Welcome to the Advanced Development Program. It is important that players and parents understand the philosophy, expectations, rules and policies of the Advanced Development Program, as outlined in the following pages. A signed copy of this document must be on file for all players who commit to play for the Advanced Development Program.

**PHILOSOPHY**

The Advanced Development Program provides a comprehensive program for the youth soccer player. Select soccer involves a mutual commitment between the players, parents, team and club. Select soccer is a more intensive and committed undertaking than recreational soccer. There are expectations and responsibilities which all parties must resolve to honor.

The Club’s interest is the long-term development of each player, including ongoing improvement in technical skills, enhanced tactical understanding and increased knowledge of the game, as well as, personal and social growth as a valued team member. The Club and its coaches will sometimes make decisions and players may be instructed to do things that parents may not fully understand. Club and/or team interests, player development, and preparation of players for high school and upper level competition will sometimes be given a higher priority than winning. Parents and players must understand this and should conduct themselves in a manner that fosters a healthy club and team environment. Playing only to win, without taking into consideration other factors, can have adverse effects on player development and team dynamics. We will always compete hard. We will always try to win each game. But sometimes, decisions that are best for long term development may result in a loss in the short term.

**THE CLUB, THE TEAM, AND THE PLAYER**

The Club’s Select Committee, Director of Coaching, and the Coaching Staff will balance their direction and decisions based on the following factors:

- What is in the best interest of the Club:
- What is in the best interest of a team; and
• What is in the best interest of a player;

**PLAYING TIME**

Playing time beyond any league requirements is at the sole discretion of the coach. Factors affecting playing time include: attendance at games and practice, effort at games and practice, performance of the player on the field and at practice, health of the player, and the payment of Club and/or Team fees. League rules permit coaches to play players less than the league requirement for injury or disciplinary reasons. Any disciplinary reduction in playing time (other than in game incidents) must be communicated to the parent and/or player no later than the last practice day before the next game.

**HOW WE ARE ORGANIZED**

**THE SELECT COMMITTEE**

The Advanced Development Program is the select program of the Panther Soccer Academy. It is governed by a Select Committee consisting of the Chairperson, a Coach Representative and a Parent Representative. The Director of Coaching is an ex officio member of the committee. The Select Committee is charged with the administration of the select program. The Director of Coaching is responsible for the technical content of the program.

The Panther Soccer Academy bylaws delegate the governance of the Advanced Development Program (select program) to the Select Committee.

**COACHES**

Coaches are assigned to each team by the Director of Coaching, with approval by the Select Committee. Decisions are made based upon what is right for the Club, the teams, and the players. There is no guarantee that coaches will be involved with a particular team for a given number of seasons, nor is there an artificial limit placed on coaching longevity with a given team. All coaches are volunteers. We encourage our coaches to continue to develop and obtain appropriate certifications for the level of team they coach.

**TRAINERS**

On the recommendation of the Director of Coaching and the Select Committee, teams will be required to utilize a professional trainer at least once per week. Trainers work with the team coach to plan the progress and development of the team.

**TEAM MANAGER/ TREASURER**
Each team shall select a team manager who is responsible for managing the administrative requirements of the team. The team manager also serves as Team Treasurer and collects any Team Fees. Team fees may be assessed for training equipment, invitational tournament fees, professional trainer fees or lighted field rental.

The Team Manager is primarily responsible for communications to parents and players. Coaches are the primary decision makers and will work with their team managers to keep you informed of team plans and changes to plans when they occur. Most team managers and coaches will communicate with parents and team members via email. Emails should be used only to distribute factual information. They should not be used to air problems or to express opinions.

Managers and Coaches are encouraged not to use email when an urgent message needs to get out to the team, a text message or telephone call is the preferred means of sending urgent messages. In the event of rain on training days, please check your emails, text messages and voice messages before leaving for the field.

Coaches should not directly call, text, email or message players. Communications to players should be routed via group text or group e-mail. Any communication directly to players should copy that player's parent or, if sent to a group of players, at least one other parent.

**LEVEL OF PLAY**

The level of play for a team is determined by the Director of Coaching in consultation with the team coach. Teams may have to satisfy league qualification requirements for their assigned level.

**TOURNAMENTS**

Tournaments for each team will be selected by the team’s head coach and approved by the Director of Coaching, based on the perceived caliber of the team and the goals for the given season. These goals can range from player/team development (trying out new formations and tactics, equal playing time, confidence building), to ensuring players are showcased to college coaches, to competing to win (State Cup, National Cup). No team is allowed to enter a tournament that has not been selected and approved by the Director of Coaching. Some tournaments can involve major expenses and decisions need to be made many months in advance in order for teams to be considered for certain high-profile events. All teams within the Advanced Development Program are not equal and may not be of the standard required for acceptance into major tournaments. Whenever possible, the majority of teams will play in common tournaments to foster team/club-building, as well as to contain costs.

**ODP and ID EVENTS**

During the soccer season players from the Club may have the opportunity to tryout and participate in
the Olympic Development Program (ODP) or other identification programs. The player’s decision whether to participate in an ODP or ID program will be left to the player and parents. The Club will support all players involved in these programs and any absences due to ODP programs will not impact a player’s standing with the team.

EXPECTATIONS OF PARENTS

Panther Soccer Academy does not permit coaching by parents of players or any other spectators whatsoever during games. No one on the sidelines should instruct players or complain to officials before, during or after a game. Positive vocal support and encouragement is welcome during the game. Spectators should keep in mind that something as simple as “Shoot!” or “Pass it!” can be interpreted as instruction, and may be contrary to what the coach is teaching or has instructed the team or player to do. The Club insists that members of the coaching staff be the only sideline voices coaching or instructing players at all games and practices.

All parents are required to act in an orderly manner when attending any Panther Soccer Academy game or event. Parents should sit at least 5 yards from the halfway line on the side opposite the team bench and cannot stand behind the bench/coaches. Parents should not follow the play up and down the sideline, cross to the opponent’s spectator area or engage in verbal exchanges with the opponent or opponent’s fans. Please respect the space and privacy necessary for the game officials, your coach and team to carry out their game responsibilities.

No one other than those displaying a STYSA adult registration card may be present on the team side of the field. This rule applies from the time the players report to the field until they are released by the coach.

RESOLVING CONCERNS

Parents and players should feel free to communicate with the coach and ask questions, but should do so only at the appropriate time and in the proper place. Under no circumstances should dissatisfied parents approach the coach immediately after a game or a practice. We suggest observing a 24 hour rule before visiting with the team coaching staff about game or practice concerns. Urgent concerns (such as player safety) should be communicated to the Director of Coaching at your earliest opportunity.

Players are encouraged to speak up and communicate for themselves as much as possible. Coaches are expected to communicate openly, honestly, and professionally with players about their progress. The Club encourages player-coach or player-parent-coach conferences at appropriate times during the year. Coaches will also provide an annual written evaluation of each player.
LINE OF COMMUNICATION - COMPLAINTS and CONCERNS

If a problem arises that a player and/or parent feel must be resolved, the Club has a policy that suggests how to effectively address the issue. All parents should observe the “The 24-Hour Rule”: Give one full day before initiating communications with coaches, or Select Committee Members. (It is amazing how much simpler a problem may seem after taking a day or two to consider.) After waiting, if the problem still needs to be addressed, players and/or parents should:

- Discuss the problem with their coach. If not resolved, then...
- Discuss with the Director of Coaching.
- If the problem is still not resolved, contact the Select Committee regarding the matter.

FINANCIAL OBLIGATIONS

The Club bases its fees on a budget that is developed on an annual basis. Each player registering to the Club assumes the following financial obligation:

- **Club Fees**: player registrations, insurance, league, referee fees, indoor and outdoor field rental fees, administrative costs, and other miscellaneous. (Panther Soccer Academy Club Fees are separate from “team fees”);
- **Uniform/Kit Fees**: cost of uniform kit and practice jerseys;
- **Trainer Fees**: cost of professional trainer;
- **Team Fees**: agreed fees collected by the Team Treasurer for tournament fees, coach or trainer’s travel and per diem, and team equipment;
- **Personal Travel**: expense to/from soccer events.

The club commitment fee and uniform fee (if applicable) are non-refundable and must be paid at the time of acceptance unless other arrangements are approved by a Select Committee member.

Payment of club fees may be done by credit card through the Club’s website or by personal check. Checks should be payable to LHYSA.

Financial Assistance

The Club offers limited financial assistance to cover all or a portion of a player’s Club fees. Financial Assistance cannot be awarded for a player’s Team Fees, or Uniform. Team fees and the purchase of the Uniform remain the obligation of the individual player. For further details about financial assistance, please visit the club website to download and fill out an application.
**Arrears**

Should a player fall in arrears for either Club Fee payments or Team Fee payments, the player may be suspended from training and non-league play until all accounts are brought current. Players will receive an official Club warning regarding bringing payments current. If this warning does not have the desired effect, the second notice will lead to suspension of training privileges.

**THE CLUB CODE OF CONDUCT**

As a player, you are part of a team and a Club and your actions reflect not only upon yourself, but on your team, the Club, and the rest of the Panther Soccer Academy organization.

**Players and parents are expected to:**
- Conform to the rules established by your team and the Club;
- Respect the coach's decisions and follow his/her instructions;
- Avoid inappropriate behavior during practice, games, team or Club-sponsored events, tournaments, and travel;
- Follow the Club's 24-hour rule on communication;
- Players are expected not to smoke, drink alcohol, or use illicit drugs;
- Attend practices, games, and tournaments to which your team is committed;
- Abide by travel rules of the team or Club, including attending team meals and team activities, traveling as a team, following nutritional guidelines, complying with team hotel room assignments, etc.;
- Treat teammates, members of the Club (including parents and family members), opponents, coaches, referees and other officials with respect;
- Care for your uniform, Club equipment and fields. When attending a practice or a game, be timely and wear the appropriate training gear and/or uniform;
- Remember that under the rules of soccer, a coach can be ejected from a game because of the conduct of a parent, or a team can forfeit a game because of the conduct of a parent.

**Coaches are expected to:**
- Set high standards for themselves and their players’ conduct;
- Set team rules, including attendance rules, and fairly and equally apply these rules;
- Treat all players honestly, fairly, positively, and with respect;
- Be committed to helping each player develop soccer skills and game understanding;
- Communicate openly, honestly, and professionally with players and parents;
- Represent the Club in a professional manner with any actions being beyond reproach;
- Act professionally at all times; and
- Abide by team and Club rules
Most minor violations of the Player and Parent Agreement should be resolved within the team, through the team manager and team coach. Serious or unresolved violations should be reported initially to the Director of Coaching who will then involve the Select Committee, if deemed necessary. The Club may decide to institute a Discipline and Review Committee to review the situation to the final determination of what action, if any, may be appropriate. If action is necessary, the available options range from a caution or warning, to requiring a personal apology, probation, service work, suspension from playing or attending games as the case might be, or as a final step, expulsion from the Club. As a member of the Club, you are responsible for your own actions, and will be held accountable for same.