



# Volleyball

Head Coach: Nessa Lemalu

Assistant: Ivo Vongsaveng

Assistant: Riley Jewett-Chan

Volunteer: Fala Tofaeono

# Present~Respectful~Ownership~United~Determined

Welcome to our Decatur High School Athletic program! Athletics and activities provide participants additional opportunity to learn, develop skills, grow as an individual and as a member of a team. Our Gator Athletic program will strive toward a united culture that fosters a high work ethic, accountability, outstanding sportsmanship, teamwork and respect for all.

During any season, there will be a wide range of emotional highs and lows, challenges that require perseverance, problem solving situations, wonderful celebrations and many lifetime memories. We consider ourselves partners with each role clearly defined:

Participants Compete, Parents Support, Coaches Coach, Officials Officiate

Decatur is a member of the North Puget Sound League (NPSL) with fifteen other schools resulting in extremely competitive contests. As Golden Gator's we will support the NPSL sportsmanship code and commit to:

*Show pride, class, spirit and respect. Display modesty in victory and graciousness in defeat.*

To assist participants and their families in planning for practice and contests during our season, coaches might provide additional documents. However, please always refer to our NPSL website <http://www.npslathletics.org/> as this is Decatur Athletics master contest schedule. Our NPSL site provides the opportunity for people to sign up and receive emails when a contest changes. Viewing the NPSL site on a regular basis is encouraged.

We enter the 2017-2018 school year with new energy, enthusiasm, Golden Gator Pride and great optimism! Thank you in advance for supporting our growth by becoming involved with our programs, attending our contests, cheering positively and loudly for all involved. We stand PROUD as a Gator Athletic program. As the saying goes at Decatur...

“It is and always is a great day to be a Gator!”

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## **Coaching Staff**

Nessa Lemalu – Head Coach/Data Analysis @ SPS: [nesalemalu@gmail.com](mailto:nesalemalu@gmail.com)

Ivo Vongsaveng - Assistant Coach/Para at FWHS: [ivongsav@fwps.org](mailto:ivongsav@fwps.org)

Riley Jewett-Chan - Assistant Coach: [rileyjewettchan@gmail.com](mailto:rileyjewettchan@gmail.com)

Fala Tofaeono – Volunteer Coach

Remind 101 – enter phone #81010, then enter @decaturso into text box

<http://www.npslathletics.org/>

We are excited to be working with a great group of participants. This will be Nessa's second year as Decatur Volleyball Head Coach. She has been coaching this sport for over 20 years in the Seattle School Districts and is also a Co-founder of Krakencv Club. Nessa is Gold Medal Squared certified and Cap Level 1 certified. She is very passionate about volleyball and eager to share skills and knowledge with our Decatur team. Coach Ivo is a Para Educator at Federal Way High School and this is her first year as a volleyball coach at Decatur. She has played since she was young regularly volunteering throughout the community. She is excited to be a part of the Gator volleyball program. Coach Riley is a 2017 graduate of WWU with Bachelors in Kinesiology. She has played volleyball, softball, swimming and rugby as well as volunteering as a coach in these sports. This will be Riley's first year as a volleyball coach and she is looking forward to building great relationships with all the participants of Gator volleyball. We welcome Fala for her second season with Decatur Volleyball when her time and energy allows.

### **Philosophy of our program:**

A successful season for our team will be determined by our participant's ability to improve every day; by how hard we practice, by how aggressively we compete, & by how united we are as a team. We believe that it takes the talents of many individuals and hard work to produce a successful team effort. Our success as a team hinges on our ability to develop our individual talents and build a team culture that operates as one cohesive unit. We believe that for our team to be successful, the good of the team must come first, before the good of the individual; however, individual contributions will be valued and recognized.

### **Determining factors for team designation in our program:**

- PROUD characteristics
- Academics, attitude and attendance
  - We understand some participants may have jobs or work commitments. This makes a 100% commitment to any team challenging. If a job or work commitment impacts one's ability to be a fully present participant, coaches and participants will collaborate with the intent to find a solution but ideally, our athletic program priorities are family, academics, team.
- Talent, sport knowledge, experience, work ethic and cooperation
- Performance & dedication at team practices and contests

### **Decatur Athletic Program Philosophy:**

Varsity is designed to compete and win while demonstrating PROUD characteristics.

JV and C is designed develop and retain participation numbers while demonstrating PROUD characteristics.

**Varsity (V):** All participants have the opportunity to compete at the Varsity level if they are capable and can be competitive. Playing time decisions are dependent upon PROUD characteristics, talent, commitment, punctual, in attendance, work ethic, and attitude. In addition, our Varsity team has the highest emphasis on skill and speed of play, in order to compete with the best teams in the state. Coaches will communicate who is starting and/or playing before or during warm-up. Line-up changes could occur based on participation performance leading up to the contest as well as performance during the contest. There is no guarantee of playing time for any player. We will focus on outcome-based results which may lead to an inequity of opportunity in at the Varsity level. The coaching staff has the responsibility and prerogative to make these decisions.

### **Lettering Requirements:**

Participants will have competed in at least 5 NPSL matches

Participants will be in attendance at practice and contests 95% of the season

All participants must consistently demonstrated PROUD characteristics throughout the entire season. In addition, participants will:

- be academically eligible at the end of the season
- have returned all issued equipment or gear
  - missing or damaged may result in a fine for that item.
  - Uniforms are to be returned before the banquet
- have paid all fines through the finance office before the season ends

If in case there is a behavior standard or a situation that falls short of our PROUD characteristic standard, it is possible that this could impact their receipt of a Varsity letter.

**Junior Varsity (JV) team:** The JV team will focus on the development and retention of participants with the intent to prepare them to eventually compete at the Varsity level. When participants are meeting practice/attendance expectations, an effort will be made to get everyone in during each contest, however this may not always possible. Contest participation will depend on PROUD characteristics, commitment, punctual, in attendance, work ethic, attitude and skill. Coaches will communicate to participants who is starting before or during warm-up. Our JV contests are opportunities to develop and not outcome focused.

### **Program Expectations:**

Being worthy of respect starts with giving respect. Coaching is about being in service to others. Our coaches are committed to do everything they can to help those they coach grow, develop, and succeed. While we may not always understand or see eye to eye, it is important that we support each other in a positive, constructive way.

### **Practice Standards:**

- Once school begins, we will practice in the gym from 3:30pm – 6:00pm on non-game days. We expect everyone to be in the gym dressed and ready to start practice at 3:15pm.
  - Pick up time at the gym will be 6:00pm.

- Attendance at practice every day is critical to our ability to improved and be competitive. If for some reason a participant cannot make practice please communicate to Head Coach at your earliest convenience through #1 - Remind 101 or #2 – email.
  - FWPS scholars are required to attend at least half a day to compete in a contest or practice. School related activities and pre-arranged health appointments are considered part of the regular school day.
  - 100% attendance is required at all team practices, contests and functions.
    - If you are sick and at school, you need to communicate with Head Coach if you believe you need to go home, in lieu of practice.
    - If you stay home from school, do not attend practice. If you are too sick to be in school, you are too sick to participate.
  - Per WIAA rules, participants must have 10 practices before competing in a contest.
- ASB cards must be purchased before competing in a contest.
  - Financial hardships should be communicated to the Head Coach and/or Athletic Director during a school day.
- All participants will help with the gear, gym set up required etc. once a coach has entered the gym. “See a need and fill it”
  - Participants are not to be active or set up until there is a Coach present and is overseeing everyone’s safety.
- Cell phones, gym, barrettes or jewelry of any kind are not allowed on the court during practices or contests.
- Appropriate sport specific apparel should be worn at every practice – proper shoes, shorts, shirts and kneepads.
- Breaks will be taken as a team. We strive to be fully present and engaged as a unit during practice.
- Practices are open to participants and coaches only. This will decrease distractions so we can maximize our learning time with 100% focus.
  - Non-participants can wait in the gym foyer until practices are completed.
- When a participant is academically ineligible, recovering from an illness or injured, we expect them to be fully present to the best of their ability, an “all in” team member, supporting and cheering on teammates during practices/contests and in a position to continue learning so they are fully prepared and ready to contribute upon return.
- Come to practice ready to compete with intensity every day. #bethechange, #wecompete

### **Behavior Standards:**

- Participants are expected to conform to all state, local, community, district, school and team rules, policies, and standards. That includes showing proper respect to coaches, officials, parents, other teammates, other sports athletes, school faculty and staff, bus drivers, and/or any other adult in an authoritative position at our school or any locations that we may visit.
  - Families and participants can be a tremendous help for coaches to become aware of bullying and harassment. Please communicate with Head Coach or AD asap.
  - We do not allow demeaning initiation ceremonies or hazing of any kind. Families and participants can be a tremendous help in this area as well. Please communicate to Head Coach or AD asap.

## **Core covenants of all Decatur Athletics are PROUD characteristics:**

**Present** – we show up everyday, fully committed to learn and develop in our sport.

**Respect** - of self, teammates, coaches, opponents, officials and all people and property.

**Ownership** - of all decisions, being a dependable and trustworthy teammate.

**United** - as a team, Decatur Athletic program and as a high school.

**Determined** – to do our best everyday, never give up and to represent Decatur at the highest level at all times.

### **As a Decatur Volleyball Team Member:**

- No longer am I simply myself. Everything I do reflects upon those I serve, my teammates and Decatur High School.
- I do not cheat, steal, or lie. People must be able to count on me, and my word, as solid and trustworthy.
- I set the positive example for others to follow.
- I am tolerant of those who may not yet share the same level of commitment I have, and those who seem to have even more.
- I have high expectations and will focus on our accomplishments - not on our disappointments.
- I will always strive to be worthy of the responsibilities I have been given and to promote the goals of our team to the best of my ability.

### **Match Standards:**

- Matches start at varies times. Participants need to be dressed in Decatur gear and ready to warm up one hour before match time.
  - Admission will be charged for all level contests home and away.
- Participants will know one day ahead of time if they are competing V, JV and/or C the next day.
- At home matches, participants are expected to be in the gym and in the stands. All participants will sit together and cheer for the teammates that are competing on the court.
  - Varsity participants will arrive in time to support the C match as well as support the JV match. C and JV participants will stay after their matches are over to cheer on the later matches.
  - Every participant in our volleyball program will help take down the nets, poles and clean up the bleachers after our home matches. This is the standard for “Gator Volleyball.”
- Bring a snack and drink on match days. We will not leave a school’s campus for food, drink or any reason.
- When we are competing in an away match, we want all the players in our program to attend. If they are not suiting up, they are to cheer for their teammates and be learning.
  - Our home match standard of sitting together and cheering for our teammates will be the expectation at our away matches as well.

- Participants are encouraged to work on their academics as a team in the stands when they are not competing. Studying and completing homework assignments in the gym bleachers is common, standard practice for volleyball participants.
- For home or away matches, our participant's presence is required from start to finish, unless there is a valid reason that is communicated as early as possible and supported by the Head Coach.
- During any season, there could be unexpected illness, family travel plans or school conflicts. Please inform Head Coach as soon as possible. How unexpected issues are processed will be handled on a case by case basis.
- Safety is a high priority. Participants must use the buddy system and let a coach know when using the restrooms or moving out of vision from our coaching staff.
- Each participant on our team will wear Decatur gear. Decatur gear will be worn on ALL contest days (NO EXCEPTIONS) and encouraged to be worn to school on match days.
- We will exhibit outstanding sportsmanship at all times. Play fair but play hard!

### **Post-Game Behavior Standards:**

- We will shake our opponent's hands after every contest.
- All participants are responsible for making sure our bench area is completely cleaned up whether the trash belongs to Decatur or not. We will always leave our spaces better than we found them. Everyone in our program will lend a helping hand.
- After every contest we will have a brief team meeting **before** participants talk with loved ones, the fans, or the media.
- After contests if an participant is approached by a reporter before we meet, politely tell them that you will be glad to talk with them in a couple of minutes after our team meeting.
- When talking to the media always be a humble winner or a gracious loser. Always give your teammates and coaches credit for their play and allowing the team to be successful. Give your opponents credit where credit is due, and never ever criticize your teammates, coaches, opponents or the umpires in public.

### **Program Communication:**

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NPSL bulletin board - <http://www.npslathletics.org/>

When there is a concern – Head Coach prefers to be contacted via email.

- Approaching a coach to discuss a sensitive topic before or immediately after a contest is not our process.
  - Connection with a coach when emotions are in check is best for all involved.
- Playing time can be a sensitive topic when a participant and/or parent doesn't agree with the amount of contest time.
  - Coaches will discuss playing time concerns with parents and participants present.
  - A participants playing time will not be discussed with another participant.



### **Problem Solving Steps:**

We encourage all participants to speak directly with coaches if there is a misunderstanding, clarification is needed or an issue arises. As parents, please encourage participants to communicate directly with their coaches. If the issue is not resolved with the coach, the problem solving chain will be:

- Athlete speaks directly with Head Coach in person when emotions are controlled
- Athlete and Parent speak directly with Head Coach
- Athlete, Parent, Head Coach and AD speak in person
- Athlete, Parent, Head Coach, AD and Vice Principal speak in person
- Athlete, Parent, Head Coach, AD, Vice Principal and Principal speak in person
- Athlete, Parent, Head Coach, AD, Vice Principal, Principal and District Athletic Director speak in person

Gator Coaches have high expectations and are developing competitive programs which can lead to intense emotion at times. As we work through emotional situations, Gator Head Coaches are committed to collaborative, healthy problem solving interaction believing that our communication order provides a healthy framework for working through conflicts. If there is a situation of high priority, danger to scholars and/or others of severe nature, these steps may be altered for the welfare of all involved.

### **Team Travel: Transportation Policy:**

Our bus transportation standard is for everyone to ride to and from contests. Bus transportation is a great opportunity and time for building team culture and bonding. If parent/guardians opt to transport in their private vehicle after a contest, that process will be:

- Parent/guardian will sign out with the Head Coach on a document clarifying who will be privately transporting a participant after the contest has ended.
  - A FWPS district form is not required to transport your own participant.
- FWPS Form 121-A is required for a parent to drive someone else's child. Please ask for this form outside the athletic office.
  - Form 121-A along with proof of insurance and a copy of a current driver's license must be returned to Decatur HS Athletic Office before any private transport. Please do not give these forms to any coach.
- We will travel with PROUD characteristics at all times.
- Participants should be in the bus area 15 minutes before departure time.
- When we step off the bus, we will be ready to compete by our behavior and appearance.
- Participant safety and whereabouts is a high priority. Please help us with communicating clearly and in writing about transportation of our participant home from contests.
  - Players are not to drive teammates to or from any practice or contest.

### **Injuries:**

Decatur Athletics has an ATI Athletic Trainer (AT) who provides care for our participants. Hours are posted on the entry door to the AT office which is located by the locker room entrances. FWPS has a detailed contract with ATI. We encourage all participants to utilize this resource for physical care.



- Injury defined is when a participant can no longer practice or compete in a contest. Our AT or anyone at ATI can reinstate a participant after an in person review as long as an outside Dr. has not been part of the evaluation process.
  - It is not inside a coaches wheelhouse of knowledge to determine a participants physical status so they are not able to reinstate an injured participant. AT's or ATI has this responsibility.
- If an injured participant sees a physician she must then provide a written physician's note clearing the athlete for the referred injury before return to play to the AD or AT.
  - The AD or AT will communicate in writing that a participant is released for practice or competition to a Head Coach.
- If a participant is removed from a practice or contest due to a suspected concussion, she must have approval from a medical professional before they return to play.
  - The participant must also be cleared through our AT who has specific return to play protocol for concussion.
- If an injury bridges seasons, a written physician clearance is required to participate in the second season.
  - ALL written notes are to be turned into the AD or the AT – not a coach. AD or the AT will communicate in writing to Head Coach that the participant is released for practice and/or contests.

### **Academic Requirements and Eligibility:**

Academic status will be monitored by the AD. FWPS has defined dates for academics to be checked as well as specific recovery process. Parents will not be notified if their high school scholars are academically ineligible. Our high school participants will be notified by the AD or Head Coach and they are responsible to communicate their status to others. Parents can view scholar grades through ParentVue. Please connect with your child's counselor if you need assistance to access ParentVue.

### **Defining Roles:**

#### Role of the Coach:

- Encourage sportsmanship
- Lead by example
- Promote a family atmosphere
- Guide the team towards success and elevate the level of competitiveness
- Establish and develop a positive culture that is based on PROUD characteristics
- Help each participant be a better competitor and person
- Inspire participants to reach their full potential
- Foster a love for their respective sport

#### Role of the Player

- Be coachable
- Display PROUD Gator characteristics and take PRIDE in your team
- Always give your best effort – be fully Present
- Keep control of your emotions at all times

- Always bring a positive attitude
- Show respect for your teammates and be the BEST teammate
- Work hard and compete with intensity
- Be enthusiastic, honest, dependable and loyal
- Earn the respect of your teammates by your actions
- Be present and compete each day as if it is for the CHAMPIONSHIP (#wecompete)

#### Role of the Parent

- Leave the coaching to the coaches
- Participate in the program where there is a need
- Support your participant with your presence and words
- Understand and support the goals/dreams of the team
- Communicate with the Head Coach when you have concerns (ideally with your child present)
- Always stay positive and enjoy your participants experience
- Encourage your participant and the entire program throughout the season

#### **Social Media Standards**

FWPS and Decatur Athletics supports Social Media sites as this is how information is shared in today's times. Decatur Athletics and Coaches commit to projecting an image that supports our PROUD characteristics and acknowledges our accomplishments. Once comments and information are posted on social media, they are difficult to retract. Therefore, we trust and respectfully request that our participants, parents and coaches are positive on all social media sites focusing on Gator accomplishments.

- Trash talking on any social media form is considered inflammatory and subject to athletic discipline.
- Inappropriate postings on any social media site is subject to athletic discipline.

We ask our entire Gator Community to avoid challenging or being critical of other schools, our own programs, our coaches/players, official's etc. on social media sites. Thank you in advance for protecting our Decatur image as PROUD GOLDEN GATORS!

#### **Areas Parents can be involved/helpful:**

Be a positive supporter of your child and all our participants during and after contests

Volunteer to be line judges or run the scoreboard during contests

Be actively involved in our booster club (goal to have this up and running November 2017)

#### **General information:**

- Please check [www.npslathletics.org/](http://www.npslathletics.org/) for league schedule, transportation departure times and standings.
- Go to [www.maxpreps.com](http://www.maxpreps.com) for NPSL sport specific information.

## **Additional Resources**

- NCAA Eligibility Center (EC): [www.ncaaeligibilitycenter.org](http://www.ncaaeligibilitycenter.org)
  - This is for ANY student who has the desire to continue playing in college.
  - The NCAA EC allows for any school you are recruited by or you contact, to track your transcripts, test scores and amateurism.
  - Without clearance from the NCAA you will not be allowed to participate on a college team.
  - There are 1,200+ NCAA Div. I, II, and III colleges and Universities across the country, there is a place for anyone who is interested.
  - Decatur Counselors assist our scholars with NCAA Eligibility. Please connect with them if you need assistance.
- Washington Interscholastic Activities Association (WIAA): [www.wiaa.com](http://www.wiaa.com)
  - Provides in depth rule and policies that all high schools are required to follow.
- Federal Way Public Schools website – [www.fwps.org](http://www.fwps.org)
  - In depth athletic department rules and policies for all high schools in the district:  
<https://www.fwps.org/Page/4920>