**North Iowa Splash** **Coaching Expectations and Code of Conduct**

North Iowa Splash coaches help competitive swimmers of all ages and abilities excel beyond their goals. Coaches provide learning opportunities for proper technique and training experiences through the North Iowa Splash Swim Club to help individuals enjoy swimming for a lifetime. Coaches will achieve this by committing to the responsibilities and expectations as follows:

* Overseeing all practices, swim meets, and related activities. This includes the following:
  + Fostering a fun, inclusive, and high energy environment at all practices and events.
  + Providing swim team members with individual instruction tailored to the needs and abilities of each individual swimmer.
  + Removing distractions such as phone calls, text messaging, internet browsing, and use of social media during practices, meets, and other club events.
    - Considering if their actions give the perception of distraction to those in observance of coaching activities.
  + Writing all practices on designated white board for swimmers to see clearly.
  + Setting expectations with parents to discuss questions or concerns before and after practice, or at an alternative time.
  + Effectively providing direction to swimmers, parents, and volunteers at all NIS events.
* Work closely with the other members of the coaching staff, Board, and parents to promote the NIS team philosophy and training plan for participation and competition of swimmers in all groups. This includes the following
  + Being team oriented.
  + Working collaboratively with fellow coaches and/or board members.
  + Demonstrated ability to adapt to and accept new and changing situations.
  + Acting with professionalism with all swimmers, parents, coaches, Board members, and volunteers of ours and other clubs; including oral and written communication.
  + Respecting confidentiality.
  + Being a team role model.
  + Actively take part in planning and execution of NIS events at home and away, as needed.
  + Being a steward of the North Iowa Splash Swim Club in the local community and at away events.
* Maintain a safe, friendly, positive, and productive athletic environment that promotes hard work, self-discipline, good sportsmanship, and respect for self and others. This includes the following:
  + Being on deck when swimmers are present; before they enter the water and until last swimmer leaves the facility.
    - Swimmers are not to be left unsupervised during practice times or at any swim meet.
  + Adherence to the following USA Swimming Safe Sport policies and procedures:
    - Reporting any credible knowledge of child abuse perpetrated by a USA member or perpetrated against a USA Swimming member to USA Swimming.
    - No direct coach-to-swimmer contact via personal social media accounts.
    - Open and observable training environments
    - No interaction between the adult and athlete at the home of the adult
    - Refrain from serving in any other role in the life of the athlete (babysitter, tutor, etc).
  + Maintain all coaching certifications, first aid, CPR/AED, and other required courses per USA Swimming an ISI requirements.
* Provide monthly availability to scheduling coordinator and be available for practices per the Monday – Friday schedule, plus attend all **assigned** swim meets (swim meet dates TBD). This includes the following:
  + Arrive at scheduled practice in advance of start time to ensure that all required equipment is available and set up for practice to start on time.
  + Changes to practice times or weather-related changes will be discussed with the Board Coach Representative or a designated board member before being communicated to parents and swimmers.
  + Coaching absences, delays, and necessary changes will be reported to fellow coaches (or a board member in the event another coach is not available).
  + Every attempt will be made by scheduled coach to have another coach replace them in the event of an absence.
  + The NIS Board will determine coach assignments for meets and notify the coaching staff.
* Any additional responsibilities as dictated by the Board.

I, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, hereby understand and commit to the above behaviors, responsibilities, and expectations. I acknowledge that, as an employee of Mason City Swim Club (North Iowa Splash Swim Club), I am accountable to its Board regarding all of the above.

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_