

Princeton Soccer Association Parents Handbook



2008-2009

This Manual is intended for informational purposes only. It is designed to help new parents understand the club better as well as pass along info to new and returning parents.

It may be revised and is subject to change. Any questions or suggestions should be directed to executivedirector@princetonsoccer.org

We welcome input from athletes and parents.

The Princeton Soccer Association
2008

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1. General Information

Princeton Soccer Association

The Princeton Soccer Association

The Mission of the Princeton Soccer Association is to:

- Develop soccer players at all age groups, ability and commitment levels
- Develop each player to his/her maximum potential through team work, sacrifice, persistence, and commitment
- To organize and promote good sportsmanship
- To educate and develop youth about soccer, competition and the healthier lifestyle that sports create.

Location

Mailing Address:

Princeton Soccer Association
PO Box 345
Princeton, NJ 08542

Training Facilities:

Washington Road Field on the campus of Princeton University

Parent Volunteerism

The Princeton Soccer Association is a professionally run organization supported by parent volunteers. The club does not receive any government funding of any kind. The organization is not officially affiliated with any schools or other organizations that might provide financial aid. Thus, the operation of the club is entirely dependent club fees and fundraising. We are always looking for good people who wish to donate time to the organization.

Communications

The best way to get up-to-date information is by email. It is imperative players and their parents submit an email address, which they regularly check. PSA uses Demosphere International® group for mass communication. Please check your email regularly for announcements or schedule updates. All information contained in these emails will also be posted on the PSA website at www.princtonsoccer.org

Clothing & Club Merchandise

During the season PSA players will have the opportunity to order additional PSA merchandise (jackets, practice shirts, etc.). Information on ordering gear might be sent via email from time to time. These items are not mandatory. Team uniforms will be ordered through the Uniform Coordinator

Publicity/Photography

PSA periodically publishes information, advertisements and results in local media publications and websites. PSA reserves the right to utilize photograph of players for publication in newspapers, television, website, DVD's, etc. If you do not want your child photographed for these purposes, please send an email with your child's name and team name to the Executive Director. If you have contacts with a particular publication and would like to print publicity for PSA, please ensure that the article or item has been viewed in full by the Executive Director (executivedirector@princetonsoccer.org)

Social/Hospitality

PSA strives to promote fellowship amongst club members and their parents. The Board of Directors is responsible for organizing events that bring the team's parents and/or athletes together outside of the soccer field setting. There are several areas where parents have taken a leadership role. Should you wish to organize a function please contact the President at president@princetonsoccer.org

Alumni Relations

PSA is very proud of the young men and women who have left our program and moved on to their respective colleges and universities. Currently, PSA players are playing and/or attending the following universities: Princeton, Harvard, Stanford, Johns Hopkins, Lehigh, Rutgers, Middlebury, University of Chicago, Drexel, George Mason, and American University among others. We also have many alums that are playing professionally in the US and abroad. We would love to stay in touch with our alums. If you would like to help us keep in contact with our alums please contact the Executive Director at executivedirector@princetonsoccer.org

Fundraising

PSA does not receive any government funding. The organization is not officially affiliated with any schools or other organization that might provide financial aid. Thus, the operation of the club is entirely dependent on player dues and fundraising.

Contacting the Coaches

As a Responsible Sports Parent it is important for you to be able to communicate positively with your child's coach. Working together will ensure a better sports experience for all parties. Here are 6 tools to help you communicate with your child's coach.

Recognize the Coach's Commitment

Coaches commit many, many hours of preparation beyond the hours spent at practices and games. Recognize that they do not do it for *the* pay! Try to remember this whenever something goes awry during the season.

Make Early, Positive Contact with the Coach

As soon as you know who your child's coach is going to be, introduce yourself, let him or her know you want to help your child have the best possible experience, and offer to assist the coach in any way you are qualified. Meeting the coach early and establishing a positive relationship will make conversation easier if a problem arises during the season.

Set an Example and Be Positive

When coaches are doing something you like, let them know about it. Coaching is a stressful job, and most coaches only hear from parents when they have a complaint. A coach that hears positive feedback from time to time will do a better job.

Don't Instruct During a Game or Practice

Your child is trying to concentrate amongst the chaotic action of a game and do what the coach asks. A parent yelling out instructions hardly ever helps. More often than not, it confuses the child, adds pressure and goes against the coaches' instruction, which undermines the player-coach relationship, the player-parent relationship and the parent-coach relationship.

Don't Put the Player in the Middle

When parents share their disapproval of a coach with their children, it puts the children in a bind. Divided loyalties hinder people. Conversely, when parents support a coach, it is easier for children to put forth maximum effort. If you think your child's coach is mishandling a situation, do not tell your child. Just take it up with the coach.

Observe a "Cooling Off" Period

Wait to talk to the coach about something you are upset about for at least 24 hours. Emotions can get so hot that it's much more productive to wait a day before contacting the coach. This also gives you time to consider exactly what to say.

2. Program Details

Playing Levels Outlined

	Black (New Level)	Orange (formerly Premier)	White (formerly Competitive)
Age Group	U10-U19	U10-U19	U10-U19
Player Commitment	Highest level of commitment. Soccer is a top priority	High Level of Commitment. Soccer is a priority.	Commitment is required. Soccer is one of many sports priorities
Coaching/Training	Professional Coach for training and games with complete ownership of all soccer related decisions is required. A Professional Assistant Coach is optional	Professional Coach for training and games with complete ownership of all soccer related decisions is required. A Professional Assistant Coach is optional	Professional Coach for training and games optional
Player Attendance	Mandatory	Expected	Encouraged
Parental Involvement	Team Manager Volunteer Assistant Coach	Team Manager Volunteer Assistant Coach	Team Manager Volunteer Coach and/or Assistant Coach
Training Sessions	Minimum 2 x 90 minute training sessions Sept-Nov and March-June	Minimum 2 x 90 minute training sessions Sept-Nov and March-June	Minimum 1 x 90 minute training sessions Sept-Nov and March-June
Winter Training	Minimum 1 x 90 minute training session Dec-Feb	Minimum 1 x 90 minute training session Dec-Feb	Minimum 1 x 90 minute pool training session Dec-Feb
Pre-Season Team Camp	Required- U10-U14 teams	Recommended- U10-U14 teams	Optional- U10-U14 teams
Tournaments	a minimum of 5 per year	a minimum of 3 per year	a minimum of 1 per year
Travel	Required. In State, Out of state, and overnight	Required. Generally In State	Required. Generally In State
NJ National Championship State Cup or NJYS State Cup	Required U11 and above	Recommended U11 and above	Optional U11 and above
Number of League Games	4-10 per season (fall and spring)	Generally 10 per season	Generally 10 per season
League Play	State and Regional Premier Leagues	Local and State Wide Leagues	Local Leagues
Tryouts	Required	Required	Required
Team Formation	Based on professional tryout evaluations. Notification via email by the club	Based on professional tryout evaluations. Notification via email by the club	Based on professional tryout evaluations. Notification via email by the club
Costs			

Uniforms (3 year uniform cycle)	Premier Uniform Package with club discount from Ewing Sports	Premier Uniform Package with club discount from Ewing Sports	Regular Uniform Package with club discount from Ewing Sports
Club Dues	TBD	TBD	TBD
Team Fees	Range \$500 plus	Range \$200 plus	Range \$100 plus

A deposit of \$250 (refundable only if the team does not form) must be recieved in order to accept your spot on one of our Travel Program Teams. The balance will be due no later than June 15th unless a family chooses to use the FACTS Payment Plan (see details in the Parents Handbook). Players will not be allowed to participate in training or games until fees are paid in full or payment plan has been activated. PSA has a NO PAY, NO PLAY Policy.

Team Fees

Team Fees include costs such as: referees for league and friendly matches, indoor leagues, team supplies (balls, goalie gloves, first aid kit, etc.) and tournament entry fees, etc. Each team will determine the Team Fees for their team with the guidance of the teams coach. These fees will vary based on the team schedule, tournaments, and travel. Please contact your team coach or manager for specific details associated with Team Fees.

Practices

Practices are approximately one and a half hours long. In the fall and spring practices will be held at Washington Road Fields. In the winter, practices will be held indoors.

Weather/ Cancellation Policy

1. The decision whether or not to cancel practice is always made at 2:00 pm. An email announcement will be sent out at that time
2. Due to the high volume, individual parent/athlete emails will not be replied to
3. Please do not call the office before 2:00 pm.
4. Please check your email before calling the office after 2:00 pm. This will greatly lessen our office's call volume
5. Please do not contact individual coaches' cell phones. We are not able to talk to the 100 + players individually.
6. This year we will be attempting to send a text message to athletes' cell phones in the event of cancellation.

Parking

Cars are not to be parked on the grass at anytime. Players who drive may only park in the lot on the Route 1 side of the fields.

Telephone

There is a telephone at the fields that is available to student-athletes in the case of an emergency.

Academics

PSA feel that academics should be the primary focus of all students. Thus, PSA policy is that if a student is having severe academic difficulties they should be encouraged to suspend soccer activities and focus on their studies. PSA may also be able to help to match students with private tutors if necessary.

Because PSA is not officially affiliated with any area schools, it is the responsibility of the students and parents to inform a staff member if they are having academic difficulty. PSA cannot by law view a student's academic record without their consent.

College Recruiting

Soccer can be helpful in gaining admission and scholarships to many of the nation's top colleges and universities. In the past PSA players have used their involvement in the sport to help gain admission to top universities. Especially in the case of female athletes there can be scholarships available for soccer at large state universities. Currently, PSA alumni are playing and/or attending the following universities: Princeton, Harvard, Stanford, Johns Hopkins, Lehigh, Rutgers, Middlebury, University of Chicago, Drexel, George Mason, and American University among others.

3. Program Fees & Expenses

Club Fees

Financial Assistance

A limited number of scholarships are available to athletes that find financial difficulty with paying fees. PSA will not deny motivated players, whom are truly in need, the opportunity to participate.

Fee Discounts

There are no fee discounts in our Travel Team Program..

Payment of Fees & Club Funding

Parents will be required to pay a deposit of \$250 online in order to accept their players spot for the 2008-2009 seasons. Parents can then pay the balance of fees at Registration Night or by check on or before June 20, 2008.

Any parent wishing to pay in installments may do so but will need to fill out an agreement online with FACTS Management. FACTS is an independent payment collection company that will process installment payments with a processing fee.

Due to a high number of late and delinquent payments by athletes, PSA has been forced to institute a policy that players must pay in full or are required to sign up for FACTS Management.

PSA does not receive any government funding of any kind. The organization is not officially affiliated with any schools or other organization that might provide financial

aid. Thus, the operation of the club is entirely dependent on club dues and fundraising. As such it is extremely important that each athlete pay their club dues in full and on time as well as participate in club sponsored fundraising activities.

Fundraising

Effective fundraising is necessary for the Princeton Soccer Association to provide the extraordinary health and growth experience for our youth players as well as compete with the top clubs in the area and USA. Fundraising allows us to maintain fees as low as possible and make necessary capital purchases, provide scholarships, maintain existing equipment, and pay the coaches' salaries. Many of our competitors have substantially greater resources.

The PSA is a tax-exempt organization under IRS Section 501(c)(3).

Tax Deductions

Club dues are NOT tax-deductible, however, donations to the Club are tax deductible.

Travel and Other Expenses

Travel associated with away trips and various team expenses that are not covered by fees will be shared among players participating. The amounts owed will be determined by individual teams and will vary.

Refunds & Processing Fees

Refunds will not be issued for any reason after the drop date (August 1, 2008). Any players who remove themselves from the program will forfeit their \$250 deposit. In the case of injury or special circumstance that prevents a player from completing a substantial portion of a season, a credit will be applied on a case-by-case basis to that athlete's fee for the next season. ***Credit will not be issued for players that remove themselves from the program willingly.***

4. Safety

Safety Guidelines

In the event that a person should become injured at the training fields or during a game, they should report it to their coach. Coaches are trained in first aid and CPR. In extreme circumstances, athletes will be transported to Princeton Medical Center for treatment. Rain, snow, and cold weather do not restrict activity unless they reach extreme levels (see “Dress” section for information on how to dress for the weather.) However, teams will not practice when the field is waterlogged, icy, or when there is a thunderstorm. If a coach or player hears thunder, all players will be required to find shelter in cars.

Behavioral Guidelines

It is expected that all PSA players will conduct themselves with good behavior at all times. They are to treat other people, the equipment and the environment with respect and will be instructed how to do so. Please read the Princeton Soccer Association Code of Conduct in the “Forms” section. **Failure to follow the Code of Conduct will result in club privileges being revoked without refund of fees.**

5. Equipment

The Princeton Soccer Association owns all of its own equipment. The purchase of this equipment has been due to the generous support of donors, through fundraising efforts, and the club dues paid by participants.

Due to the high cost of equipment it is imperative that all of our equipment is treated with respect. Any damage that occurs should be reported to a coach.

Dress

It's important that all players wear their club issued training clothing. The most effective way to dress for soccer in cold weather conditions is to layer clothing, allowing the top layers to be removed once the athlete is suitably warm. Thermal tops are a good idea, as they will keep you warm, even when they are wet.

It is also a good idea to bring some spare warm clothes to put on after practice, when clothes may have become wet.

The following is a list of required and suggested items rowing gear;

Required:

- **Soccer Specific Footwear** – required for training and games. Athletes must have sneakers EVERY SESSION
- **Shin Guards** – these are required for ALL PLAYERS. Players will not be allowed to participate in training or games without them.
- **Long Socks**- socks should cover the shin guards
- **Training Top**- Grey in color with PSA Logo
- **Black Shorts**

Suggested:

- **Extra Socks**
- **Sunscreen**
- **Spare clothes** - for after practice
- **Flip-flops**

Note: **Footwear is to be worn AT ALL TIMES.** Valuables should not be brought to the field nor should gum be chewed while training.

Game Day

Princeton Soccer Association requires all teams to purchase 2 sets of Game Day Uniforms. Our current uniform sponsor is NIKE and provider is Ewing Sports. Teams will select which uniform to wear on a game by game basis, but generally White is worn for home games and Orange is worn for away games.

6. Information & Contacts

Website

The PSA website can be found at www.princetonoccer.org This site will contains all club related information.

Postal Address

<p style="text-align: center;">Princeton Soccer Association PO Box 345 Princeton, NJ 08542</p>

Office Phone: 609-658-4676

7. Policies and Procedures

Tryouts

- I. Introduction
- II. Tryout Policy
- III. Tryout Procedure
 - A. Pre-tryout organization
 - B. Evaluation Process
 - C. Team Selection Process

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- I. Introduction

The PSA conducts an annual tryout process to form teams for the next competitive year. The priority during tryouts is to create teams that will encourage player development. To this end, the PSA starts with a clean slate each year, recognizing that players develop at different rates and that dedication and commitment to the game can

change over time. Parents and players should expect a high level of roster turnover at the younger ages as players develop.

II. Tryout Policy

The following points are the policy foundations upon which the PSA tryout process is built:

- The tryout process is administered by the Executive Director and the Director of Travel and players are evaluated by the Professional Coaching Staff.
- Parents, including parent coaches and team managers, are not allowed on the field during tryout session
- Players must be pre-registered online before the age group tryout date. Players not registered will be required to register on-site with a \$25 administrative fee
- All players must wear socks that cover their shin guards and appropriate footwear
- All players should wear clothing that does not identify their club or team affiliation
- All players will be assigned a tryout number which will identify them in the tryout process
- Players are required to wear clothing that does not identify them with any PSA team or other soccer team/program (Select, ODP, etc.)
- All players must attend at least one (1) tryout to be considered for the team. Players are encouraged to attend all scheduled tryouts for their age group
- Players trying out “up” must attend their own age group tryout as well as the tryout for the older age group. No player is allowed to play “down” an age group

III. Tryout Procedure

A. Pre-tryout organization

There are three key pieces to organizing tryouts. The first is to create a workable tryout schedule. This schedule should be completed by the end of March, so that planning for any conflicts, staffing issues, etc. can be taken into account. The actual tryout process occurs in May/early June, preferably before the end of the public school

year, so that players with early vacations are able to participate. Coordination of the tryout schedule with known school activities during this period is critical to achieving high turnout levels.

When school schedules permit, older teams will be scheduled before younger teams to speed resolution of "playing up" conflicts (high school aged tryouts may occur later since these teams generally do not play in the fall). In order to assure that all players have a fair chance to make a traveling team, the PSA requires that the tryouts be announced publicly.

The second piece is for all professional staff to meet prior to tryouts in order to discuss evaluation. This is important in order to:

- Ensure all staff members are familiar with PSA tryout policy
- Maintain a uniform system in terms of rankings
- Make staff aware of any alterations to procedure
- Target key player identification criteria in keeping with PSA philosophy

Finally, a team rankings sheet will be distributed to all coaches (professional and parent coaches). Coaches will be asked to rank their players in different categories; ranking sheets will differ for professional (see appendix "A") and parent coaches (appendix "B"). These ranking sheets will be used in combination with tryout rankings to create a basis for team formation. Team trainers will also be asked to fill out a professional coach ranking sheet for the teams that trainer has worked with. Ranking sheets must be submitted before the first scheduled tryout in the age group is held.

B. Evaluation Process

PSA always takes great care to ensure that the evaluation process is impartial. The elementary first step toward a well-run age group tryout is identifying all players who participate by virtue of registration. All players must be registered to participate in the tryouts; this is generally accomplished via online registration. Players not registered online can register onsite with a \$25 administrative fee.

PSA's priority as a community-based organization is to encourage as many players as possible, regardless of financial need, to participate in the tryout process and ultimately be placed on a team.

The key to maintaining fairness in the tryout process system is the inclusion of professional staff, who carries out the following duties:

- Executes all phases of tryout session planning and preparation (field setup, bringing equipment, breakdown, etc.)
- Evaluates all players at tryouts on a 1-4 scale, with a "1" rating indicating playing at the highest level among players in the given pool. +/- suffixes can be used to create further distinctions between players.

- Enforces policy and procedure on field, most importantly making sure that parents and parent coaches are not on the field during tryout sessions.
- Assists in the collating of tryout data and team ranking sheets to produce team recommendations for Selection Committee
- Every effort will be made to ensure that, in addition to being fairly evaluated, every player receives a positive developmental experience.

The parent's role at the tryout session is limited. Following check-in, parents are expected to remain in the portion of the field designated for parents, which is, by design, a distance away from the tryout fields. Experience suggests that this reduces the anxiety for players and allows them to better concentrate on demonstrating their skills. Should the behavior of a parent interfere with the conduct of the tryout session, he/she will be asked to leave the field.

C. Team Selection Process

The Selection Committee will consider all information in determining the optimum team composition. As a community-based organization, the PSA will endeavor to place all interested and qualified Princeton residents on one of its teams. Financial need will never be considered in determining a player's eligibility for selection.

The Premier team in each age group will be formed from the tryout pool based on tryout performance and input from coaches. For players on the borderline for the Premier team selection, consideration will also be given to the needs of the team, the player's dedication to the game, and the player's history with PSA. The situation for each team and age group will be different; the Selection Committee will have the discretion to form the best team without predetermined limits on levels of roster turnover or player residence.

The number of teams formed will be determined by the number of players in the age group pool and criteria from the above paragraph. It often takes several weeks to determine how many teams will be formed in a given age group, to resolve rostering problems, and to secure the assent of new coaches and managers. Players and parents are strongly urged to be patient. For most age groups, the tryout process concludes in June, when the Board ratifies the majority of PSA rosters for the following seasonal year.

Results notification will be by email. Following the rostering decision by the Selection Committee emails will be simultaneously sent to every tryout participant in an age group. Players will be offered places on the premier team or the competitive team, and be required to respond within 72 hours by accept their spot online and pay the applicable deposit or decline the spot with an email to the Executive Director. After 72 hours, team waiting lists may be activated and open spots will be allocated.

Once the Board ratifies a roster for the following seasonal year, coaches and managers are authorized to card the players assigned to their team, this process begins in

August. If there are open spots on a roster, the Club may recruit players to fill those slots, provided that: the rosters of other teams, both inside and outside of PSA are respected; the player(s) are evaluated by the PSA training staff and the Director of Travel approves of the change. It is a violation of PSA policy to recruit players from an already-rated PSA roster without the consent of that player's coach, but it is expected that players from a developmental team may be offered a spot on the first team if, for example, players on the first team leave. It is considered poaching, and thus a violation of US Youth Soccer rules, to recruit a player for the current seasonal year if that player is already carded to another team. When a new player arrives in town (or approaches the PSA) after the completion of the tryout process, he or she should be referred to the Director of Travel and/or the Executive Director, who will arrange for the player to be evaluated and, if appropriate, assigned to a roster.

Professional Coaches

The Director of Coaching will assign professional coaches for the seasonal year (Aug1-July31). All Black Division teams will be trained and coached by a professional coach. Black Division coaches will have full authority on all soccer related decisions for their teams. The professional coach assigned to a particular team will be responsible for implementing the Princeton Soccer Association Program for Developing Young Players curriculum.

Black Division teams require the highest level of commitment. Players will be expected to participate in training sessions, games, tournaments, and other events year round. While it is PSA's policy not to discourage players for playing other sports, players will be expected to make soccer the top priority. Players not able to make this commitment will be placed on a Orange or White Division team in their age group.

Black Division teams will train at least 2 times per week during the fall and spring and will train at least 1 time per week during the winter. Black Division teams will be required to attend at least 2 appropriate level tournaments per season, participate in the US Youth Soccer New Jersey State Cup, and play in the most competitive league possible.

A Black Division team that chooses to register through US Club Soccer will also be required to attend the US Club Soccer NJ Cup and the US Club Soccer Regional Championship.

Professional coaches are required to have a coaching license. NJ Youth Soccer offers F, E, D, National Youth License courses throughout the year. These are non-residential courses. Coaches with high school, college, professional or extensive youth experience may be able to obtain a waiver up to the NJ State D License. Coaches will be required to take the D license course. Once the D license has been obtained, United States Soccer Federation offers the National C, B, and A license courses in the winter and summer months. These are residential courses. Coaches with significant professional playing

and/or coaching experience may be able to obtain a waiver up to the National B license. All coaches will be required to take the National B course.

Professional coaches are also required to submit a Non-Volunteer Disclosure form. This form is required every 2 years.

Professional coaches will be evaluated at least 2 times per year by their Director of Travel and at least 1 time per year by the Director of Coaching. An evaluation form can be found in the appendix of this document.

All PSA Professional Coaches are employed by the PSA and not by any individual team or teams. Professional Coaches may be changed, removed, or replaced at any time by the Board of Directors, Executive Director, and/or, Director of Coaching.

Volunteer Head Coaching Responsibilities

The Director of Travel appoints coaches for a seasonal year (August 1-July 31). During that period, coaches normally have full authority to run their own teams within the framework of the PSA's by-laws and policies. Coaches are well advised to consult the parents of team members on all issues with financial implications for players' families, and are expected to respond fairly and respectfully to legitimate parental concerns. The coach bears the ultimate responsibility for all decisions concerning the team.

The most difficult decisions a youth coach faces often involve playing time. PSA requires its coaches to following the following criteria for playing time in its Orange and White Division:

If a player attends all scheduled training sessions during the week leading up to the game, that player is entitled to play at least one half of the minutes during the game.

If a player does not attend the training sessions during the week leading up to the game, that player is entitled to play at least one quarter of the minutes during the game.

All parent coaches are expected to keep their own biases in check--above all with respect to their own children. Player development, not winning, should be the main focus of the Competitive Division

PSA Orange and White Division traveling teams are designed for players who are committed to soccer and interested in playing on a competitive basis throughout the year. It is, however, against PSA policy for coaches to pressure players into giving up other sports or activities. When a team is being formed for the new year, every effort should be made to clarify precisely what kind of commitment will be involved in joining the team, while leaving the players and their families free to decide whether they want to participate.

Orange and White Division teams are encouraged to attend at least 2 tournaments per year.

Coaches are selected on the basis of their ability and willingness to run a particular team in accordance with the spirit and provisions of the traveling team program. The first consideration is simply being a good person who has a good way with young people. The best coaches, of course, are also people who have acquired a good enough eye and a good enough feel for the game to guide their players along athletically. But being a responsible role model who relates effectively and fairly with young people is far more important than knowing a great deal about soccer. Many PSA coaches have done an excellent job without having had much knowledge of the sport when they began. Some, in fact, have done better than former players because they were not tempted to say too much about tactics and technique.

Verbal instruction often distracts players when offered during a game and bores them when offered afterwards. So it is not necessarily an advantage for a coach to *have* much to say, especially when dealing with younger players, who have little tolerance for screaming from the sidelines and limited attention spans for lectures. Furthermore, in our program, the trainers are meant to pick up the slack for relatively inexperienced coaches. Knowing that the trainers can instruct players in the finer points of the game when the time is right, coaches are free to concentrate on less technical matters, such as how hard the players are competing, how alert they are, and how well they are working together as a team. If it is true that maturing players learn most of what they need to learn by playing in good games, it follows that the coach's job is largely to set up games that have a chance of being good and then to use the demands of the game, along with occasional encouragement and criticism, to coax better and better soccer out of the players.

PSA's decisions about who will coach next year, like decisions about what teams to form and which players to assign to them, are strictly determined by the Director of Travel's judgment of what will be best for player development. There is not necessarily a presumption in favor of the current coach. Anyone (including an incumbent) who wishes to serve as a coach or manager for the following seasonal year should notify the Director of Travel in writing by May 1. The sole criterion is what would be best for the players, all things considered. The Board formally approves most coaching and managerial appointments shortly after the tryout process ends.

All PSA Orange and White Division teams are professionally trained during the week. It is required that at least one volunteer coach attends the weekly training session. Professional coaches may be made available for Orange and White Division teams.

All PSA Professional Coaches are employed by the PSA and not by any individual team or teams. Professional Coaches may be changed, removed, or replaced at any time by the Board of Directors, Executive Director, and/or, Director of Coaching.

It sometimes becomes necessary to replace a coach in the midst of a seasonal year. Occasionally, a coach resigns for personal reasons, and needs to be replaced. The

Director of Coaching may also, in extreme cases, dismiss and replace a coach or manager at any time for incompetence, negligence, recurring poor judgment, actions inconsistent with the purposes of the traveling team program, or impropriety. Impropriety includes, but is not limited to, violating the rules or policies of PSA, the leagues and tournaments in which PSA teams participate, New Jersey Youth Soccer, U.S. Youth Soccer, US Club Soccer, or F.I.F.A. (the international governing body of soccer). In such cases, the appropriate Director of Travel will recommend a replacement coach.

New Jersey Youth Soccer requires all officially carded coaches, including assistant coaches, to earn an NJ State F license or equivalent . This can be done by taking a brief course on safety precautions and elementary training drills taught by the state coaching staff. For information on F-license courses, call New Jersey Youth Soccer at 1-800-8-NJSYSA. An F license carries certain liability protections under the so-called Little League Law. The courses involve a 3-hour session in a classroom and a 6-hour session on a field or in a gymnasium. In addition, the PSA requires all coaches and assistant coaches to take the Rutgers S.A.F.E.T.Y course; a three hour program specifically designed to meet the stipulations of New Jersey's *Little League Law* and provide volunteer coaches partial protection from potential lawsuits.

All coaches, assistant coaches and managers are required by law to submit an updated KidSafe form every two years. In addition, commencing the fall of 2004 season, all coaches, assistant coaches and team managers will be required to sign the PSA Code of Conduct and in doing so acknowledge that breeches to this code will result in disciplinary action as laid out (but not necessarily limited to) in the Code of Conduct.

PSA offers clinics, seminars, and apprenticeship opportunities of various kinds to help its traveling team coaches deepen their understanding of the sport and PSA's approach to training. These programs are administered by the Director of Coaching with the help of the Executive Director and other professional coaches.

Issue Resolution Procedure

If a Princeton Soccer Association player or parent has an issue or concern of any kind, PSA's procedure is for that player or parent to discuss it first with their team coach.

If the issue cannot be resolved at that level, the coach may recommend that the player or parent discuss the issue with the Director of Coaching.

If the issue cannot be resolved at that level, the Director of Coaching may recommend that the player or parent discuss the issue with the Club's Executive Director.

If the Executive Director believes that the issue requires Board involvement, he will first discuss it with the Board's Director of Travel. The final forum for issue resolution is the Club's Executive Committee, which comprises the Club's President, Director of Travel, Director of House League, Director of Coach and Player Development, Treasurer, and Executive Director.

Players and parents are required to use this procedure for issue resolution.

8. PSA Forms

Princeton Soccer Association Code of Conduct

Youth sports programs play an important role in promoting the physical, social, and emotional development of children. It is therefore essential for employees, parents, coaches and officials to encourage youth athletes to embrace the values of good sportsmanship. There is no better way to achieve this than by leading by example and demonstrating fairness, respect, and self control.

I therefore pledge to be responsible for my words and actions while attending, coaching, officiating, or participating in all Princeton Soccer Association (“PSA”) events and shall conform my behavior to the following code of conduct:

1. I will not engage in unsportsmanlike conduct with any employee, coach, parent, player, participant, official, or any other attendee.
2. I will not encourage my child, or any other person, to engage in unsportsmanlike conduct with any employee, coach, parent, player, participant, official, or any other attendee.
3. I will not engage in any behavior which would endanger the health, safety, or well being of any employee, coach, parent, player, participant, official, or any other attendee.
4. I will not encourage my child, or any other person, to engage in any behavior which would endanger the health, safety, or well being of any employee, coach, parent, player, participant, official, or any other attendee.
5. I will not use drugs or alcohol while at a PSA event and will not attend, coach, officiate or participate in a PSA event while under the influence of drugs, or alcohol.
6. I will not permit my child, or encourage any other person, to use drugs or alcohol at a PSA event and will not permit my child, or encourage any other person, to attend, coach, officiate, or participate in a PSA event while under the influence of drugs or alcohol.
7. I will not engage in the use of profanity.
8. I will not encourage my child, or any other person, to engage in the use of profanity.
9. I will treat any employee, coach, parent, player, participant, official, or any other attendee with respect regardless of race, creed, color, national origin, sex, sexual orientation, or ability.
10. I will encourage my child to treat any employee, coach, parent, player, participant, official, or any other attendee with respect regardless of race, creed, color, national origin, sex, sexual orientation, or ability.
11. I will not engage in verbal or physical threats or abuse aimed at any employee, coach, parent, player, participant, official, or other attendee.
12. I will not encourage my child, or any other person to engage in verbal or physical threats or abuse aimed at any employee, coach, parent, player, participant, official, or any other attendee.
13. I will not initiate a fight or scuffle with any employee, coach, parent, player, participant, official, or any other attendee.
14. I will not encourage my child, or any other person, to initiate a fight or scuffle with any employee, coach, parent, player, participant, official, or any other attendee.

I hereby agree that if I fail to conform my conduct to the foregoing while attending, coaching, officiating or participating in a PSA event I will be subject to disciplinary action, including but not limited to the following in any order or combination, at the sole discretion of the PSA board:

1. oral or written warning
2. suspension or immediate ejection from any PSA program or event
3. suspension from multiple PSA programs or events
4. season suspension
5. permanent termination from all PSA programs and events

Employee's Name Signature Date

Player's Name Signature Date

Parent's Name Signature Date

Parent's Name Signature Date

The preceding Code of Conduct is promulgated in accordance with the provisions of P.L. 2002, Chapter 74.

I also understand I can request a meeting with the PSA board. After exhausting PSA procedures, I can appeal to the Princeton Youth Sports Council (PYSC). Any PYSC appeal must be delivered, in writing, to the Princeton Recreation department within five (5) business days after I am notified of the final PSA decision. Information about this appeal process can be obtained from any PSA trustee or from the Princeton Recreation Department.