

# Plainfield High School Hockey Association Player / Parent Contract



# Introduction

Welcome to the Plainfield High School Hockey Association (Herein after referred to as "PHSHA"). We are an all volunteer, self-funded organization formed to provide the youth ice hockey players attending any of the four Plainfield Community Consolidated School District 202 high schools with the opportunity to participate in competitive high school hockey. PHSHA is a proud member and supporter of USA Hockey and the Amateur Hockey Association of Illinois. PHSHA is a not for profit 501(c)3 organization.

Our belief that playing ice hockey is a privilege is fundamental to our mission. The "life skills" taught here, in an athletic environment, will help shape the future for everyone. This comes with a responsibility to our community and neighbors. We have tried to be as specific as possible about activities and expectations, both on and off the ice. Playing on a PHSHA team will be somewhat different for a player never exposed to this type of program.

**IT IS VERY IMPORTANT THAT YOU FULLY READ THIS DOCUMENT.** The expectations for players and parents are very high, both on and off the ice. The success of this program depends on a clear understanding of this contract. Remember, our success will breed opportunity for the players today and in the future.

## Mission Statement

Throughout all that we do, PHSHA stresses the values of teamwork, good sportsmanship, and self-discipline. The coaching staff and trainers are committed to continue the pursuit of excellence in the highest level of training. Their knowledge and direction will continue to give each player the tools they need to reach their goals and beyond.

## Commitment to Team Philosophy

I understand that as a member of PHSHA, we will be involved in competition, athletic training, team-building events, and community service. I further understand and agree with the goals of PHSHA, which are as follows:

1. To provide individual and team concept skill development through quality coaching and instruction.
2. To workout, train, practice and compete with the proper attitudes.
3. Approaching the game with heart, desire, dedication, drive, motivation, intensity and enjoyment.
4. To facilitate an environment conducive to hard work and maximum effort, in the context of fun, seeking to develop good habits and a solid work ethic.
5. To provide a positive "team" experience, emphasizing unity, encouragement and teamwork.
6. To prepare players for ice hockey beyond high school.
7. To prepare the players for life both on and off the ice by:
  - Emphasizing character and leadership development.
  - Using game experiences to teach life principles.
  - Teaching athletes how to be positive role models.
  - Helping the athletes along their journey to adulthood.
8. To facilitate an environment where the families learn and grow with the athletes.
9. To provide opportunities for the athletes and coaches to reach out to the community.

**In order for our team to fulfill the goals stated above, I hereby commit myself to:**

- a. Maintaining a teachable mind and flexible attitude...to be a listener and learner.
- b. Willingly submit to the leadership entrusted with the responsibility of managing, coaching, instructing and developing this team by following the policies and goals stated in the Code of Character and Conduct.
- c. Making my life available for growth through whatever demands and opportunities this team may bring. I am committed to growing in my hockey abilities, personal character, and skills for living.

## **PHSHA Hockey Teams Are Both Competitive & Developmental**

There is no dichotomy here. The competitive and developmental objectives both drive the overall decision-making process. In other words, we are always striving to be competitive (“Playing to win”) while simultaneously seeking to develop the players athletically and mentally. The important thing to remember is that both the goal of player development and the PHSHA definition of “Being Competitive” drive the comparable playing time process, not a “Win this game with your athletically best five” philosophy. Also, it is important to know that “striving to be competitive” has many parts to its definition, all centered on how one plays the game as a player, irrespective of who is in the line-up that game. The PHSHA definition of “Being Competitive” is the same for all athletes. Therefore, if any athlete does not try to put forth his or her best effort on any given day in the following areas, then PHSHA believes that particular athlete is not “Being Competitive”.

### **According to PHSHA, “Being Competitive” is defined as follows:**

To the best of your ability, always trying to approach your workouts, training, practices and competition with the same consistent proper attitudes of:

- Striving to get the most out of your athletic ability (your maximum athletic potential).
- Desire, heart and passion.
- Drive and motivation.
- Dedication and commitment.
- Intensity and focus.
- Teachable spirit and willingness to learn.
- Respect and submission to authority.
- Hard work, maximum effort, and hustle.
- Enjoyment and fun.
- Encouragement, unity, and teamwork.
- There is no “I” in Team.
- The “team”, “body”, “organization” is more important than the individual.
- Athletes have a better chance of reaching their full potential when teammates are positively pushing, coaching and supporting each other.

If players, coaches and parents alike take on this definition of “Being Competitive”, then success and winning will be re-defined. In fact, whether we get the win or the loss in a particular game becomes only one way to measure success. Getting the “W” is still important for many reasons, but it is not the end-all:

- Keeps up team morale.
- Provides the team and players with respect around the league.
- Helps the coaching staff determine what they are doing right or wrong.
- Encourages players and coaches individually and as a team.

We are still trying to win games, but we are doing it as a team with all of our players competing in the same way as spelled out above in the “Being Competitive” definition. In addition, by the nature of this definition of “Being Competitive”, the responsibility now falls upon the players to develop and maintain their competitive mentality. Coaches simply are in place to administrate, instruct, direct, execute game strategy, and hold players accountable to compete in the expected manner. Coaches also are responsible to provide honest, objective input to help the player reach his goals, as well as help them define their goals.

# The Player Development Objective

“Comparable playing time” needs to be an emphasis of PHSHA teams because we need to develop and expose all of our players throughout the entire season. It is impossible to have “equal” playing time, but “comparable” is possible and a fair objective. If the entire team of players receives opportunities to grow, develop, and improve individually, then the entire team will grow, develop, and improve together, as a group.

## Playing Time Considerations

With the exception of injuries and excused absences, playing time will be dependent upon a player’s reasonable satisfaction of the above “Being Competitive” definition. If a player fails to meet this definition of “Being Competitive”, then his playing time will be affected until he changes, and improves, his attitude and effort. This change or improvement could be the same day, the next day, or the next week. It is up to the player himself. He decides if he is going to “Be Competitive” as PHSHA has defined it in the above definition. As a result, playing time isn’t solely dependent on raw athletic ability, strong hockey skills, perfect performance, etc. Instead, it is determined by the PHSHA “Being Competitive” definition, coupled with the association’s “Player Development Objective”.

**With the above Team Philosophy at work, the results could include:**

- Individual athletic skill improvement.
- Positive and healthy team unity and chemistry.
- Potentially, a high winning percentage.
- Character, leadership & life skills development.
- A successful and enjoyable season.

**Additional Team Philosophy factors that effect playing time:**

1. Attendance and effort at practices.
2. Attendance and effort at off-ice training.
3. Pre-game effort (Arriving on time, being dressed at designated time, etc).
4. Playing the right people, at the right position, at the right time (Talent & experience).
5. Using key opportunities to develop players (Power plays, penalty kills, etc).
6. Timely insertion/relief of players to rest others.
7. Not arbitrarily inserting players simply to equalize playing time. Instead, providing “comparable” playing time (Quality playing time against quality opponents. ie; Matching lines).
8. Off ice conduct.

## Player Code of Character & Conduct

The following Code of Character & Conduct has been established to help each team member develop into the positive person they can be. It is our desire that team members would strive to grow in each of these areas of character and leadership during their time with the PHSHA program. It is expected that you will put forth your best effort to apply these principles to your athletic training and competition, as well as your everyday life.

### CHARACTER AND PROPER CONDUCT

- Actions speak louder than words
- Hustle at all times during games and practice.
- Work hard. Put forth 100% effort all of the time. Do your “work” with all your heart, strength and mind. Practice is preparation. Preparation produces results. You play the way you practice.
- Stay focused. Keep your head in the game. Pay attention during practice and games.
- Have fun. Enjoy the process. Keep a sense of humor, but know when to be serious. Remember, ice hockey is a game.
- Take pride in how you play the game, how you approach the game, how you wear your uniform, etc. Have “Class” in all that

you do. Play sharp, look sharp, be organized, be neat and clean.

- You've got to have heart, desire, drive, motivation, dedication, and intensity.
- Play the game with energy, quickness, and purpose.
- Be confident, not cocky. Remember, pride comes before the fall. There is much strength in humility.
- Be a positive role model and example. Remember, others are looking at you, so influence them in a positive way.
- Use proper communication both on and off the ice. Develop communication skills whenever you can.
- Be respectful at all times of officials, coaches, teammates, opposing team members, parents, and the game itself.
- You must agree to submit willingly to the leadership of this team, even when you do not agree with their decisions.
- Overcome adversity. Deal with the circumstances you are dealt. Develop the courage to persevere. Never give up or quit.
- Demonstrate self control. Strive to improve on this in the heat of competition. If you disagree with the officiating, if a teammate makes an error, or if you make an error, maintain self-control. There are certain things you cannot control, however, you can control your effort, attitude and behavior.

### **Don't complain about anything!**

Your strong reaction to something could offend someone. Be sensitive to other's feelings. Keep your remarks to yourself regarding such things as:

Officials calls	Coach's decisions	Teammates
Opposing team members	Game circumstances	Facility conditions

### **INAPPROPRIATE CONDUCT**

The following behaviors will not be tolerated; disciplinary action will be taken:

- Attitude problems.
- Back-talking a coach or parent.
- Crude, profane or vulgar language.
- Throwing of equipment in a display of anger or frustration; outward expressions or demonstrations of anger or frustration.
- Outward displays of displeasure with the officials. Questioning officials in a clearly visible and inappropriate manner (Verbal and non-verbal).
- Trash-talking and outward acts of pride directed towards the opposing team.
- Critical, judgmental, or negative talk directed toward teammates.
- Horseplay, messing around or silly antics.
- Use of tobacco products / vaping devices.
- Consumption of alcohol and/or drugs.
- Any type of cyber bullying.

All athletes must understand that they have a responsibility to act accordingly on and off the ice.

Consequences for the above actions and attitudes include:

- Sent home early from practice.
- Some form of extra physical fitness exercise (i.e. 60 second drills, push-ups, etc.).
- Removal from a game.
- Suspended from playing in upcoming games.
- Removal from the program

These policies regarding character and conduct on a PHSHA team have been established for your protection, well-being, and character/personal development. In light of these principles, the final decision regarding any issue resides with your team leadership. The coaching staff's decision is final. Team members who willfully and repeatedly disregard these policies and the leadership of the team may be temporarily suspended from games, other team activities, and/or dismissed from the team. These decisions are at the discretion of the Rules and Ethics Committee. If you are dismissed from the team for a Code of Character and Conduct violation you will be responsible for payment of your fees in full. **NO refunds will be given.**

## Social Media Policy

By signing I agree to adhere and abide by all rules set forth by the PSHSA in regards to its policies towards social media. I accept all responsibility for any actions on social media sites and will accept any penalties for any rules not abided by. These include but are not limited to:

- Negative comments regarding PSHSA, coaches, teammates, opponents, and/or parents
- Anything that may be reasonably perceived as negative in regards to race, color, religion, sex, national origin, or sexual orientation
- Anything that may be taken as sexual content, including but not limited to: sexual slurs, pictures, videos, etc.
- Swearing and/or abusive language
- Any form of cyber-bullying
- Anything related to drugs, alcohol or other illegal activities
- Anything deemed to be detrimental to the image of the club

## Criminal Action, Drug & Alcohol Policy

Participation in PSHSA is a privilege. As a student athlete you represent your family, your school, and your community. You have been provided a unique opportunity in which you have been partnered with other athletes from schools in our community to build the foundation of our organization.

It will be the policy of the PSHSA Board to take a proactive approach regarding the issues of criminal activity, substance abuse, or alcohol abuse amongst our student athletes. Our policy is to deal with all suspected, and confirmed, activities with swift and firm action while remaining sensitive to the complexity of the nature of the issues without jeopardizing the dignity or respect of the athlete or their family.

### PENALTIES

**Criminal Action:** When PSHSA has substantiated knowledge that an athlete has been charged with a criminal offence, he/she will immediately be temporarily suspended from participation in all club activities. The Rules and Ethics Committee (Herein after referred to as R&E) will consider the duration of suspension and if/when reinstatement will occur based on a review of the information.

**First Offense** – The player will be suspended a minimum of one game. The player and parent will also be required to meet with the Rules and Ethics Committee before being allowed to participate in any PSHSA activities. Any and all actions determined by R&E must be completed prior to reinstatement.

**Second Offense** - The player will be suspended immediately pending investigation. The player and parent will be required to meet with the Rules and Ethics Committee before being allowed to participate in any PSHSA activities. If it is determined that the player has again violated the Criminal Action, Drug, & Alcohol Policy the player will immediately be expelled from all PSHSA participation.

**Substance Abuse or Possession:** It is a violation of PSHSA policy for any student athlete to possess, distribute, consume, or sell any illegal drugs or alcohol. This includes, but is not limited to, look-a- like drugs, prescription drugs not prescribed to the individual, paraphernalia, etc. When PSHSA has knowledge that a student athlete is involved in a drug or alcohol related incident it will issue the following minimum penalties. The Rules and Ethics Committee has the discretion to add additional up to and including suspension from the program. As a determining factor, the R&E Committee may require some type of substance abuse rehabilitation before reinstatement may occur. This may be a factor for reinstatement for any level offense.

**First Offense** - The player will be suspended immediately pending investigation. The player and parent will be required to meet with the Rules and Ethics Committee before being allowed to participate in any PSHSA activities. If it is determined that the player has violated the Criminal Action, Drug, & Alcohol Policy, the player will immediately be expelled from all PSHSA participation.

If a player is suspended from Club activities for any reason, including violation of this policy **there will be no adjustment to any fees** owed to Plainfield Hockey Club.

## Communication:

The Rules and Ethics Committee will ensure that all families, coaches and managers involved with Plainfield Hockey Club are aware of its Criminal Activity/Drug and Alcohol Policy by distributing it in the following manner.

1. Policy will be included in the registration package.
2. Policy will be made available on Club website.
3. Policy will be reviewed at the preseason player/parent meeting conducted by the Board.

# Player Expectations

## Practice & Off-Ice Conditioning

- Be on time. This means stretched out and ready to go.
- FULL EQUIPMENT MUST BE WORN ON THE ICE AT ALL TIMES. Full equipment includes neck guards and mouthpieces.
- Give 100% effort. Ice time is limited and expensive, so do not waste a minute of it. Effort in practice and off-ice conditioning will result in success in games.
- Listen when the coaches are talking. Leave the pucks alone.
- Respond to the whistles immediately. Practices run at a fast tempo and drills change quickly.
- Stay on the ice, or in the gym, at all times unless given permission to leave.
- Skate drills full speed, pushing the edge, and according to the coach's instructions. That is the only way you will improve your skills. THERE ARE NO SHORTCUTS!
- Try to stay positive and be supportive of your teammates. Be tolerant of each other's mistakes. We ALL make mistakes; they are an important part of the learning and development process.
- Be open to suggestions and constructive criticism from the coaches. We are here to help you achieve your maximum potential.
- Attendance at practice and off-ice conditioning is mandatory. Absences will be excused for illness, injury, and special circumstances discussed with your head coach in advance such as school activities or projects.

The inability to get a ride is unexcused, prepare ahead and ask a teammate.

IF YOU CAN NOT MAKE A PRACTICE IT IS **YOUR** RESPONSIBILITY TO INFORM YOUR COACH DIRECTLY, NOT THROUGH A TEAMMATE.

## Games

- Any player receiving a misconduct or game misconduct penalty for fighting will be required to discuss the situation surrounding the call with the coach and the club Vice President before being permitted to play in the next game
- Players must prepare properly in order to consistently perform at a high level. "Just showing up" is not enough to excel, you need both mental and physical preparation.
- Your body must be properly fueled in order to fully prepare for the game. The coaching staff will discuss with nutritional needs that can give you the edge. Please listen to their advice.
- Make sure that your equipment is in good working order in advance of a game. Helmets need tightening, skates sharpened, uniforms clean, and sticks taped. There is nothing more frustrating than to try to fix an equipment problem during a game that could have been avoid with better preparation.
- Players must bring both their home and away jerseys to all games.
- Players should arrive at the rink at least 1 hour prior to game time.
- Players should be fully dressed and ready to go on the ice 20 minutes before game time. This allows players to be fully focused on the coach's pregame instructions.
- Remember that you are representing Plainfield High School Hockey Association, your school, your families, and yourselves. Use appropriate behavior both on and off the ice.
- Our objective is to be a disciplined, poised, mature, and proud team that remains positive at all times. These characteristics can be just as intimidating to an opponent as size and talent.

- We will play with class, and will **display total sportsmanship at ALL times**, no matter what the circumstances. Make your teammates, classmates, school, fans, and parents proud. There is no better accomplishment or characterization than to be called a “class” team.
- Understand your individual roles on the team and perform your responsibilities to the best of your ability, no matter how big or small you may consider them to be. A victory is the sum total of many little battles on the ice over the course of a game. They ALL add up.
- We will only be successful by acting and playing as a TEAM. Hustle all the time. Give a 100% effort. A top effort will usually be ultimately rewarded.
- Trash talk in the locker room, on the bench, or on the ice will **NOT** be tolerated.
- Treat referees and off-ice officials with respect at all times. **ACCEPT ALL DECISIONS WITHOUT COMMENT.**
- Only captains and coaches are authorized to speak with referees. Remember the Player Code of Conduct & Character.
- Keep the game in perspective; knowing that you did your best is the most that you can ask for.
- Have fun! Fun should not solely be measured in wins and losses but rather in how one develops his skills and participates in a team effort.

## Dress Code

On the day of a game, all players will wear black dress pants with a shirt and tie to ALL games; home, away, league, non-league, morning, night. This is to be worn with the warm-up jacket. Players must leave the game in the same attire they wore to the game. The Coach may, at his or her discretion, tell you to wear something else to the game.

## School Policy

- Players must provide a valid copy of their school ID to the club.
- School is the first priority, then comes hockey.
- You must comply with your school academic policy on sports participation as it relates to grades.
- Players must present their grades to their coach for review at the end of each grading period.
- Players not in compliance may not be allowed to participate in practice or games.

## Volunteerism

We are a club composed of numerous volunteers who work diligently to insure that our players have the opportunity to participate in competitive high school hockey. It is our firm belief that the players should also understand the virtues of helping out. Accordingly, you will be expected to participate in several community outreach programs organized by the club each season. These programs will be geared towards team building and instilling a sense of self-pride.

# Parent Code of Conduct

The following policies regarding the conduct of parents are being established in support of the Player Code of Character & Conduct. We need parental support and participation as we seek to develop quality young men and women from boys and girls through the game of ice hockey.

## Parent Code of Conduct & Support

- Be supportive of, and reinforce all elements of the player Code of Character and Conduct on and off the ice.
- Comply with the AHAI Zero Tolerance Policy
- Any parent whose actions, comments or attitudes are viewed as ***being detrimental to the culture of the club may be asked to remove themselves from the rink, meeting or volunteering event where the behavior is exhibited.*** Parents must understand that they are ambassadors of the club and must act accordingly. The club relies on their support to be successful.
- **Don't complain about things!** You would be surprised as to what trickles down from you to your child. Even though they don't listen to us many times, that's only selective listening.
  - Official's calls
  - Coach's decisions
  - Coaches on opposing teams
  - Parents of opposing teams
  - Playing time
  - Game circumstances
  - Facility conditions
  - Performance of ANY player on the ice
- Please let the coaches instruct, position players, and run the game. Many times they use signals to set up defensive situations or possible plays because they do not want to broadcast where they have positioned players.
- Only give positive remarks from the stands. Coaching from the stands and/or taunting officials, coaches, opponents, or spectators will not be tolerated.
- Do not use crude, profane, or vulgar language. This reflects poorly on our schools, club, and families.
- Do not enter the locker room at any time. Only individuals that have been screened by AHAI are permitted in the locker room.
- At the request of any facility staff member, USA Hockey official, coach, board member, league official, or law enforcement official leave the stands immediately without argument or comment.
- Board members and coaches shall conduct themselves in a businesslike, sportsmanlike, impartial, and constructive manner at all times. The actions of Board members and coaches must be above reproach. Actions such as verbal abuse of officials, coaches, players, and/or spectators is strictly prohibited. Board members and coaches are ambassadors of the association and must always lead by example.

Parents and fans have a significant effect on the performance and morale of the team members. The Board requires that all parents conduct themselves in a manner consistent with good sportsmanship.

## Enforcement

- Board members and coaches shall be charged with enforcement of the PSHA Code of Conduct (Player and parent), Player Expectations, and Discipline policies including, but not limited to, enforcement of all applicable ISHL, AHAI, and USA Hockey rules.
- Parents and/or players that violate the provisions of the Code of Conduct shall be subject to discipline in accordance with the PSHA Discipline policy.

# Grievance Policy

If you have a complaint or problem with someone, go to that person directly and work it out. Do not let things build up. If you have concerns you wish to discuss with the coaches and/or board, the following procedure has been established:

1. A **24 hour waiting period must be observed**. The only exception to this is player safety issues.
2. The grievance must be submitted in writing and include a recommendation for resolution. Please provide as much detail as possible. Email is acceptable.
3. The grievance must be submitted to the President of PSHA. ***president@plainfieldhockey.com***
4. Upon receipt, the grievance will be reviewed and, if needed, discussed with the appropriate individuals in order to resolve the issue.
5. The individual filing the grievance will be notified of the findings and resolution within a reasonable time period.

# Discipline Policy

Unfortunately, from time to time the Rules and Ethics Committee, Board, or coaching staff must take disciplinary action as a result of actions and penalties of its players, members, or staff. This policy is intended to set forth basic protocol which can be expected to be initiated in the event of an infraction.

1. Any player, coach, Board member, or parent who receives a game suspension for any reason must come before the Rules and Ethics Committee. This must be done prior to returning to play and, in the case of a player, a parent must accompany them.
2. Any player, coach, Board member, or parent parent that violates the Code of Conduct or Player Expectations policies will be required to attend a hearing with the Rules and Ethics Committee.
3. The coaching staff has the full authority to administer discipline up to and including benching a player for a maximum of 2 periods of play. Any discipline beyond 2 periods of play must be administered by the Chairperson of the Rules and Ethics Committee and can be initiated upon notice of the infraction.
4. Any Board member who observes a spectator violating the Zero Tolerance Policy has the authority to ask the spectator to leave the stands. Violations of AHAI's Zero Tolerance Policy will be reviewed and documented by the Rules and Ethics Committee. Furthermore, a spectator who violates the Zero Tolerance policy will be prohibited from attending future games and/or any other club activity. The Zero Tolerance violator, in order to get reinstated, must schedule a hearing with the Rules and Ethics Committee. Spectators failing to attend the hearing will automatically be prohibited from attending future games.
5. The coaching staff must come before the Rules and Ethics Committee whenever the team receives 10 or more penalties in a game unless deemed unfeasible by the Rules and Ethics Chairperson.
6. When any player whose parent is a current Board member or coach comes before the Rules and Ethics Committee that parent will be excluded from attending the hearing as a Board member.
7. Any player suspended by USA Hockey, AHAI, or Plainfield High School Hockey Association must attend the games for which they are suspended in the stands.
8. If at any time a player, coach, Board member, parent, or spectator violates the Zero Tolerance, Code of Conduct, and/or Player Expectation policies in such a manner as to require a hearing three (3) times in one season, they will be suspended for a period to be determined by the Rules and Ethics Committee up to and including permanent removal from the club.

