

Linn-Mar Girls Swimming and Diving Team Handbook



2019 Season



Linn-Mar Girls Swimming and Diving Handbook



Linn-Mar Girls Swimming and Diving Handbook

Table of Contents

Coaching Staff.....	Page 7
Bobby Kelley	
Tony Kramer	
Tom Belin	
Larry Starr	
Others	
Student Participation.....	Page 10
Requirements prior to participation	
Team Rules	
Using Social Media	
Participation Guidelines.....	Page 13
Team Meetings	
Practice Groups	
Practice Schedule	
Time Management	
Conflicts with Practices and Meets	
Other Absences	
Unexcused Absences	
Pre and Post Season Strength Training	
Parent Responsibilities.....	Page 17
Lead by example	
Provide Transportation to and from Linn-Mar	
Contacting Coaches	
Post Meet Meals for Home Dual Meets	
Breakfasts	
Booster Club Activities	
Meets.....	Page 20
High School Meets	
Order of Events	
Home Dual Meets	
Away Meets	
Scoring for Dual Meets	
Entries for Dual Meets	
Entries for Invitational Meets, Conference Meets and Regional Meet	
State Meet	



Linn-Mar Girls Swimming and Diving Handbook

- Meet Entries and Line Ups
- Participation
- Conduct at Meets
- Transportation to Meets
- Food after Invitational Meets
- Bus / Van Etiquette
- Additional Participation Guidelines.....Page 24
 - Behavior
 - Code-Of-Conduct
 - Locker Room Behavior
 - Discipline
 - Resolution of Issues
 - Academics
 - Anti-Bullying / Harassment Policy – Coe 104
 - Initiations
 - Equity
 - Educational Philosophy of the School District – Code 101
 - Nondiscrimination – Policy 105.1
- Injuries, Illnesses & Head Injuries.....Page 29
 - Injuries
 - Illnesses
 - Head Injury / Concussion
- Awards.....Page 30
 - Criteria to be on Team Poster
 - Criteria to Earn a Varsity Letter
 - End of Season Awards



Linn-Mar Girls Swimming and Diving Handbook

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Linn-Mar Girls Swimming and Diving Handbook



Coaching Staff

Bobby Kelley - Head Swimming and Diving Coach

Bobby is coaching his second year as Linn-Mar High School Girls Swimming and Diving Head Coach. He has been involved with competitive swimming all of his life. He has 30 years of coaching experience working as both a club swim coach and serving as the Head Swimming and Diving Coach at Coe College. In 2013 Bobby was hired as the Linn-Mar Aquatic Center Manager. With this position, he developed a learn-to-swim program that has become part of the district curriculum whereas every second, third and fourth grade student receives five days of swim lessons each year. Additionally, as part of the position, he developed a district-run youth club swim team where he has continued to assist, coaching two to three times a week.

Bobby swam as an age group swimmer in South Carolina and continued his career at the University of Kansas competing in both the 1988 Olympic Swimming Trials and the 1989 NCAA Division I Swimming and Diving Championships. While working with the Topeka Swim Association and the Cedar Rapids Aquatics Association, he coached multiple nationally ranked age group swimmers including two who were ranked number one in the nation in their age groups. With these clubs, he also coached swimmers who competed at the 1996, 2008, 2012 and 2016 Olympic Trials. During his years at Coe College, he coached the women's swimming and diving team to two conference championships and was twice named IIAC Swimming and Diving Coach of the Year. He served on the Missouri Valley Swimming board of directors during the 1990's and currently serves on the Iowa Swimming Board of Directors. Bobby is a USA Swimming certified coach, an ASCA Level 4 swimming coach, a certified Red Cross lifeguard instructor, a SwimAmerica program director, a Swim Angelfish certified instructor, and a Certified Pool Operator. Bobby graduated in 1989 with a Bachelor of Science in Mathematics degree and in 1992 with a Master of Business Administration degree.

Bobby is married to Andrea Kelley, who is an USA Swimming, collegiate and high school swimming and diving official. Together they have three children. Their oldest, Cameron, is a junior at the University of Minnesota where he swims and competes for the Gophers. Their daughter, Shannon is a senior at Linn-Mar High School and swims with the high school team. Luke, their youngest, is an eighth grade student at Excelsior and swims with the district's club youth swim team, LMST.



Linn-Mar Girls Swimming and Diving Handbook

Janisse Nie – Assistant Swimming Coach

Coach Nie joined the Linn-Mar Swimming and Diving team's coaching staff in spring of 2019. She brings years of competitive swimming experience along with seven years of teaching experience. She earned an Elementary Education degree from Mount Mercy College and recently finished her graduate work when she obtained a Masters in Special Education. She has taught in the Linn Mar district since the fall of 2013 and currently works at Linn-Grove Elementary School as an Elementary Special Education teacher.

Coach Nie swam as a Harding Charger in middle school. In high school, she continued swimming as a Kennedy Cougar under the leadership of Head Coach John Ross. One of the honors Coach Nie earned as a member of the Kennedy High School team was being named a team captain during her senior season. Coach Nie hopes to bring many of the positive values she experienced during her competitive swimming career to the Linn-Mar Swimming and Diving program. She looks to motivate students with the desire to excel both in and out of the water, promote the positive values of being a part of a team where everyone encourages and supports all their teammates, and help each student develop many positive memories about their experiences with Linn-Mar's team. She looks forward to building relationships and sharing her knowledge of swimming and diving with the Linn Mar team.

Coach Nie is married Cody Nie. Together they have two children, Evalyne age 3 and Eleanor who is almost two years old. When not working, she spends her time staying active with her young family, connecting with friends, and taking time for herself.

Tony Kramer - Diving Coach

Tony has been involved with diving for over 20 years. In 2016 Tony was hired as the Linn-Mar diving coach. Prior to 2016 Tony served as the diving coach for Iowa City West and Iowa City High. Tony also worked with divers at Tipton, Clear Creek Amana and Fairfield. Tony also serves as the diving coach at Coe College and has held that position since 2012.

Tony dove with the Vinton Aquatic Club after boys diving was removed as an event in Iowa high school swimming and diving in 1994 and continued his career at the University of Northern Iowa.

While working with the many different high schools over the years, Tony has qualified many divers to the State Meet. Tony has coached multiple Conference, Region and State Champions as well as two divers that achieved NISCA All-American Diving status. Tony's former divers currently hold multiple spots on the all-time Iowa best lists for both 6-dive and 11-dive scores as well as many school and pool records throughout the state. One of his former divers currently holds the Iowa High School State diving record that was last set in 1982.



Linn-Mar Girls Swimming and Diving Handbook

While at Coe College, Tony has coached multiple divers to all-conference accolades. He has also had one diver qualify for the NCAA Division III Regional Diving Championships.

Tony is married to Jennifer Kramer. Together they have two children. Their daughter, Adelyn is a eighth grade student at Oak Ridge. Their son, Landon is a first grade student at Bowman Woods.

Tom Belin- Volunteer Assistant Coach

Tom Belin is the Linn-Mar High School Boys Swim Team head coach and has volunteered to help the girl's team too. Tom has been active in the swimming community for over 50 years. Tom has coached swimming for over 20 years, working with Age Group to Masters' swimmers. The last seven years he has been the Linn-Mar Head Boys Swim Coach. Tom is also a nationally ranked Masters swimmer and also competes in open water events.



Student Participation

Participation with the Linn-Mar Girls Swimming and Diving team is a voluntary co-curricular activity, subject to all of the school's co-curricular policies as well as the team policies set forth by the coaching staff. As a participant in this activity, all students are expected to respect the decisions of the team, the captains, and the coaching staff.

Requirements prior to participation

All players must have a current physical, signed Good Conduct form, Concussion form, and Emergency Medical Card on file before any participation takes place.

Team Rules

1. Students must attend all designated practices, assigned meets, and required team functions.
 - a. When students who have conflicting commitments, parents or students must contact a coach prior to the designated practices, assigned meets, or required team functions.
 - b. Contact should be done through written communication by email or by texting the coaches. When students text coaches, they should text all three coaches in a group text. Coaches are not permitted to text students individually, or one on one.
 - c. If contact is not made with the coaches, the absence will be an unexcused absence.
2. Students should be dressed and ready for practice by the start time. Failure to do so will result in additional conditioning.
3. Students must be dressed and ready to start warm ups at meets by the designated time. Failure to do so will result in the following:
 - a. Students competing in varsity individual events will be moved to junior varsity events.
 - b. Students competing in junior varsity individual events will be moved to exhibition.



Linn-Mar Girls Swimming and Diving Handbook

- c. Students with multiple offenses throughout the season may be at the coach's discretion pulled from meets all together and/or suspended from the team.
4. Students are encouraged to attend all non-required team functions.
5. Profanity will not be tolerated. Coaches will not use profanity when working with students and students must also refrain from using profanity during their involvement with the team.
6. For dual meets, swimmers are required to support the divers during the diving event. Divers should remain on the pool deck when their event is completed and support the swimmers through the end of the meet.
7. Students should limit their use of cell phones during meets. When Linn-Mar students are competing, their teammates should be supporting them.
8. At the conclusion of meets, divers are welcome to leave once dismissed by the diving coach, but the swimmers must participate in the team swim or cool down that will be done after teams have exchanged pleasantries.
9. On designated dress-up meet days, students should dress nice when attending school.
10. On designated team apparel meet days, students should wear team apparel when attending school.
11. When using school transportation, students should leave it as clean (or cleaner) than when it arrived.
12. During the fall, members from the Linn-Mar High School Boys swim team volunteer to help run the girl's high school swimming and diving meets. In return, all girls who participate with the team are encouraged to volunteer and help with running the Linn-Mar High School Boy's home swim meets.
13. Students should attend the end of season banquet.



Linn-Mar Girls Swimming and Diving Handbook

Texting Coaches

Parents are welcome to contact coaches directly either by phone, email or text. Students may text, email or call coaches too; however when students communicate with coaches by text, they must include all three coaches in a group text. Coaches are not permitted to text students individually, or in a one-on-one text.

Use of Social Media

Please keep in mind when communicating using social media, comments made by students represent their participation in the Linn-Mar Swimming and Diving program and Linn-Mar High School as a whole. While it may not be the intent to speak on behalf of all involved, it can be interpreted that way. Also, remember that comments made through Social Media can re-surface years later. A negative, derogatory comment made today through Social Media can come back to haunt you later in life, possibly even as you apply for a job. A good rule of thumb is not to post anything that one would not be proud of stating in a public forum such as a newspaper article or in a television interview. With the Swimming and Diving team, never post about injuries or team decisions; any negative or condescending posts are strongly discouraged.



Participation Guidelines

Team Meetings

Students should attend pre-season informational meetings. Although attending these meetings are not a mandatory, it is highly recommended that all students interested in participating with the team attend and participate at these meetings.

It is also recommended that parents of student-athletes attend informational parent meeting that will be held during the first few weeks of practice.

Swim Practice Groups

Afternoon swimming practices will conclude at varying times, usually between 5:30 and 6:45. Practice end times will be based on each student's needs and abilities.

All girls at Linn-Mar High School who want to swim are welcome to participate with Linn-Mar's Swimming and Diving team. Students who swim with the Junior Varsity group will have shorter practices than those who swim with the Varsity group. Having multiple practice groups enables coaches to individualize workouts to meet the needs of the diverse group of students who join the team.

During meets some students will likely compete in Junior Varsity or Varsity events. The practice groups that students practice do not directly correspond with the classification of events that students compete.

Additionally, just because a student swims with one group at the beginning of the season, it does not mean they will always train with this group. Students may be moved from the Junior Varsity to Varsity practice groups or from the Varsity to Junior Varsity practice groups depending on what the coaches feel is best.

Practice Schedule

Students are each responsible for knowing times of practices, meets, and transportation. This information will be posted on the website as it becomes available.



Linn-Mar Girls Swimming and Diving Handbook

Typical weekly practice schedule

- 6:15-7:30 AM Monday, Wednesday & Friday mornings
 - Varsity Swimmers
 - Varsity Swimmers who are also band members will practice from 5:30-6:30 on these mornings
- 3:45-5:30 PM Swimming
 - Junior Varsity Swimmers
 - Start and finish times will be later once middle school girl's swimming starts
- 3:45-6:00 PM Swimming and 6:00-6:45 PM Weights or Dryland Week Days
 - Varsity Swimmers
 - JV swimmers will also do dryland practices from 5:30-6:00 PM two days a week
 - Start and finish times will be later once middle school girl's swimming starts
- 3:45-6:00 PM Week Days
 - Divers
 - Subject to change based on the needs of the team
 - Start and finish times will be later once middle school swimming starts
- Saturday practices will be scheduled as needed
 - Practice time will start at either 7:00 a.m. or 8:00 a.m.
 - Swimmers
 - Divers: TBA
- Week Day Home Meets
 - If the meet starts at 6:00 PM, be on deck ready to swim or dive by 4:45
- Weekend Home Meets
 - On deck ready to swim or dive times will vary by meet
- Away Meets
 - Departure times will vary
 - Students must arrive at the Aquatic Center by the departure time

Time Management

Plan ahead. Students should keep up with their homework assignments, prepare for tests and work on projects on a daily basis; students should do their best to avert late-night study sessions. With proper time management, careful planning, the prioritization of activities, and occasional social sacrifices, most students will find that conflicts with practices and meets caused by excessive schoolwork can be avoided. However, there may still be times when academic loads are unusually high or a combination of factors may cause a temporary problem. In these cases, parents should contact coaches. Coaches will work with the students and parents to find alternate arrangements in support of the student's academic progress.



Linn-Mar Girls Swimming and Diving Handbook

Conflicts with Practices and Meets

When possible, students should not schedule other activities during practice or meet times. For students who are involved with other Linn-Mar activities that have conflicts which cause them to miss practices or meets, absences will be excused provided these are communicated with the coaches by the student or parent prior to the day of the conflict. When students who are involved with activities that are not related to Linn-Mar, absences may be excused provided these conflicts are communicated with the coaches. Coaches reserve the right not to excuse such absences. When this happens, the student's absence will be unexcused.

Other Absences

All other absences and the reason for the absences should be emailed to Coach Bobby (swimming) or Coach Kramer (diving). Coaches reserve the right not to excuse such absences. If this happens, the student's absence will be unexcused.

Unexcused Absences

Students with unexcused absences will be subject to the following:

1. Attend make-up practices or compete additional conditioning sets
2. Those that do not attend make-up practices will have reduced meet participation. This means during the student's next meet:
 - a) Students competing in varsity individual events will be moved to junior varsity events
 - b) Students competing in junior varsity individual events will be moved to exhibition
3. Students with multiple unexcused absences throughout the season may be at the coach's discretion pulled from meets and possibly suspended from the team.

Pre and Post Season Strength Training

When not "in-season", students should participate in a lifting and conditioning program; either at the high school or on their own with a club team.

Linn-Mar High School offers an off-season strength and conditioning program. Students wishing to participate in this program should register and pay the registration fee to the Linn-Mar High School Athletic Office. This annual fee will pay for each student's entire school year of participation. If paid during the summer, or as part of participation in another sport, no additional fee is required. Students who want to participate in the Athletic Department's lifting and



Linn-Mar Girls Swimming and Diving Handbook

conditioning program should pay the desired amount in the Athletic Office, not the Aquatic Center.



Parent Responsibilities

The role of the parent in high school sports is to support his /her son/daughter and the team that they are involved.

Lead by example

Be a role model for your student. Support their efforts. Cheer for them and their teammates. Participation in high school athletics is unique and special for all those who compete, as well as those who have children who compete. Enjoy your time as you watch your children grow and learn. One thing that is certain: there will be highs, but there will also be lows. Be positive with your comments. Students thrive by what their parents say. Also remember that negative comments made by a parent can be crushing to an athlete. As a parent, we all want the best for our children. Supporting each other with positive comments will help everyone maximize their experience with Linn-Mar's Swimming and Diving Team.

Additionally, be positive role models for Linn-Mar. When other schools have success, be good sports. It is okay to compliment students and parents who are from other schools when they are successful. Avoid saying negative comments. Also, never jeer, hiss or boo an official or facility hosts. Not only does that look poorly upon the one who does this, it also looks poorly upon Linn-Mar High School.

Provide transportation for students to and from Linn-Mar

Parents are responsible for arranging transportation for their students to get to and from Linn-Mar. For students that rely on their parents to provide this transportation, please be at the Aquatic Center within ten minutes after each practice has concluded. When the school travels to meets, please communicate with your student and arrive at the Aquatic Center before or at the same time that the buses arrive. Coaches cannot leave the Aquatic Center when the building is closed and there are members of the team waiting on rides.

Contacting Coaches

Coaches have many responsibilities and will not always be available by phone. The best way for parents to contact coaches is through texting or emailing.

Parents should communicate with the coaches about:

- Absences from practices or meets



Linn-Mar Girls Swimming and Diving Handbook

- Volunteer opportunities (if interested)
- Injuries that happened away from the pool
- Specific medical conditions that the coaches and training staff need to be aware of for the safety of the student
- An inability to purchase required items necessary for participation

Parents should not contact coaches with concerns about practice structure or meet line-ups. If there are concerns with these, students should speak with the coaches directly.

Post Meet Meals for Home Dual Meets

With high school swimming and diving in Iowa, it is tradition for the host of dual meets to provide competitors with a post-meet light meal. An example of such a meal is a cold-cut sandwich with chips or a piece of fruit and bottled water. Another is a plate of spaghetti with bread, cupcakes and bottled water. All the schools with which Linn-Mar travels to compete in dual meets will provide this for Linn-Mar's team. As such, it is also Linn-Mar's responsibility to do the same for schools that visit the Aquatic Center for dual meets. In the past, parents of the girls Swimming and Diving team have worked together to provide these meals. For the 2018 season, parents will once again be asked to contribute. This is not a requirement, but assistance is needed. Please be willing to help if you are able.

Breakfasts

During the past season, parents worked together to provide breakfasts for the swimmers when they concluded their morning practices. The divers did not usually have morning practices, but when they did, they were also invited to eat breakfast with the team. The girls really appreciate this and it brings the students together and helps with team chemistry. However, it requires the parents to organize, staff, donate and contribute. If there are not enough parents willing to help with breakfasts, these will not be offered. More information about this will be available at the start of the new season.

Brown Bags

In the past, parents have worked together to make Brown Bags for students when the team was traveling to away meets. Once again, the girls appreciated this greatly. Parents will need to organize, volunteer and donate items if this tradition is to continue.

Booster Club Activities

The Linn-Mar Booster Club supports the Girls High School Swimming and Diving team by running concessions at all home meets and by providing financial resources that fund the team's activities. In return, parents of members of the Girls Swimming and Diving team and the students



Linn-Mar Girls Swimming and Diving Handbook

themselves are asked to help with running concessions at other Linn-Mar events. Pete King is the chair of the Booster Club. Please communicate with the Linn-Mar Booster Club Parent Reps if you are willing to help by volunteering with an upcoming concession stand assignments.



Linn-Mar Girls Swimming and Diving Handbook

Meets

High School Meets

High school dual meets differ from U.S.A. Swimming, YMCA, and summer league meets. High school dual meets generally last between two and a half and three hours. There are no age groups, however there are two different divisions: junior varsity and varsity. These divisions are competed separately, junior varsity first then followed by varsity. Each division is scored separately.

High school invitational meets are either Junior Varsity or Varsity meets. At most invitational meets, schools are permitted to enter three to four entries in each individual event and one or two entries for relay events. For Regionals, schools are limited to entering at most three entries for individual events and one entry for relay events.

During high school meets, students are allowed to compete in a maximum of four events, of which no more than two of these can be individual events. Individuals may also compete in both divisions during the same meet, junior varsity in some events or varsity in other events. Diving counts as one individual event and is scored the same as all other individual events.

Order of Events

Dual Meet Order of Events	Invitational Order of Events
200 Medley Relay	Diving
200 Freestyle	200 Medley Relay
200 Individual Medley	200 Freestyle
50 Freestyle	200 Individual Medley
Diving	50 Freestyle
15 Minute Break	15 Minute Break
100 Butterfly	100 Butterfly
100 Freestyle	100 Freestyle
500 Freestyle	500 Freestyle
200 Freestyle Relay	200 Freestyle Relay
100 Backstroke	10 Minute Break
100 Breaststroke	100 Backstroke
400 Freestyle Relay	100 Breaststroke
	400 Freestyle Relay



Linn-Mar Girls Swimming and Diving Handbook

Home Dual Meets

All Linn-Mar home meets will be swum at the Linn-Mar Aquatic Center. Athletes are expected to arrive at the natatorium at the designated time. Swimmers should stretch as a team and enter the water together. Swimmers and divers are expected to remain on deck throughout the meet. Students should not leave the team area except to use the restroom. When the meets end, coaches will dismiss the team.

Away Meets

Bus trips will leave and return from the Aquatic Center. Students are expected to be on the bus at the announced departure time. Under no circumstance should a swimmer or diver drive to an away meet. All athletes are required to ride the team to the meet. Occasionally, separate transportation may be arranged for the divers.

Scoring for Dual Meets

Most dual meets are scored as Junior Varsity and Varsity meets. Points earned during Junior Varsity competitions count towards the Junior Varsity team totals; points earned during Varsity competitions count towards the Varsity team totals. Students regardless of grade can compete on either level. Also, please note that the division for which students compete may change from meet to meet and may even change from event to event.

Points are earned in each event competed. Diving is an individual event, and is no different than any other individual swimming event.

Below is a table with how points are earned at dual meets:

<u>Individual Events</u>	<u>Relay Events</u>
1st Place - 6 points	1st Place- 8 points
2nd Place- 4 points	2nd Place- 4 points
3rd Place- 3 points	3rd Place- 2 points
4th Place- 2 points	<i>Only 2 score from each team</i>
5th Place- 1 point	
<i>Only 3 score from each team</i>	

Entries for Dual Meets

At dual meets, schools may enter 3 individuals and 2 relays in each event. Other entries are exhibition. While exhibition entries do not count towards team scores they are important. It gives students the opportunity to challenge themselves. Results from exhibition swims count towards best times and can be used as seed times at future invitational meets.



Linn-Mar Girls Swimming and Diving Handbook

Entries for Invitational Meets, Conference and Regional Meets

For invitational meets, the number of individual and relay entries schools may enter varies from meet to meet. Exhibition entries are usually not permitted at these meets, but an exception to this is for the conference meets when schools are allowed one exhibition relay entry. For the Regional meet, schools are allowed to enter one relay entry and three individual entries; individual and relay exhibition entries are not allowed at the Regional meet.

State Meet

The state meet will utilize a prelim/final format. There will be three sessions. The first session will be on Friday evening and is the preliminary swimming session. The state qualifiers in each individual swimming event will compete in four preliminary heats. Relay events will not be swum during this session. On Saturday morning, the diving competition will be held. The meet will culminate with the swimming finals on Saturday evening when the 16 fastest times from the individual preliminary events compete. Relay events with all 32 entries will also be swum during this session.

For the finals, the 9th-through-16th fastest times in each individual swimming preliminary event will compete in the consolation heat. The eight fastest times from the preliminary heat will swim in the championship heat. All the relays will be timed finals on the Saturday night session.

With this format, the number of state qualifiers in each event will be 32; this includes all individual swimming, diving and relay events.

Meet entries and line ups

Line-ups will be announced prior to the start of each meet. Students will not be entered in an event that they are not capable of competing. Entries will not be discussed with parents.

Participation

Students must be in good academic standing and have met practice attendance standards to participate in meets. The coaches decide the line-up for the all meets. If a swimmer has a question regarding their participation, she should contact a coach.

Conduct at Meets

During the meets, students should remain on the deck at all times. Students are not permitted to visit friends or family in the bleachers during competition. Remaining on the deck shows respect and support to teammates.



Linn-Mar Girls Swimming and Diving Handbook

Transportation To Meets

The school provides transportation to and from all meets. Students must travel with the team to all away meets. Students traveling to meets on their own will not be allowed to compete per school district rules.

Transportation From Meets

Students may travel with a parent or guardian once a meet has concluded; however, this is only permitted if a note from a parent or guardian for documentation has been received by the coaches. Students may not travel on their own with a parent or guardian if the coaches have not received a signed note from that student's parents.

Food after Invitational Meets

After some away invitational meets, the team may stop for food. Students should bring money when traveling to these meets.

Bus / Van Etiquette

The goal of the Transportation Department is to provide each student with an emotionally and physically safe ride to and from swim team events. Proper conduct of all students while traveling to and from the swim team activities is required in order to meet this goal. The school district has posted student behavior guidelines which apply to all students while being transported in district owned vehicles. Each student along with his parent/guardian is responsible for the behavior of that student while being transported. Transportation is a privilege granted to the student contingent upon the exhibition of proper behavior according to district behavioral guidelines.



Additional Participation

Guidelines

Behavior

It is expected that all Linn-Mar students will conduct themselves in an appropriate manner at all times. It is especially important at all team functions and on all team trips. Rude, obnoxious, unsportsmanlike/illegal behavior and inappropriate language will not be tolerated. Each student's standing on the team is dependent on following all school and team rules.

Code of Conduct

Students participating with the Linn-Mar Girls Swimming and Diving team will be held to the same district Code of Conduct policies, as all other organizations, per Board policy. Should a student athlete violate this Conduct policy, the following repercussions will be in effect during the current/next playing season (depending on when the violation took place). The following excerpt comes from the current Linn-Mar Good Conduct form.

- 1st Offense: Use of Tobacco/Nicotine/Alcohol/Other Drugs
 - Suspended from at least 20% of public performances with carryover to next activity. Counseling required prior to reinstatement (suspended from at least 33% of performances if no progression in counseling). Must continue to practice.
- 2nd Offense: Use of Tobacco/Nicotine/Alcohol/Other Drugs
 - Suspended from at least 50% of public performances with carryover to next activity. Counseling required prior to reinstatement. Must continue to practice.
- 3rd Offense: Use of Tobacco/Nicotine/Alcohol/Other Drugs
 - One-year suspension from co- and extra-curricular activities. Counseling required prior to reinstatement for all third offenses.
- 4th Offense: Permanent suspension from co- and extra-curricular activities. Counseling available for all fourth offenses.



Linn-Mar Girls Swimming and Diving Handbook

Locker Room Behavior

Students have been granted a privilege to use the district's Aquatic Center. Be respectful of others when using the locker rooms. Avoid saying comments that can be hurtful to others. At times there will be many students who are members of the Linn-Mar Girls team as well as members of other teams needing to use the showers. Please work together to be efficient and respectful.

Also, students should be conscience that coaches cannot leave until all students have left the locker room. Because of this, students should dress and exit the locker room in a reasonable amount of time.

Discipline

Students are expected to follow the Code of Conduct at all times. Discipline will be conducted in accordance with the code. The athletic code must be read and signed by all athletes and their parents by the start of the season.

Resolution of Issues

If for any reason a swimmer, parent or guardian has a concern or issue with anything regarding the girls swimming and diving team, they are to contact the head coach. The proper protocol for communication is the coach and then the high school athletic director.

Academics

Academics are very important. Students participating with the Linn-Mar Girls Swimming and Diving team are expected to keep a C or better in all classes, before, during, and after the season. If grades drop below this during the season, students will be asked to use practice times to work on improving their grades, until the grade has reached the C level. Students will not compete in meets until the grades are improved. Students who are not in good standing will also not travel with the team to away meets.

Per Board Policy and IGHSAU regulations

- Students must pass all courses during the preceding grading period in order to be eligible to participate in co/extra-curricular activities. Students who do not pass all courses during the preceding grading period shall be ineligible for a 30-day consecutive calendar period. For co/extra-curricular activities, this 30-day period shall begin in the next grading period the day after grades are available.
- For athletics, this ineligible period shall follow the guidelines of the Scholarship Rule, 281 IAC 36.15(2). The Scholarship Rule states that the student is ineligible for a 30-day consecutive calendar period in the next (or current) interscholastic athletic team in which



Linn-Mar Girls Swimming and Diving Handbook

the student is a contestant. This 30-day period begins on the first date competition in that sport is allowed, as determined by the Scholarship Rule. There is no requirement that the student competed in the sport previously.

Anti-Bullying / Harassment – Policy Code 104

Harassment and bullying of students and employees are against federal, state and local policy, and are not tolerated by the Linn-Mar Community School District School Board. The Board is committed to providing all student and employees with a safe and civil school environment in which all members of the school community are treated with dignity and respect. To that end, the Board has in place policies, procedures, and practices that are designed to reduce and eliminate bullying and harassment as well as processes and procedures to deal with incidents of bullying and harassment. Bullying and harassment of students by students, school employees, and volunteers will not be tolerated in the school or school district. The Board prohibits harassment, bullying, hazing or any other victimization of students, based on any of the following actual or perceived traits or characteristics, including but not limited to age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, or familial status. This policy is in effect while students or employees are on property within the jurisdiction of the Board; while on school-owned or school-operated vehicles; while attending or engaged in school-sponsored activities; and while away from school grounds if the misconduct directly affects the good order, efficient management and welfare of the school or school district.

If, after an investigation, a student is found to be in violation of this policy, the student shall be disciplined by appropriate measures up to, and including, suspension and expulsion.

When looking at the totality of the circumstances, harassment and bullying mean any electronic, written, verbal, or physical act or conduct toward a student or employee which is based on any actual or perceived trait or characteristic of the student or employee and which creates an objectively hostile school/work environment that meets one or more of the following conditions:

Individuals who feel that they have been harassed should:

- Communicate to the harasser that the individual expects the behavior to stop, if the individual is comfortable doing so. If the individual wants assistance communicating with the harasser, the individual should ask a teacher, counselor or principal to help.
- If the harassment does not stop, or the individual does not feel comfortable confronting the harasser, the individual should:
 - Tell a teacher, coach, counselor or principal; and parents



Linn-Mar Girls Swimming and Diving Handbook

Initiations

Linn-Mar High School does not approve of initiations, hazing or bullying of any kind. This is unacceptable, will not be tolerated and may be cause for indefinite suspension. This is a Linn-Mar School Board Policy. If it is found that students participate in this activity, they will be suspended for part or all of the season. Please also remember that this activity is against the law and that charges may be filed.

Equity

The Linn-Mar Community School District shall provide equal educational and employment opportunities and will not illegally discriminate on the basis of race, creed, color, religion, gender, age, national origin, marital status, sexual orientation, gender identity, disability or genetic information in its educational programs and activities or in its employment and personnel policies and practices.

This district shall provide educational programs and activities which include curricular and instructional resources which reflect the racial and cultural diversity present in the United States and the variety of careers, roles, and life styles open to both men and women in our society. These programs and activities shall foster respect and appreciation for the cultural diversity found in our country, an awareness of the rights, duties, and responsibilities of each individual as a member of a pluralistic society, and reduce stereotyping and bias on the basis of race, creed, color, religion, gender, age, national origin, marital status, sexual orientation, gender identity, disability and genetic information.

The district shall take affirmative action in recruitment, appointment, assignment, and advancement of women and men, minorities, and disabled.

A fair and supportive environment will be provided for all students and employees regardless of their race, creed, color, religion, gender, age, national origin, marital status, sexual orientation, gender identity, disability or genetic information.

Educational Philosophy of the School District - Code 101

As a school corporation of Iowa, the Linn-Mar Community School District, acting through its Board, is dedicated to promoting an equal opportunity for a quality public education to its students within the limitations of the school district's ability and willingness to furnish financial support to provide for students. In cooperation with parents/guardians, the school district will



Linn-Mar Girls Swimming and Diving Handbook

strive to provide a nurturing learning environment that gives guidance and encourages critical thinking in students for a lifetime. If you feel that you need financial assistance to participate in cheerleading, please talk to a coach in private. This will always be held in confidence.

Nondiscrimination – Policy 105.1

The Linn-Mar Community School District does not discriminate on the basis of race, color, age, religion, national origin, sex, marital status, sexual orientation, gender identity or disability in admission or access to, or treatment in, its programs and activities. No employee or applicant shall be discriminated against on the basis of race, color, age, religion, national origin, sex, marital status, sexual orientation, gender identity or disability.

Inquiries and grievances should be filed with: Linn-Mar Equity Coordinators Executive Director of Human Resources Karla Christian at 3333 North Tenth Street, Marion, Iowa 52302 or 319-447-3036 who have been designated by the school district to coordinate the school district's efforts to comply with the regulations implementing Title VI, Title VII, Title IX, the ADA, § 504, and Iowa Code § 280.3 (2007).



Injuries, Illnesses & Head Injuries

Injuries

When students are injured at practice or a meet, please inform a member of the coaching staff immediately. All significant injuries must be checked and cleared by the school trainers before an athlete can return.

Should a student be injured and seek medical attention from someone other than the Linn-Mar Trainers, a doctor's note will be required before returning to practices or meets.

Illnesses

When students are ill, parents must communicate this to a coach by text or email. If a student misses a practice or meet due to illnesses and coaches are not contacted, absences will be unexcused.

Head Injury / Concussion

Students who are suspected of having a head injury/concussion will be placed in the "Concussion Protocol" and must be cleared by the school's trainers before returning to any kind of fitness activity.



Linn-Mar Girls Swimming and Diving Handbook

Awards

Criteria to Earn a Varsity Letter

(Must meet at least one of the following)

- Compete at the Regional Meet
- Juniors who participate on the team for three seasons
- Seniors who participate on the team for their entire senior year

End of Season Awards

The following awards are presented at the season's banquet. These awards are voted upon by the members of the team and the coaches. Awards presented:

- Newcomer – Swimmer
- Newcomer - Diver
- Spirit Award
- Hardest Working Diver
- Hardest Working Swimmer
- Most Valuable Diver
- Most Valuable Swimmer

2020 Captains

At the conclusion of the 2019 Swimming and Diving team season-ending banquet, captains for the 2020 season will be named. Members of the team and the coaches have the opportunity to vote with each voting for at most two swimmers and two divers.