



## **2021-2022 Power Of Dance All Stars** **POLICIES, PROCEDURES, & EXPECTATIONS**

**COMMITMENT-** As stated in your All Star Contract/Audition form- of which you have already signed- the All Star commitment is for the entire season (June-May).

“The commitment to a POD All-Star team is for the **entire dance season**. Routines, formations, choreography, staff, competitions we attend, and the placement of dancers on a team are all based off a commitment of each member at the beginning of the season. It is important that each dancer joining a team does so with the intention of keeping that commitment for the entire season. Tuition for All-Stars and all classes is split into 4 payments for the convenience of the families and is due at the beginning of each session of classes. Should a dancer leave a team for ANY reason during the season, the family will be expected to pay the rest of the year’s tuition fees at the time of departure.”

The directors reserve the right to dismiss a family from this contract should they feel that All Stars is not a good fit for a child.

### **ATTENDANCE:**

Dance is sport in that each member is critical to the success of the group and cannot easily be replaced with a sub. Therefore, attendance at all events is critical. When a dancer misses practice, formations are difficult, partner work is impossible, and the entire team gets thrown off. Please miss practice only when absolutely necessary. We have vacation times planned through-out the year. These are posted in our Registration Packet. If possible, please plan vacations at this time.

**Mandatory Practices-** the 2 practices prior to any competition or performance are mandatory. Missing a mandatory practice for any reason may result in being pulled from the following competition without reimbursement of competition fees. Dancers are allowed 4 pre-planned practice absences (vacation days) but please be conscious about when they are used. Missing practice can create a high stress situation for young dancers. Dancers are also allowed to miss up to 4 technique & ballet classes. After this amount, they will need to be made up or private lessons will need to be scheduled at the family’s expense.

\*\*If a dancer is absent- no matter what the reason- they are expected to contact a fellow teammate or coach to find out what he/she missed. If choreography was taught, the dancer should make plans to get-together with a teammate (prior to the next scheduled practice if possible) to learn missed material.

**School Work:** Do not use school work as an excuse to be absent. School work is important, however, everyone is in the same boat. Please look into ways to manage your time wisely.

**Other Sports, Activities, or Jobs:** Absences of this kind are not excused. Before taking on an additional activity or job, please be sure to inform your coach or boss of your dance commitment. Absences of these kinds may or may not be excused by your coaches. Leaving an all-star practice early due to a social event is unacceptable. The POD understands that unavoidable circumstances arise, however perpetual tardiness may lead to disciplinary action as seen appropriate by the instructor.

**Illness:** If mildly ill and not contagious, please attend regular practice, even if you only sit and watch. There is much to be learned by watching and listening to practice. Showing up also shows dedication, respect and commitment.

**Injury:** Most injuries still permit team members to attend practices and events. Dancers should participate as much as possible with consideration to the injury. Showing support by attending, even if unable to participate physically, is expected for all team functions.

\*\*In case of serious injury or illness we ask to be informed ASAP of the absence and be given an estimated timeline for recovery and return. Please communicate openly with the coaches. **Continuous tuition payments will be expected regardless of the illness or injury- as the All-Star Team commitment is for the entire season (June-May).** Please recognize that the coach may need to make adjustments to the team’s choreography if the dancer is unable to follow through with a performance element or competition. While we hope this doesn’t happen, some things are beyond a coach’s control in order to do what is best for the team. All POD members must be prepared to make changes should a situation like this arise.

**Pre-planned Absence (vacation) -** For practice planning purposes- if you know that you will be missing a practice, please notify your coach in writing at least two weeks before or as soon as possible. Telling us of the absence in passing is not a dependable method of notification. You will not be considered excused from practice if not listed on our attendance calendar. Therefore, we advise you to check the calendar to make sure you are listed before your absence. Competitions and other “mandatory” scheduled events are not eligible for pre-planned absences.

## HOW TO NOTIFY THE STUDIO OF AN ABSENCE-

1. **Call the studio and leave a message for Dawn- she will write it on the calendar.**
2. Email your child's coaches/teachers (including ballet if needed)- emails are listed under Contact Info.
3. **DO NOT text** your child's coach unless it is last minute (same day) and you have already done #1 and #2

**\*If you email your teacher the day of the absence, there is a good chance we will not get the email until after practice. Please make sure you notify Dawn as well.**

## COMMUNICATION:

**Email:** Our main form of communication will be email. Please read ALL of the emails sent to you from top to bottom. 9 times out of 10 your questions will be answered if you read the entire email. Put a folder on your computer and save the really important ones that contain a lot of info for your reference later. You can also access old emails from the studio through your parent portal. Click on the stack of books in the upper right corner of your family page and scroll to "messages."

•The POD staff asks that all team members Junior and above, and at least one parent, provide the director with a current email address that is checked regularly. This e-mail account as well as the website should be checked at least every couple of days for team updates, reminders, etc. Handouts given to the students at practice are often emailed home and/or posted on our website. It is YOUR responsibility as a parent to keep up with these regular updates. Ask your child if they've received a handout when they get home. If your child has missed a practice, make sure you check with the studio to see if anything was missed

\*Email is the best way to reach a coach! However, if you have a complaint or concern, a phone call is preferred- not a text. The best time to reach us is daytime between the hours of 9am-2:30pm Monday-Friday. You can stop us at the studio as well but keep in mind that we will most likely need to keep conversations short as we are teaching.

**Website:** Each TEAM has a separate webpage all located within our password protected Team site. Go to our website, click on "Teams" then "All Star Teams". For auditions- info will be posted on our "General Information" page.

Username: podallstars

Password: TBA- will be changing when new season begins.

We will be posting everything All Star on these pages. If it pertains to ALL TEAMS it will be on the main page or the Competition Pages at the bottom. Team specific info (checklists, videos, music, etc.) will be in each individual team's page.

**Team App:** Please subscribe to your team's **TEAM APP** account. This is the best way for us to get last minute info to you and the only way we can communicate with an entire team at competitions. It is critical! Directions for TEAM APP will be posted on our TEAM page. But...it's very easy. Download the app and search for POD ALL-STARS.

**Point Parents:** Each team has a few veteran "Point Parents" to help answer everyday questions. They ARE NOT a means of communication *instead* of coming to us for things of personal nature. (i.e. if your child is hurt or missing or frustrated about something - we need to be notified. The PP's are not a sounding board to complain or bounce issues off of.) All of those types of things NEED to be addressed with the coaches. The Point Parents will help answer questions regarding hair, make-up, costuming, basic competition items, reminders, etc. So please use them when necessary.

**Facebook:** Many of our Point Parents will be setting up Facebook pages to help with communication. Coaches will also be on these pages but do not use them to contact us! They are for internal team communication and clarification only. Not on Facebook? No worries. We will be sending all OUR communication through email.

\*Any questions, concerns, or frustrations regarding policies, routines, practice procedures, coaching, etc. need to be presented to the coaches directly and NOT to other parents or social media. If we are made aware of this happening we will call all those involved and set up a meeting with the parents, coaches, and your dancer in order for your child to continue with the POD All Star Program.

## CONTACT INFORMATION:

Dawn (studio): [dawnatpod@yahoo.com](mailto:dawnatpod@yahoo.com) 920-661-9212

Elizabeth: [epowers21@yahoo.com](mailto:epowers21@yahoo.com) or [elizabeth@powerofdance.com](mailto:elizabeth@powerofdance.com) 920-639-7716

Theresa: [theresakubalak@gmail.com](mailto:theresakubalak@gmail.com) or [theresa@powerofdance.com](mailto:theresa@powerofdance.com) 920-639-9490

Tanya R: [tanyarobinson3070@gmail.com](mailto:tanyarobinson3070@gmail.com)

Tracy: [zingo67@gmail.com](mailto:zingo67@gmail.com)

Alex: [alexstebane@ymail.com](mailto:alexstebane@ymail.com)

Maddie: [maddieadams1@gmail.com](mailto:maddieadams1@gmail.com)

Kim: [macgrego.kimb@gmail.com](mailto:macgrego.kimb@gmail.com)

## **CONFIDENTIALITY:**

The Power Of Dance and POD All-Star program aims to provide the best most unique choreography possible. Teaching, coaching, choreographing, and cutting music is our livelihood, how we make a living, and most importantly, how we keep the Power Of Dance alive. By joining the Power Of Dance and the POD All-Star program- all members and parents agree to keep all POD related material (whether written or intangible) confidential. This includes but is not necessarily limited to; dance routines and simple choreography, skills and skill sequences, music, and teaching methods. This is our artistry, and it is subject to the same legal protections as other forms of art. As you know, nobody can legally copy a movie, painting, or CD without the artist's permission. Likewise, nobody can copy our work without our permission. Please do not teach or share POD choreography, dance routines, music, or other material of any kind with your school dance team, friends, or another studio. Do not post routines or music on the internet in ANY FORM without permission. This requirement is not only critical to our success but is for your protection since doing so could result in legal action for copyright infringement. Any violation can result in immediate dismissal from our program without refunds or reimbursements.

In addition- any use of the Power Of Dance name, logo or reference on ANY printed material (including but not limited to paper, apparel and accessories) must be approved by the Power Of Dance owners. This also includes using team names- "Wishing Stars", "Phoenix", etc in reference to the Dance teams at the POD. Permission to use of the names and logos does NOT give the user permission to sell any item bearing these names and logos for ANY profit.

## **DANCER CODE OF CONDUCT:**

Any behavior that negatively impacts the POD reputation is unacceptable and may result in the participant's dismissal from the practice or event, and eventual dismissal from the team. If necessary, the coaches have the right to terminate (without refund) any individual who does not follow the rules or whose behavior interferes with the daily progress and teamwork of the other team members or coaches.

### **Dancer Expectations:**

1. Agree to abide by the Studio Policies as well as the ALL All Star Policies and Procedures stated in this document.
2. Have a positive attitude toward yourself, your coach, your team, and the studio. Refrain from talking negatively about your team-mates, coaches, other teams, difficulties at practice, etc.
3. Do not be afraid to try new things. Give 100% at all times and work toward self-improvement.
4. Show Up! Attend all practices and performances as scheduled. This includes any "extra" practice time that may be needed closer to competition days. *Be on time or early* for all team functions.
5. When absent, meet with another dancer prior to the next practice to learn any material missed. Be available to other dancers when they ask for help.
6. Communicate- talk to your team and your coach and relay information accurately to your parents. Notify coaches promptly of any concerns you have including but not limited to choreography issues, team dynamics, injuries, illnesses, & special family circumstances.
7. Act with complete respect to instructors, helpers, and other students at the Power of Dance, as well as the staff and students of competing teams, parents, judges, etc. at competitions, performances, and community events.
8. Wear proper costume, hair style, and make-up on event days. Dress for practice as requested by coach.
9. Be KIND to each other and be sensitive to other's feelings- do not brag, belittle, or talk negatively to or about others. Treat others the way you want to be treated. Promote friendship between and support, encourage, and respect all other POD dancers. The POD has a zero bullying policy. When it comes to negative behavior we will address the child first. If behavior does not change, we will call parents in for a conference. **Please bring all concerns to us immediately.**
10. Understand fully that the commitment of being on a POD All-Star is for the entire year- and have the intention of carrying out that commitment.
11. Set an example of good behavior at all times (whether in uniform or not) in class, school, home, and at all functions, whether performing or not. Absolutely NO smoking, drinking, foul language, or questionable activity is allowed in POD apparel, warm-up, or costume or in any way that could represent the POD (at a gathering with team members).
12. Remain unified as a team during events, performances, exhibitions, competition, etc., home and away, in order to promote team spirit and to positively represent the POD All-Star Program.
13. Take care of your body inside and out. Eat properly, warm-up and stretch, and take care of all injuries.

Conduct of each individual team member determines the success of the team as a whole. If the instructor feels your child is being disruptive in, or between classes, the student will be given a warning. If the behavior continues, the student may be asked to sit or leave the classroom. The POD will communicate promptly with the parents if problems arise, and ask that the parents contact the instructors as well with any concerns.

## **PARENT EXPECTATIONS-**

Being a parent in the Power of Dance, LLC (POD) All-Star program can be an amazing experience. Help us make your child's experience just as amazing by supporting both your child, and the POD program, with a positive example for your child to follow. In addition to encouraging our expectations of your child, we also ask that you agree to the following:

- **Communicate to the coaches!** This is most important expectation of parents. Our preferred method of communication is email or a phone call. If it is an emergency or something time sensitive- text is OK as well. If you do not see a response, send another message to make sure we've gotten it. Facebook, Facebook messenger, other social media, talking through other parents, sending a verbal message through a young child, etc should not be used to communicate important information to the coaches. Ask your child who is coaching them at the time and communicate to them as well as the owners. Concerns about the team or practice should be given to the child's coach and not other parents or to Dawn. If your child comes home with anything that makes you upset or question our program...First- please give us the benefit of the doubt. Second- communicate with your child's coach.

- **Parents are always welcome & encouraged to attend events, but are expected to attend as spectators and not extra coaches or commentators.** If for some reason you disagree or are unhappy with a philosophy or decision of the POD All-Star program, judging at a competition, etc., please request to set up a time to talk to your child's coach. Refrain from making demands or talking negatively amongst each other as parents or to your child. This can only hurt the children and overall atmosphere of the program.

- **You are welcome to observe practice through our viewing windows at any time. You are welcome to come in and watch practice as well as long as you are not a distraction.** You may video tape the routine at practice with the coach's permission only. Videos of practice may not be shared or posted in any public way. (exception: *private team* Facebook page or our private team website pages).

- **Help us teach the importance of commitment, following through, and dedication to your children.** There may be times when practice doesn't go well or someone walks away feeling discouraged. Knowing this to be inevitable, proper conflict management on your part may be necessary. Enabling your dancer to quit, show unsportsmanlike conduct or jeopardize the safety or well being of fellow teammates is unacceptable.

- **You assume full responsibility for your child's attendance at all events, practices, and competitions that are scheduled.** Do not plan family events during POD events. Please do not take your child away from the team atmosphere that is needed during such events. Withholding your child from a practice or event hurts the team and its progression toward success. Missing an event for any reason can jeopardize your child's standing on a team and may result in dismissal from the team without refund.

- **All parents will be expected to conduct themselves in a professional and mature manner whenever they are representing the POD All-Stars.** Showing respect for the coaching staff, other teams, and hosting organizations is crucial in representing our program. Negative behavior by parents can lead to action taken against the studio (ie- penalties being assessed to teams and/or suspension from an event) and future banning of a parent from attending an event.

- **Supervise your children and set a good example for all our dancers.** Instruct them in how to behave while waiting for class to begin. Keep track of them at competitions, make sure they are eating properly and getting enough rest to compete at their best.

- **It is ultimately a parent's responsibility to financially support the activities that they choose to allow their children to participate in.** POD All-Stars is a full year commitment and parents must understand that it is their responsibility to follow through with the financial obligations associated with tuition and other fees during the entire competitive season, even if your child decides to quit during the season. Should you fall behind or fail to make the necessary payments, please understand that your child's involvement in the POD dance program may be jeopardized or even terminated at the Director(s) or Head Coach(s) discretion without refunds or reimbursements.

- **All transportation and accommodations to events will be the sole responsibility of each family.** Any money that parents spend regarding travel for themselves, family members and friends to competitions and other events is done at their own risk. POD will do our best to get information to you in a timely fashion; however, if for any reason a competition is cancelled or rescheduled, POD will not be responsible for any personal reimbursements.

## **COMPETITION EXPECTATIONS:**

### **Dancers:**

1. Arrive on time (or early) and be in full costume when we ask- no exceptions.
2. Listen to your coaches. Be where we ask you to be when we ask you to be there. Be prepared, respectful, and stay focused.
3. Use the checklists we provide. Double check and make sure you have everything you need.
4. Practice good sportsmanship! Do not talk about other teams/dancers or whisper when they walk past. Wish other groups good luck, cheer for them, and hand out compliments when appropriate. Remember that you are representing your family and the entire POD when you are at competitions and/or wearing POD apparel.
5. Be a team player. Encourage each other, be good role models, and stay positive.
6. Do not compare your team or yourself (either saying you are better or worse) to anyone else out loud at competition. It's OK to look up to good teams and use them as motivation to do your best. However, your biggest competition is yourself. Make your goal to dance your personal best rather than beat another team. You cannot control the judges' opinions, you can only control how well you prepare and what you put on the floor. **DO YOUR BEST** and **WALK OFF THE FLOOR PROUD!**
7. Remember that we are there to compete. Competition is fun but remember that the main goal is to showcase what you've worked so hard on all year. Save the being silly for **AFTER** you get done dancing. Then, keep the silly in check and refer back to expectation #4! Team time is team time- do not ask to leave early.
8. All Dancers must attend awards in your costume, warm-up, or POD sweatshirt. No pajamas or jeans. Some competitions have request for awards apparel- please be flexible and listen to your coach

### **Parents: besides the expectations above.**

1. You are responsible for your dancer when they are not with the team. Keep them in check. Do not let young kids run around unattended- they will get into trouble or worse- get hurt. Do not drop them off with the coaches early (stay with them until we "take" them). We have about 130 All Stars this year. After they perform, we will keep them together on the side for a while. Please come down to meet or pick up little ones.
2. Team time is team time. It's wonderful to offer help but when it's time to visualize, it's best to leave the group with the coaches. It helps the kids stay focused and less nervous (often, YOU are more nervous than they are!)
3. When awards are done, find your child asap. This freaks them out when they can't find you. Be careful to not get stuck talking to other parents OR at least travel down to pick up your kids together. If you have an older child, make a plan with them on where to meet you.
4. Keep the focus of competition on the dancers doing their absolute best rather than beating other teams/individuals. Be your child's best cheerleader. Tell them you are proud even when they make mistakes. Let us do the coaching and point out what needs to improve. YOU can help by teaching your child to be responsible for what they put on the floor and accept it no matter what it is.
5. Do not make excuses for placements received at competitions, rather teach your child to look at why they were given the placement they were given and what they can do to improve next time. Teach your child to be good sport whether they place first or not at all.
6. If you are unhappy or have a complaint, please address the coaches (not other parents) in **private**. If you did not directly witness what you are complaining about, please allow us the courtesy of an explanation. Children are not always the best translators of information. All of our decisions are made with the best interest of the TEAM in mind but we are also human and we do make mistakes. Both positive and negative energy is contagious.