

# Southside Hawks Academy Handbook

*Revised Mar 2020*



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## **Introduction**

This Handbook serves as a guide for coaches, students and parents. It will give a better understanding of the program, policies, and procedures and state the expectations for those involved. We acknowledge that there may be situations that arise that have not been outlined in this document, and these situations may be addressed on an individual basis.

## **Philosophy Statement for Co-Curricular Activities**

HKIS believes co-curricular activities are integral to the total education experience for students. The co-curricular program supports the actualization of the school's mission, vision and student learning results (SLRs). Co-curricular activities provide opportunities for students to explore and pursue areas of interest in diverse environments, promoting the development of both collaborative and individual knowledge and skills. These experiences, when pursued appropriately, promote the fulfillment of a healthy and balanced life.

## **Program Philosophy**

The Southside Hawks Basketball Academy believes that basketball should always be about playing, learning and most of all enjoyment. As such, we are committed to providing an environment that is dedicated to the needs of the children.

Our aim is to remove the emphasis from winning and rather focus on the long term development of players. By celebrating spirit, sportsmanship, skill and good character, participants have an opportunity to realize their full potential not only as a basketball player but also a responsible member of society.

We strive to develop children who are independent, value learning, are creative and enjoy playing basketball as part of a team. We should remember at all times that the game of basketball is just that - a game. The number one reason (well documented in a number of studies) that children participate in sport is to have fun. If they don't have fun, they will quit quickly at an early age. It is detrimental to the player if there is too much pressure placed on them too early to achieve a result rather than simply experiencing the sheer joy of a youth game.

***Southside Hawks U10 Team Philosophy:*** Playing time is dependent upon a combination of skill, work ethic, attitude, attendance, and commitment at practices as well as the ability to demonstrate a "team" philosophy. We expect all players to work hard in practice and encourage players to practice on skills outside of their normal practice time.

Our general philosophy regarding playing time for the U10 Hawks Teams is that the coach will manage playing time taking into account the factors above. Prominent/influential offensive and defensive players may get slightly more playing time so that team cohesiveness remains intact but the coach will be mindful of everyone getting quality court time. At this age, the training quality is our main focus and the tournaments/games are a bonus opportunity for the squad to

put into practice the skills they have learned in training and for these young players to develop an affiliation for the game.

### ***Southside Hawks U10 Team Tiered Structure:***

#### **Tier 1 Squads**

Players on the Tier 1 squad will have an opportunity to play and train with each other. However, where required and during training sessions the groups will be streamed into different groups based on experience and skill level. An assessment day and early training sessions will be used to assess players' abilities with the coaches designating or assigning which squad each player will start the season in.

To ensure appropriate game opportunities are available, the squad will play a variety of in-house games with various combinations of skill levels, as well as friendly games against invited opposition team(s) of varying levels.

For official league matches with outside teams coming to play, appropriate teams will be selected to match the level of the opposition for tournaments and or one off games. From the entire squad 1, 2 or more teams may be selected out to play against the outside opponents. We aim to provide approximately 7-9 games on Saturdays per term. Teams will usually be announced the week of, or if teams are set, selected to the tournament and/or game(s).

Through this structure all players will receive the appropriate amount and level of training and match play against teams at their level.

#### **Tier 2 Development Squad**

The Development squad option will be available to all players and not just players not immediately streamed into the Academy Squad. The Recreational match play class will be another opportunity for players to play the game in a more relaxed and fun atmosphere.

Players streamed into the Development Squad will train with Academy Squad players but may not be selected to play in the matches unless an opportunity presents itself. Hopefully by training hard and improving their skills these players will be selected to the full squad the following term. It is expected these players also play in the Recreational match play class to improve on their game skills.

***Southside Hawk U12 Team Philosophy:*** Playing time is dependent upon a combination of skill, work ethic, attitude, attendance, and commitment at practices as well as the ability to demonstrate a "team" philosophy. We expect all players to work hard in practice to earn their playing time. We also strongly encourage players to practice on skills outside of their normal practice time.

Our general philosophy regarding playing time for the U12 Hawks is that the players must earn their playing time through maximum effort and skill improvement at practices. The coach will be mindful of players' practice performance as this will determine the starting line up for the next game and also on substitution patterns during the games. Therefore time on the court may not be equal for all players.

### ***Southside Hawk U12 Team Tiered Structure:***

#### **Tier 1 Squads**

As the league is divided into 2-3 divisions, based on skill level, the club will enter an appropriate number of teams in each level of the competition that provides our players with the appropriate level of play throughout the season. An assessment day and training sessions will be used to assess players' abilities with the coaches designating or assigning which division each player will start the season in.

#### **Division 1 Gold Squads**

These teams will be selected to represent our club in the top division of the HKJBL and other competitive games or tournaments. When forming the teams the selection criteria will be extensive and may be extended out over the first 3 weeks of training. Those not selected for a Division 1 team may be invited to join Division 2 or 3. We encourage all members of the squad to work hard and do their best as a team member. Team selection will be reviewed during the open training window between league seasons.

#### **Division 2 & 3 Silver & Bronze Squads**

The squad is inclusive and throughout the season players will have an opportunity to play and train with each other. However, at times during training sessions and for games groups may be streamed based on experience and skill level. To ensure appropriate game opportunities are available, the club will enter team(s) in the division 2 level of the HKJBL. From the entire squad 1, 2 or more teams may be selected out to play against the outside opponents each time. The club will supplement the season with in-house games and invitational games against teams of varying levels.

#### **Tier 2 Development Squad**

Players streamed into the Development Squad will train on their own or with Tier 1 Squad players but may not be selected to play in the matches unless an opportunity presents itself. Hopefully by training hard and improving their skills these players will be selected to the full squad the following term. It is expected these players also play in the Recreational match play class to improve on their game skills.

The Development squad option will be available to all players and not just players not immediately streamed into the Academy Squad. The Recreational match play class will be another opportunity for players to play the game in a more relaxed and fun atmosphere.

Throughout the season players will be continuously monitored, evaluated and if appropriate a player may be promoted to a higher division team.

## Elite Team

From time-to-time opportunities will come up to play against top level clubs or school teams from within and outside of HK in friendly matches or tournaments. When this opportunity arises an Elite team will be selected from the pool of players in the entire Academy to represent the Hawks Basketball Club. Additional trainings may be required in advance of a tournament or travel tour and attendance will be mandatory for these trainings.

***Southside Hawk U14 Team Philosophy:*** Playing time is dependent upon a combination of skill, work ethic, attitude, attendance, and commitment at practices as well as the ability to demonstrate a “team” philosophy. We expect all players to work hard in practice to earn their playing time. We also encourage players to practice on skills outside of their normal practice time.

Our general philosophy regarding playing time for the U14 Hawks Team is that the players must earn their playing time through skill and effort at practices. The coach will be mindful of players’ practice performance as this will affect the starting line up for the next game and also on substitution patterns during the games. Therefore time on the court may not be equal for all players. The coaches’ decision is final.

## ***Southside Hawk U14 Team Tiered Structure:***

### **Tier 1 Squads**

As the league is divided into 2-3 divisions, based on skill level, the club will enter an appropriate number of teams in each level of the competition that provides our players with the appropriate level of play throughout the season. An assessment day and training sessions will be used to assess players’ abilities with the coaches designating or assigning which division each player will start the season in.

### Division 1 Gold Squads

These teams will be selected to represent our club in the top division of the HKJBL and other competitive games or tournaments. When forming the teams the selection criteria will be extensive and may be extended out over the first 3 weeks of training. Those not selected for a Division 1 team may be invited to join Division 2 or 3. We encourage all members of the squad to work hard and do their best as a team member. Team selection will be reviewed during the open training window between league seasons.

### Division 2 & 3 Silver & Bronze Squads

The squad is inclusive and throughout the season players will have an opportunity to play and train with each other. However, at times during training sessions and for games groups may be streamed based on experience and skill level. To ensure appropriate game opportunities are available, the club will enter team(s) in the division 2 level of the HKJBL. From the entire squad 1, 2 or more teams may be selected out to play against the outside opponents each time. The club will supplement the season with in-house games and invitational games against teams of varying levels.

### **Tier 2 Development Squad**

Players streamed into the Development Squad will train on their own or with Tier 1 Squad players but may not be selected to play in the matches unless an opportunity presents itself. Hopefully by training hard and improving their skills these players will be selected to the full squad the following term. It is expected these players also play in the Recreational match play class to improve on their game skills.

The Development squad option will be available to all players and not just players not immediately streamed into the Academy Squad. The Recreational match play class will be another opportunity for players to play the game in a more relaxed and fun atmosphere.

Throughout the season players will be continuously monitored, evaluated and if appropriate a player may be promoted to a higher division team.

### Elite Team

From time-to-time opportunities will come up to play against top level clubs or school teams from within and outside of HK in friendly matches or tournaments. When this opportunity arises an Elite team will be selected from the pool of players in the entire Academy to represent the Hawks Basketball Club. Additional trainings may be required in advance of a tournament or travel tour and attendance will be mandatory for these trainings.



## **Organizational Structure**

Director - Dean McLachlan

Academy Sports Manager - John Powell

Basketball Academy Coordinator – Chi Yau

HKIS/Impact Basketball Academy-Partnership

## **Long Term Development in Sport Framework (LTD) & Physical Literacy**

Within the Canadian Sport for Life Long-Term Development in Sport & Physical Literacy 3.0 framework, the new Sport For Life Rectangle model proposes a multi-stage, life-long, training, competition and recovery pathways guiding an individual's experience in sport and physical activity from infancy through all phases of adulthood.

This framework applies to all students, not just those aspiring to be competitive athletes and highlights the importance of developing Physical Literacy. The stages within the LTD model include:

Stage 1: Active Start (0-6 years)

Stage 2: FUNdamental (girls 6-8, boys 6-9)

Stage 3: Learn to Train (girls 8-11, boys 9-12)

Stage 4: Train to Train (girls 11-15, boys 12-16)

Stage 5: Train to compete (girls 15-21, boys 16-23)

Stage 6: Train to Win (girls 18+, boys 19+)

All Stages: Awareness, First Involvement, Active for Life, Fit for Life (any age participant)

Stages 1, 2 and 3 develop physical literacy before puberty so children have the basic skills to be active for life. Physical literacy also provides the foundation for those who choose to pursue elite training in one sport or activity after age 12.

Stages 4, 5 and 6 provide elite training for those who want to specialize in one sport and compete at the highest level, maximizing the physical, mental and emotional development of each athlete.

All Stages are about Awareness, First Involvement, staying Active and Fit for Life through lifelong participation in competitive or recreational sport or physical activity.

The LTAD plan will continuously evolve to accommodate new breakthroughs in sport science research, new innovations in technology, and evolving best practices in coaching.

## **Affiliations**

The Southside Hawks Basketball Academy is a member of the Hong Kong Junior Basketball League (HKJBL), and through its connections to HKIS, the ISSFHK, HKSSF and HK Primary School Sports Association. These associations provide opportunities for our student athletes to compete against other Hong Kong based clubs and school teams.

## **Program Overview**

The Academy structure includes the following 3 inter linked tiers:

***Tier 3 Training and Recreational Squads*** – Weekday & Saturday Basketball ASA Classes, Impact Basketball Academy Training classes & camps, Saturday Recreational match play

***Tier 2 Development Squads*** – Once-a-week practice and Saturday Recreational match play

***Tier 1 Squads*** – Twice-a-week practices and Saturday HKJBL league match play

## **Age Eligibility**

Our program's age cutoffs are based on the HKJBL & ISSFHK leagues' age cutoffs where eligibility is based on a student's age at the start of the school year.

## **Participation Requirements**

All students that meet the age eligibility requirements must register online through the Schools buddy registration system prior to the Assessment Day at the start of the season.

## **How to Register**

Parents will need to create a Schools buddy account then logon to book in their child to the Schools buddy event prior to attending the Assessment date or for any other Academy class/practice.

## **Parental Consent**

After selection and before making payment, parents and athletes must have read and agreed to all terms set out within this Handbook. It will be assumed that all parents/guardians not only consent to their child participating in the program, but they are also familiar with all of the requirements and codes associated with the program. Parents should help their child identify conflicts with other curricular and co-curricular activities at this time and encourage them to make appropriate choices.

## **Communication Procedures**

All email correspondences and communications will go out via the Academy Coordinator and corresponding Southside Hawks email. We still encourage all coaches to speak with parents directly on simple matters and minor issues that can be resolved on the spot. If any coach feels that it will require the assistance of the Academy Coordinator they should immediately advise the parents to contact him via the Hawks email.

For coaches that are designated to coach a certain team or age level, a weekly newsletter will be updated and be the primary mode for disseminating information to the team or squad rather than direct email communication.

### ***Specific Southside Hawks Club Communications Policies:***

***Attendance:*** For all instances of non-attendance, players MUST inform the Academy coordinator in addition to the team coach and not just the team coach.

***Practices:*** Parents/players to notify the Academy Coordinator directly via e-mail or phone if they will not be able to attend practices. Please note the attendance policy and provide information in a timely manner to ensure full compliance.

***Matches:*** Parents/players to notify the Academy Coordinator AND the team coach directly via e-mail or phone if they will not be able to attend a match. Please note the attendance policy and provide information in a timely manner to ensure full compliance.

### **Grievances:**

If you have issues with any aspect of the program such as discipline, coaching, team selections, playing time, etc, then it is important that, under no circumstances are these issues to be addressed with the coaches or program administrators at the game / tournament venue on the day or in a confrontational way in front of other parents or players. If you want to meet with the coach to discuss any issues, approach the coach in a respectful way AFTER the game / tournament has finished for that day and request a meeting away from the emotional heat of the immediate situation and at a time when the head coach or other club staff can be present. This is the protocol and we expect everyone to adhere to this as your grievances will be heard and taken seriously. Parents who either do not follow these guidelines or try to circumvent the protocol and who do not show a 'team first' mentality, may be asked to refrain from attending the remaining games.

***Player Issues:*** Parents/players to discuss with team coach first and work to resolve. If no resolution, parents to bring the issue to the attention of the Elite Coach/Academy Coordinator to work to resolve. The Head Coach will involve their supervisor if no resolution is forthcoming.

***Coaching Issues:*** Parents/players to discuss with coach directly. If no resolution, parents to bring the issue to the attention of the Elite Coach who will work to resolve it. The Elite Coach/Academy Coordinator will involve their supervisor if no resolution is forthcoming.

***General Feedback:*** Provide feedback to the Elite Coach/Academy Coordinator or Sports & Activities Office as appropriate. The Academy Coordinator or Sports & Activities Office will forward feedback as appropriate.

### **Player Registration for Leagues**

For any competition under the ISSFHK, HKSSF, Primary Schools Sports Associations, or events run by other bodies, we will advise registration requirements at the time.

### **Health Information**

Students will not require a specific physical examination to participate in the program. If your child is an HKIS Student, where possible, their health information will be collected through the HKIS PowerSchool system. Other non HKIS students should make sure that, if their child has any particular medical needs, or their needs change, that they take the time to communicate this directly with the office and team coach. It is your responsibility to make sure your child is aware of the medical information they should share when working in an athletic environment. If a student needs to carry any asthma medication or other medical device, these should be handed to the coach or placed in a suitable area on the side of the training or game facility, to enable easy administration.

### **Concussion Management Plan**

No player shall return to play that day following a concussion, and the athlete must be cleared by an appropriate health-care professional before he or she is allowed to return to play in games or practices.

If you suspect a concussion, take the athlete out of play immediately. Ensure the athlete seeks further care and inform parents even if no immediate symptoms present themselves.

Coaches should suspect a concussion after a blow to the head/body resulting in rapid movement of the head accompanied by any change in the athlete's behavior, thinking, or physical functioning. Some symptoms may include headache, nausea, poor balance, feeling foggy, confused etc.

Players & Parents should familiarize themselves with the risks, symptoms and management of concussion at the following link before joining any sports programs.

Coaches will be completing the NFHS concussion management and awareness course prior to coaching within our program (this course is available to parents too and so contact us for more details if this is of interest)

### **Return to Play Protocols**

Once an athlete no longer has symptoms of a concussion and is cleared for return to play, he or she should proceed with activity in a step-wise fashion to allow the brain to re-adjust to exertion. On average, the athlete will complete a new step each day.

#### ***Return-to-play schedule:***

**Day 1:** Light exercise, including walking or riding an exercise bike. No resistance training.

**Day 2:** Running in the gym or on the field. No helmet or other equipment.

**Day 3:** Non-contact training drills in full equipment. Resistance training can begin.

**Day 4:** Full contact practice or training.

**Day 5:** Game play.

If symptoms occur at any step, the athlete should cease activity and be re-evaluated by their healthcare provider.

Please note: that it is strongly recommended that students are “cleared to participate” by a suitable medical practitioner after any major injury.

### **Medical Insurance**

All academy members should be covered by personal health insurance. The academy does not provide medical coverage for students when accidents occur during program related activities.

### **Code of Conduct for Coaches**

#### *Roles and Responsibilities*

1. Coaches must respect the rights, dignity and worth of each and every person and treat each equally within the context of the sport.
2. Coaches must place the well being and safety of each player above all other considerations, including the development of performance.
3. Coaches must operate within the rules and spirit of the sport of basketball promoting fair play over ‘winning at any cost’ and encourage players to do the same.
4. Coaches must familiarize themselves with and adhere to all rules and regulations of the respective leagues and with the Rules of FIBA.
5. Coaches must develop an appropriate working relationship with each player based on mutual trust and respect.
6. Coaches must maintain high standards of integrity, sportsmanship and adopt responsible behavior in all interactions.
7. Coaches must not exert undue influence to obtain personal benefit or reward.
8. Coaches must respect the decisions of officials and referees & must not attempt to influence the officials or abuse them verbally or physically for their decisions & actions.
9. Coaches must encourage and guide players to accept responsibility for their own behavior and performance.
10. Coaches must ensure that the activities they direct or advocate is appropriate for the age, maturity, experience and ability of players.
11. Coaches should, at the outset, clarify with the player (and, where appropriate, their parents) exactly what is expected of them and also what they are entitled to expect from their coach.
12. Coaches must co-operate fully with other specialists (e.g. other coaches, officials, sports scientists, doctors, and physiotherapists) in the best interests of the player.
13. Coaches must always promote the appropriate Code of Conduct and positive aspects of the sport (e.g. gold standards) to players, parents and spectators alike.

14. Coaches must never condone violations of the Rules of the Game, behavior contrary to the spirit of the Rules of the Game or relevant rule and regulations or the use of the prohibited substances or techniques.
15. Coaches must always actively discourage foul play, or any unsportsmanlike behavior by players at all times on and off the court.
16. Coaches should not tolerate harmful or abusive behavior by players or spectators and remove from the field any player(s) whose behavior is not acceptable and breaches this Code of Conduct.
17. Coaches must display control and courtesy to all involved with the game of basketball.
18. Coaches must develop their team's respect for their opponent's ability.
19. Coaches must consistently display high standards of behavior and experience and be a role model for players, parents and spectators.
20. Coaches must ensure that all decisions and actions contribute to a safe and harassment free environment.
21. Coaches must ensure that parents and supporters follow the code of conduct including guidelines on cameras, videos and social media.

<b>Common Agreements</b>	<b>Player Code</b>	<b>Parent Code</b>
<b>Collaboration</b>	<ul style="list-style-type: none"> <li>● I will think in terms of 'team interest first'.</li> <li>● I will be a team player and get along within the team environment and I will never place blame on teammates &amp; understand that we win or lose as a team.</li> <li>● I will not form or encourage the forming of cliques. The team working as one will be far more successful.</li> </ul>	<ul style="list-style-type: none"> <li>● I will think in terms of 'team interest first'.</li> <li>● I will provide positive support, care, and encouragement towards all children, not just my own.</li> <li>● I will support the coach and let them be the sole voice with the team.</li> </ul>
<b>Growth Mindset</b>	<ul style="list-style-type: none"> <li>● I will be disciplined, focused &amp; ready to train on practice days &amp; ready to play on match days and will</li> </ul>	<ul style="list-style-type: none"> <li>● I will help my child keep winning in perspective and stress that giving one's best effort is more important than winning.</li> </ul>

	<p>consistently strive for excellence.</p> <ul style="list-style-type: none"> <li>● I will give my best effort, play for the love of the game, be fair at all times and most importantly, have fun.</li> <li>● I understand that the Academy Teams are a select group of athletes that play as a team and that discipline, hard work and teamwork is required to play sport at any level.</li> <li>● I will develop the proper attitudes toward winning and losing, success and failure and be humble when we win and gracious when we lose.</li> <li>● I will be an ambassador for the Academy and the game</li> </ul>	<ul style="list-style-type: none"> <li>● I will encourage my child to develop the proper attitudes toward winning and losing, success and failure and be humble in victory and gracious in defeat.</li> <li>● I understand that children play for THEIR enjoyment.</li> </ul>
<p style="text-align: center;"><b>Respect</b></p>	<ul style="list-style-type: none"> <li>● I will develop and maintain the highest level of ethics and sportsmanship</li> <li>● I will shake hands with and thank the opposition, my coach(es), the opposition coach(es) and all officials at the end of the game no matter what the outcome.</li> <li>● I will care for and respect the facilities and equipment made available to me at all times.</li> <li>● I will respect and refrain from public criticism of my coaches, teammates,</li> </ul>	<ul style="list-style-type: none"> <li>● I will be a positive role model and encourage good sportsmanship by showing respect, courtesy and positive support to all players, coaches, officials and spectators at every practice and/or game.</li> <li>● I will respect the hosts, opponents, officials, staff and all other parents and spectators at all times.</li> <li>● I will let the designated team coach be the sole voice and support whatever they decide to implement</li> </ul>

	<p>parents, opponents and game officials.</p> <ul style="list-style-type: none"> <li>● I will treat everyone fairly, regardless of gender, place of origin, color, sexual orientation, religion, political belief, economic status or athletic ability.</li> <li>● I will only listen to the Coach on matters of team formations, tactics, etc. I understand that family members, friends, other parents and spectators, however well meaning, may not be aware of the team's strategy or specific instructions for that particular match.</li> </ul>	<ul style="list-style-type: none"> <li>● I will respect the coach(es) and avoid making negative comments regarding the coach, team or club in front of your child or any other team members.</li> <li>● I will not confront the Coach(es) in front of players, parents, other coaches or officials and agree with them a suitable time and place for further discussion as per the protocols below</li> <li>● I will require that my child treats everyone with respect regardless of gender, place of origin, color, sexual orientation, religion, political belief, economic status or athletic ability.</li> </ul>
<p><b>Commitment</b></p>	<ul style="list-style-type: none"> <li>● I will punctually attend all coaching sessions and matches for which I am selected. I will let my coach know in advance why I will be late or will miss any practice or game.</li> <li>● I understand that non-attendance at training could result in my not being selected for the team - See below for more on the Academy Attendance Policy.</li> <li>● I understand that school comes first and will manage</li> </ul>	<ul style="list-style-type: none"> <li>● I will ensure that my child attends practices and games ON TIME.</li> <li>● I will encourage my child to communicate with their coaches directly for conflicts that could result in them arriving late or missing a practice or game.</li> <li>● I will help manage my child's school assignments, other activities, and schedules so as not to miss practices or matches.</li> </ul>



	<p>my assignments, other activities, and schedules so as not to miss practices or matches.</p>	
<p><b>Responsibility</b></p>	<ul style="list-style-type: none"> <li>● I will always wear the designated uniform with appropriate footwear &amp; any necessary safety or protective equipment at all training sessions and games.</li> <li>● I will be responsible for my own kit and footwear and will not rely on other people to remember them for me.</li> <li>● I will always bring any necessary medications like inhalers and inform my coach of its location in-case of emergency.</li> <li>● I will not use or promote the use of alcohol, tobacco or drugs at any time.</li> </ul>	<ul style="list-style-type: none"> <li>● I will ensure that my child takes responsibility for wearing the appropriate uniform and equipment at all times.</li> <li>● I will ensure that my child does not wear watches or jewelry whilst playing.</li> <li>● I will ensure that my child does not take part in training, tournaments or matches if injured, ill or contagious.</li> <li>● I will demand a sports environment that is free of alcohol, tobacco and drugs.</li> <li>● I will Follow the guidelines on the use of cameras and videos.</li> </ul>
<p><b>Discipline</b></p>	<ul style="list-style-type: none"> <li>● I will familiarize myself with the Aceamey's disciplinary codes and procedures.</li> <li>● I will not be disruptive and will listen carefully and follow directions and will act in a cooperative manner with my coaches, teammates, other staff and officials and will respectfully seek further clarification if I am unsure.</li> <li>● I will always play by the rules of the tournaments or matches &amp; by the laws of the</li> </ul>	<ul style="list-style-type: none"> <li>● I will familiarize myself with the Aceamey's disciplinary codes and procedures.</li> <li>● Under no circumstances will I engage with the referee or other officials at any time.</li> <li>● I will show restraint if emotions run high and potential disagreements or conflicts with parents from other teams arise and take collective responsibility for policing this and intervene to calm situations if a fellow</li> </ul>

	<p>game and I will accept the decision of game officials and coaches even though I may not always agree with the decision and will let the coaching staff handle all matters pertaining to officiating.</p> <ul style="list-style-type: none"> <li>● I will never intentionally become involved in acts of foul or overtly physical play and will conduct myself in a befitting manner and refrain from the use of abusive, obscene or profane language or gestures.</li> </ul>	<p>parent becomes involved in a situation.</p> <ul style="list-style-type: none"> <li>● I will gain an understanding of the rules of the game and the policies of the various leagues the Academy teams participate in and encourage my child to play according to these rules and to settle disagreements without resorting to hostility or violence.</li> <li>● I will position myself in the designated spectator area or, if none, on the opposite touchline/side of the court to the players and the coaches and avoid sideline coaching.</li> </ul>
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Parent Guidelines, Expectations and Codes of Conduct

The HKIS Sports Academies believe in the following parent expectations and codes of conduct. In line with the Parents C.A.R.E guidelines (available on the website), these represent a philosophy that will allow us to succeed in developing our players to play sports in a competitive environment. We believe that the game belongs to its players and should always be for their enjoyment. We believe that parents as well as coaches, guests and players must adhere to the standards of good behaviour and sportsmanship and as such expect that as an Academy parent:

- I will think in terms of ‘team interest first’.
- I will provide positive support, care, and encouragement towards all children, not just their own.
- I will support the coach and let them be the sole voice with the team.
- I will help my child keep winning in perspective and stress that giving one’s best effort is more important than winning.

- I will encourage my child to develop the proper attitudes toward winning and losing, success and failure and be humble in victory and gracious in defeat.
- I understand that children play for THEIR enjoyment.
- I will be a positive role model and encourage good sportsmanship by showing respect, courtesy and positive support to all players, coaches, officials and spectators at every practice and/or game.
- I will respect the hosts, opponents, officials, staff and all other parents and spectators at all times.
- I will let the designated team coach be the sole voice and support whatever they decide to implement
- I will respect the coach(es) and avoid making negative comments regarding the coach, team or club in front of your child or any other team members.
- I will not confront the Coach(es) in front of players, parents, other coaches or officials and agree with them a suitable time and place for further discussion as per the protocols below
- I will require that my child treats everyone with respect regardless of gender, place of origin, color, sexual orientation, religion, political belief, economic status or athletic ability.
- I will ensure that my child attends practices and games ON TIME.
- I will encourage my child to communicate with their coaches directly for conflicts that could result in them arriving late or missing a practice or game.
- I will ensure that my child takes responsibility for wearing the appropriate uniform and equipment at all times.
- I will ensure that my child does not wear watches or jewelry whilst playing.
- I will ensure that my child does not take part in training, tournaments or matches if injured, ill or contagious.
- I will demand a sports environment that is free of alcohol, tobacco and drugs.
- I will Follow the guidelines on the use of cameras and videos.
- I will familiarize myself with the Aceamey's disciplinary codes and procedures.
- Under no circumstances will I engage with the referee or other officials at any time.
- I will show restraint if emotions run high and potential disagreements or conflicts with parents from other teams arise and take collective responsibility for policing this and intervene to calm situations if a fellow parent becomes involved in a situation.
- I will gain an understanding of the rules of the game and the policies of the various leagues the Academy teams participate in and encourage my child to play according to these rules and to settle disagreements without resorting to hostility or violence.

- I will position myself in the designated spectator area or, if none, on the opposite touchline/side of the court to the players and the coaches and avoid sideline coaching.

### **Attendance Expectations**

As a member of the Southside Hawks Basketball Club you are making a commitment to your teammates and your coach. As such players should aim to attend ALL practices and games.

We understand that at times it is not possible for players to attend all Hawks commitments, however we expect that you will inform either the office by email or phone call by no later than 1pm for weekday practice, and before 1pm on the Friday for weekend commitments. If situations arise later closer to practice or match time you are expected to still email the Head Coach or team coach personally.

The Southside Hawks head coach will closely monitor the level of attendance. Anything less than an 80% attendance record over a given month may be a sign of poor commitment. If a child's attendance drops below this level, parents will be contacted to help us further understand the issues creating the lack of attendance. 80% attendance equates to 2 excused absence a month. If for reasons beyond your control you are unable to make this commitment level on any given month you should discuss the situation with the Hawks head coach to make suitable arrangements prior to your planned absences.

Note: Attendance and commitment levels along with skill and attitude will be taken into consideration when selecting teams on Match days. Excused absences must be communicated by email to [southsidehawks@hkis.edu.hk](mailto:southsidehawks@hkis.edu.hk). Examples of an excused absence are listed below.

- Child is ill or injured and is therefore unable to practice.
- School Event
- Immediate family functions.
- Extraordinary event

All non-communicated absences will be considered as an unexcused absence, unless exceptional circumstances are involved. Unexcused absences are very disruptive in a select team environment and will be dealt with as follows:

1. The first and second unexcused absences will be recorded but no contact will be made with parents at this stage.
2. On the third unexcused absence the player's parents will be contacted. The player's position in the squad is now in jeopardy.

3. On the fifth unexcused absence the parents will be called in for a meeting with the Head Coach to discuss and resolve the issue. The players position as part of their squad will be in jeopardy and if things don't improve they may be asked to leave the program.

### **Breaches of Players Expectation and Code of Conduct**

Failure to abide by the Code of Conduct will result in disciplinary action that could include but is not limited to the following:

#### General Disciplinary Procedures-Hawks Academy

- Step 1 - Verbal warning(s), timeout(s), and/or official first warning in same session/game from the coach
- Step 2 - Second warning in same session, official email notice to parents from the coach
- Step 3 - Official email notice or telephone call to parents and could include full suspension from practice and/or part game or full game games at the discretion of the coach
- Step 4 - Meeting with parents and suspension full suspension from practice and/or part game or full game games at the discretion of the coach
- Final Step - Removal from program

\*\* Any suspension or expulsion from the Southside Hawks Basketball Academy for disciplinary reasons will not result in a refund of any amount.

· The coach will take into account all warnings, verbal or otherwise, issued to players and they will be taken into account when selecting teams for matches

· The coaches' decision on any of the above criteria is final

These rules will be implemented at all Southside Hawks events

*\* Exceptional Circumstances - In the event of gross violation of the players' code of conduct, the offender may circumvent the above sequence, and face alternative disciplinary action deemed appropriate. The decision to impose such action is at the discretion of the Head Coach.*

## Uniform Code

The uniform of all team members shall consist of:

- Shirts of the same dominant colour front and back as the shorts. If shirts have sleeves they must end above the elbow. Long sleeved shirts are not permitted.
- All players must tuck their shirts into their playing shorts. 'All-in-ones' are permitted.
- Shorts of the same dominant colour front and back as the shirts. The shorts must end above the knee.
- Socks of the same dominant colour for all team members. Socks need to be visible.

Each team member shall wear a shirt numbered on the front and back with plain numbers, of a colour contrasting with the colour of the shirt.

The numbers shall be clearly visible and:

- Those on the back shall be at least 20 cm high.
- Those on the front shall be at least 10 cm high.
- The numbers shall be at least 2 cm wide.
- Teams may only use numbers 0 and 00 and from 1 to 99.
- Players on the same team shall not wear the same number.
- Any advertising or logo shall be at least 5 cm away from the numbers.

Teams must have a minimum of 2 sets of shirts or reversible uniform top and:

- The first team named in the schedule (home team) shall wear light-coloured shirts (preferably white).
- The second team named in the schedule (visiting team) shall wear dark-coloured shirts.
- However, if the 2 teams agree, they may interchange the colours of the shirts.

During the game a player may wear shoes of any colour combination, but the left and right shoe must match. No flashing lights, reflective material or other adornments are permitted.

**Players' Gold Standards (Adopted from USA Basketball)**

**1. No Excuses**

- a. We don't make any excuses at practice or at games

**2. Great Defense**

- a. We give it our all on defense

**3. Communication**

- a. We look each other in the eye
- b. We tell each other the truth

**4. Trust**

- a. We believe in each other

**5. Collective Responsibility**

- a. We are committed to each other
- b. We win together

**6. Care**

- a. We have each other's backs
- b. We give aid to a teammate

**7. Respect**

- a. We respect each other and our opponents
- b. We're always on time
- c. We're always prepared

**8. Intelligence**

- a. We take good shots
- b. We're aware of team fouls

**9. Poise**

- a. We show no weakness

**10. Flexibility**

- a. We can handle any situation
- b. We don't complain

**11. Unselfishness**

- a. We're connected
- b. We make the extra pass
- c. Our value is not measured in playing time

**12. Aggressiveness**

- a. We play hard every possession

**13. Enthusiasm**

- a. This is fun

**14. Performance**

- a. We're hungry
- b. We have no bad practices

**15. Pride**

- a. We take pride in being a Hawk