

ORYA UNITED PROGRAM POLICIES

Each Sport will have a Sport/Program Specific Set of Policies which will further refine the overriding policies listed herein. The Executive Director will provide the Sport Specific Set of Policies to the PAG Chairman for distribution to coaches, parents, players, and other interested parties. The Sport Specific Set of Policies will contain specific policies pertinent to that sport as well as any adaptations of playing rules, and may also include rules for players' behavior, descriptions of positions, schedules, maps, rosters, or other pertinent information. No policies may be contrary to general ORYA policies as outlined herein.

Basic Philosophy

ORYA UNITED Sports Programs (UNITED): The goal of ORYA UNITED programs is to teach a specific sport through experienced coaching, practice and competitive game play. Development of athlete is the primary goal achieved by fostering team commitment, sportsmanship and the promotion of the sport. UNITED programs often require player/parent commitments of 4 or more sessions per week including weekend play and travel throughout the region. UNITED programs follow the guidelines and regulations of the regional and national organizations associated with each particular sport. Where no national or regional governing organization exists, ORYA policies govern. As outlined in the constitution, ORYA provides recreational programs as a developmental medium for area youth. All decisions about team operations must stem from the objectives of physical, social, psychological, and moral development.

ORYA UNITED Sports PROGRAM ORGANIZATION

The Program Advisory Group (PAG) – Under the direction of the ORYA Executive Director, the UNITED Programs will be administered in large part by the volunteer run Program Advisory Group (PAG) and the volunteer UNITED Program Coordinator. In the event that a PAG is unable to perform the required administrative and operational duties, the Executive Director with the Approval of the Board of Directors may disqualify "UNITED" Status for any Sport. In such event, all participants would be registered in the correlating Recreation Sport Program if one existed and all Policies for Recreation Sports would apply.

Codes of Ethics - Standard ORYA CODE OF CONDUCT POLICY is to be followed.

As a requirement for registration all coaches, players and parents, are expected to abide by the ORYA code of conduct and may be required to acknowledge their intent by signature.

PARTICIPATION

Opportunity to Participate / Playing Time

Each child of a UNITED team will receive equal *coaching* opportunity by participation at practice and attendance at games. Coaches should distribute to and discuss with the players and parents a set of expectations and associated consequences for failure to meet them as they pertain to attendance, communication, attitude, effort, sportsmanship, skill and physical condition. Game specific play time may be affected at various ages by the following:

Playing Time, Rotation of Positions & Events:

Competitive "A" Teams may be formulated for players ages 12 and older or generally in 7th & 8th grade:

- Game play time may be effected by effort, attitude, attendance, skill, and team needs. Additionally, players may be asked to specialize in certain positions and starting lineups may be earned and held.

Becoming-Competitive:

7th & 8th grade "B", "C", "D" teams and 5th & 6th grade "A" teams (or teams designed for players ages 10 - 11):

- Game play time may be effected by effort, attitude, and attendance. No player will receive significantly less game play time than others if they have given full effort, attendance and show good sportsmanship. Playing time could vary for specific games, but coaches will attempt to balance play time throughout the season.
- Starting line-ups will also be adjusted such that no players are singled out.
- Position Rotation: Players will be encouraged and given an opportunity to play different positions during the course of the season; however position specialization may begin based on player desire and team needs.
- Exceptions to these rules may be made for league championships and tournaments provided every player gets an opportunity to play the minimum per player requirement.

Developmental:

5th & 6th grade "B" teams and any younger teams:

- Game play time will correlate to effort and attitude, and communication w/ coach re: attendance. No player will receive significantly less *or* more game play time than others if they have given full effort, attendance and show good sportsmanship. Playing time could vary slightly from game to game, but coaches will attempt to balance play time throughout the season.
- Starting line-ups and playing line-ups will also be adjusted such that no players are singled out, and that players get an opportunity to play with a variety of teammates.
- Position Rotation: At the Developmental Level, UNITED Team Players will be given ample opportunity to play different positions during the course of the season. In keeping with a developmental philosophy, coaches should strive to rotate players through different positions or events during the course of the season. Their potential for development should not be limited. When implementing a rotation system, coaches should allow players to develop position- specific skills and confidence in practice before games. Issues of safety, expense (e.g. hockey goalie), and players desire may prevent rotation of all players through all positions, but coaches should rotate as much as possible.
- For these ages groups, game play time, and rotation guidelines will be adhered to for ALL Game play including Tournaments and Championship Play.

TRYOUTS, TEAM SELECTIONS and ROSTERS**Tryouts:**

Each program will hold at least one annual tryout which will be open to all members of ORYA.

Out of town players – See Policy Adopted 2003/2004 - Players that do not reside in Durham, Lee or Madbury will be allowed to tryout and participate in ORYA UNITED Programs ONLY under specific circumstances which require explicit approval by the Executive Director.

Tryout formats will be determined by the Program Advisory Group.

Every age group will have a set of evaluators, all of whose input will be used in determining final team assignments. Evaluators will ideally consist of 3-5 experienced in the sport and may include the coaches for the age group, experienced non-parents and the Coordinator for the program. Every attempt will be made to have evaluators that can provide non-biased input to the screening. Past coaches player assessment may be used as input on decision making for team assignments. One member of each evaluation team will be responsible for administering the tryouts.

Rosters:

The final team rosters and assignments will be made by the ORYA Executive Director. Rosters will be FINAL once posted. Coaches and Parents will not be permitted to make roster additions or changes without the knowledge of the Program Coordinator and Executive Director.

Team Selections / Fielding of Teams

UNITED Teams are fielded to offer the most competitive level of play appropriate for a given age group, **with an overall goal of offering the most spots of competitive play to the most number of players who qualify to play at a UNITED level of play** (vs. fielding the absolute most competitive team). Each season may result in a different outcome based on the makeup of tryout participants. The PAG will make recommendations which must be supported and approved by the Executive Director prior to any announcement of team and coach assignments.

Playing at a Different Age Level

ORYA reserves the right to assign players to a division or team outside of their age bracket for any reason. The goal will be to field as many teams possible to accommodate, within league guidelines, all players that are capable of playing on a UNITED Team:

A child may be placed in a division outside of their age bracket if placement at their age bracket poses issues of safety for the player and/or the other players in the age bracket.

A child may be placed outside of their age bracket if the overall result would allow for more players to play (ie. a team of 11 & 12 year olds playing at the 12 year old level vs. not having a place for the 12 year olds and having the 11 years olds play at 11 year level.)

If the result of a child playing-“up” would prevent a child of the actual age, *who would otherwise qualify to play on a UNITED Team*, from being able to play on any UNITED Team in the same sport, then the playing-“up” shall not be allowed without the explicit/written approval of the ORYA Executive Director.

Prior to posting of rosters, the PAG must notify the ORYA Executive Director of any child being placed outside of their age bracket.

Player Cuts will result as follows:

In the event that rosters sizes are unable to accommodate all players interested and qualified, the least qualified players will be placed onto Rec Level Program teams if one exists.

A baseline skill set will be required for each level of UNITED play. A child who does not possess such skill set will be deemed not qualified for UNITED level of play, and he/she will be placed on a Rec Level program team if one exists.

If the evaluation team and coaches feel that by placing a player at certain UNITED Level of play, the player’s safety or the safety of other players may be at risk, then the player will be deemed not qualified for that level, and will be placed at an appropriate level or program if one exists.

COACHING APPOINTMENT & DEVELOPMENT

Quality coaching will be a goal for all UNITED level teams. Based on recommendations of the PAG, the Program Coordinator and previous parent/player feedback, coaches will be appointed by the Executive Director. Efforts will be made to obtain coaches who have had formal playing and/or coaching experience (professional or collegiate preferred). It is also important to try to obtain coaches who understand that the primary philosophy of the program is in the ***Development of Athlete*** achieved by fostering team commitment, sportsmanship and the promotion of the sport – NOT WINNING AT ALL COSTS!

Coaches will be given, encouraged and in some cases, required to attend opportunities for ongoing education and may be required to obtain (at ORYA cost) licensing from appropriate leagues/associations.

Coaches will have to meet all guidelines of standard ORYA volunteers including background check.

Seasonal review/evaluation will be made of all coaches.

Every team coach will be encouraged to have an assistant coach, manager or parent liaison to assist coach in abiding by all policies of ORYA.

PARENTS, TEAM, & ORYA RELATIONS

Parent Responsibilities:

Volunteering - Parents are urged to participate in ORYA operations, and the volunteer nature of the ORYA makes parent involvement necessary. Parents should expect to be asked to help with field or facility maintenance, team communication, snacks and transportation to name but a few areas.

Parents are expected to work with the ORYA in fostering responsibility and commitment among the players. This includes:

- communicating with coaches about absences from practice or competition. (Parents are encouraged to have the player make such calls, but they should follow up.)
- adhering to team rules
- traveling safely to practices and competition.
- Abiding by the Code of Conduct

Parent Liaisons

Each coach is encouraged to enlist the support of parents to serve as liaisons for each team. Liaisons may be used to communicate grievances to coaches and may also assist in managing telephone trees, snack schedules, car pools or other areas designated by coaches or coordinators. Liaisons should familiarize themselves with the ORYA Policies and assist coaches in adhering to all policies.

Grievance Procedure – Standard ORYA Policy for Grievance Resolution is to be followed.

Code of Conduct – Standard ORYA Policy on Code of Conduct will apply.

Transportation - Standard ORYA Policy for Transportation will apply.

Sport Medicine/ Policy on Substance Use/Abuse - Standard ORYA Policy on Substance Use/Abuse will apply.

FIELDS, FACILITIES AND EQUIPMENT

The ORYA Executive Director shall have sole authority to close facilities. Such closures may result in cancellation of games and/or practices. Coaches, parents and players are not allowed to overrule any decision regarding the use of facilities that is made by the ORYA Executive Director.

The PAG will have an appointee that will oversee the coordination, use and care of facilities and equipment.

FINANCES, FUNDRAISING, CAPITAL EQUIPMENT REQUESTS

The ORYA Policy for Fundraising and Capital Requests must be adhered to by all UNITED Programs.