participations in the program to the fullest extent permitted under law, including allegations or claims of negligence on the part of Team Keba or any one of its Affiliated Parties. I fully understand that all medical expenses incurred are to be filed on the athlete's parents insurance; furthermore, the responsibility for medical bills in excess of the expenses covered by insurance resides with the athlete and his/her parents.

Player's Name (Print)

Parent/Guardian's Name (Print)

Player's Signature

Date

Parent/Guardian's Signature

Date



Team Keba Standard Release

I hereby authorize the Team Keba to publish photographs taken of me and/or the undersigned minor children, and our names, for use in the Team Keba's printed publications and website.

I release the Team Keba from any expectation of confidentiality for the undersigned minor children and myself and attest that I am the parent or legal guardian of the children listed below and that I have the authority to authorize the Team Keba to use their photographs and names.

I acknowledge that since participation in publications and website produced by the Team Keba confers no rights of ownership whatsoever. I release the Team Keba, its contractors and its employees from liability for any claims by me or any third party in connection with my participation or the participation of the undersigned minor children.

Player's Name (Print)

Parent/Guardian's Name (Print)

Player's Signature

Date

Parent/Guardian's Signature

Date



Team Keba Athlete Code of Conduct

1. All players must be registered with AAU and/or USAV (depending on the team). All players will abide by all USAV/AAU guidelines and code of conduct that **MUST** be signed before a player is allowed to participate.
2. All players will use positive verbal and physical behavior, controlling temper and aggression.
3. Players will notify the coach if they cannot attend either a practice or a tournament.
4. Players will stay together as a team during tournament breaks.
5. Players **MUST** attend and be on time to all practices/tournaments (unless special arrangements have been made ahead of time).
6. Players will play by the rules of volleyball and will display fair play by treating all those involved in the match with dignity and respect.
7. There is zero tolerance for disrespectful behavior – toward coach, teammates, parents, referees, opponents, etc.
8. There is zero tolerance for drug and alcohol use by parents and players at any club function, including practices and tournaments. Violators of this rule will be immediately dismissed with no refund.
9. Players will give true information concerning another individual's involvement in or knowledge of an incident relevant to a violation of the rules.
10. Players will have a positive attitude towards teammates and coaches at all times or playing time may be reduced. If negative behavior continues, players may be dismissed with no refund.
11. Players will work hard and honestly to improve performance and participation.
12. Players must communicate directly with their coaches. They are encouraged to ask questions.
13. No player is guaranteed playing time in a tournament without participating in practices, showing maximum enthusiasm, demonstrating good sportsmanship, participating in officiating and scorekeeping assignments, and working at developing their own skills.
14. No player is guaranteed a specific position. The coach determines all positions. The coach will assess strengths and weaknesses of all players to determine where an athlete best fits in the line-up.
15. No player is guaranteed membership for future seasons. Each new season, the number of teams and roster size will be determined by number of available coaches, availability of facilities, and previous behavior of the player and parents, including payment of club and coaches fees.

Player's Name (Print)

Player's Signature

Date



Team Keba Parent Code of Conduct

1. Will remain in the spectator areas during all games.
2. Will not advise the coach on how to coach, who to put in the game and/or who to take out of the game.
3. Will respect the integrity of the officials and not advise them how to call the match.
4. Will model sportsmanship for my child by treating all coaches, officials, tournament directors and players of either team with courtesy and respect.
5. Will encourage hard work and honest effort that will lead to improved performance and participation.
6. Will emphasize the cooperative nature of the sport.
7. Will not try to coach my child during the game.
8. Will ensure athletes participate in volleyball drug, tobacco and alcohol free.
9. Will attend all volleyball events alcohol and drug free.
10. Will cheer for my child's team.
11. Will encourage my child to participate for enjoyment as well as competition.
12. Will applaud good and fair play during matches.
13. Will be in control of my emotions.
14. Will learn the rules of the game to help me better understand what is happening on the court.
15. Understand that physical or verbal intimidation of any individual is unacceptable behavior.
16. Understand that conduct that is inappropriate as determined by comparison to normally accepted behavior is unacceptable.
17. Will protect the ability to continue using the facility by following all the rules of the facility, such as NO FOOD, DRINK OR COOLERS IN THE GYM, smoking in designated areas only, throwing all trash in an appropriate receptacle, etc.
18. Will protect athletes from sanctions and/or suspension by producing accurate documentation
19. Will honor financial commitments.

Parent's Name (Print)

Parent's Signature

Date



Team Keba Scholarship

I hereby recognize that my child has received a scholarship from Team Keba determined based solely on financial need. **Given this scholarship, my son or daughter will miss no more than 2 practices per month and will be in attendance at every tournament in which his or her team participates.** Tournament schedules and practice schedules will be announced in the beginning of the season and are subject to change.

If an athlete misses more than the allotted number of practices the scholarship agreement becomes null and void and the athlete will be responsible for his or her balance and owe the monies that were put forth for the scholarship. This is to ensure that our scholarship money is provided to those athletes that intend to make good use of it.

Player's Name (Print)

Parent/Guardian's Name (Print)

Player's Signature

Date

Parent/Guardian's Signature

Date



Team Keba Club Release Policy

If an athlete would like to be released from Team Keba the athlete/parent must send an email to the current director at info@teamkeba.com stating the request and the reason for the request.

The athlete will be released once each of the following is completed:

- ☐ Athlete must pay the entire remaining balance of the season.
- ☐ Athlete must return all club jerseys & shorts.

Once an athlete has played in a Qualifier Event they may not be released for the rest of the season. Please refer to the Great Lakes Region website for further information on club releases after participating in a Qualifier.

Player's Name (Print)

Parent/Guardian's Name (Print)

Player's Signature

Date

Parent/Guardian's Signature

Date