



# **Mt. Mansfield**

## **Ski Club & Academy**

Student-Athlete and Parent  
Handbook



**Table of Contents**

**Contact Information.....4**

**Student-Athlete Responsibility Code.....5**

**Code of Conduct .....5**  
Code of Conduct Violation Consequences .....5

**Bullying Prevention Policy.....6**

**Hazing Policy .....6**

**Weapons Policy .....7**

**Drug and Alcohol Policy .....7**  
Reporting Violations.....7  
Consequences of Violation .....8  
Application and Procedure .....8  
Policy on the Sale or Distribution of Alcohol, and/or Illegal Substances .....8

**Tobacco Policy .....8**

**Operating Motor Vehicles under the Influence of Drugs or Alcohol Policy .....8**  
Special Statement .....8

**Parent and Guardian Expectations Policy .....9**  
Grievance Procedure.....9  
Parent Spectating During Training and Competition .....9

**Volunteerism .....9**  
Parent Work Requirement .....9  
Competition Work Requirement .....10

**Academics.....10**  
What is an Independent School? .....10  
MMSCA Curriculum.....10  
Academic Integrity .....11  
Progress & Grade Reports .....11  
MMSCA Grading & Grading Responsibilities .....11

**Admission .....12**  
Application Requirements .....12  
Non-Discriminatory Admissions Policy.....12  
Reenrollment Policy .....12

**Academic Policies .....12**  
Academic Class Time.....12  
Class Attendance .....12  
Work/Grade Expectations.....13  
Check In/Check Out .....13  
Lunch and Day Student Meals.....14  
Boarding Student Meals .....14  
Dorm Life .....14  
Cleanliness.....15  
Study Hours .....15  
Quiet Time & Curfew.....15  
Leaving School/Weekend Planning.....15  
Personal Vehicles .....15  
Expectations of all MMSCA Students.....17  
Communication – What You Need – How We Can Help? .....17  
Our Home .....17

**Transportation.....17**  
MMSCA Vehicles .....17

**Student-Athlete Health and Wellbeing.....18**  
SafeSport .....18  
Mandatory Reporting.....18  
Electronics Policy .....18  
Strength and Conditioning.....18  
Athlete Daily Readiness Log.....19



Athletic Evaluations .....	19
Athlete Self-Evaluations .....	19
Medication and Prescriptions .....	19
Medical Clearance .....	19
Injury Prevention .....	19
Safety Equipment .....	20
Training / Race-day Arena Preparation .....	20
Injury Procedure .....	20
<b>Important Medical Contacts and Information .....</b>	<b>20</b>
<b>General Rules and Guidelines .....</b>	<b>21</b>
Punctuality and Attendance .....	21
Clubhouse Rules and Guidelines .....	21
Daily Procedures for On Hill and Dryland .....	21
Stowe Mountain Resort and Vail Resorts .....	21
<b>Ski Service Center .....</b>	<b>21</b>
<b>Accounts and Billing .....</b>	<b>22</b>
Payment Policies .....	22
<i>Summer Camps</i> .....	22
<i>Academy</i> .....	22
<i>Program Fees</i> .....	22
<i>Race Travel Costs/Payments</i> .....	22
<i>Non-Payment Procedure</i> .....	22
<i>Refunds/Credits</i> .....	23
Merit Scholarships .....	23
Travel Financial Assistance .....	23
Other Financial Resources .....	23
<b>APPENDIX A .....</b>	<b>24</b>
Bullying Prevention Policy .....	24
Reporting Bullying Complaints .....	24
Response to a Bullying Complaint .....	25
Reporting to Other Agencies .....	26
Dissemination of Information, Training, and Data Reporting .....	27
<b>APPENDIX B .....</b>	<b>28</b>
Information for All Athletes .....	28
Winter Program .....	28
Calendar .....	28
Licenses Needed .....	28
Race to Training Ratio .....	28
Equipment Athletes Should Own .....	28
<b>APPENDIX C .....</b>	<b>31</b>
<b>Age Group Specific Information .....</b>	<b>31</b>
Junior Program (U8, U10, U12) (Birth Year: 2008-2012) .....	31
U14 (Birth Year: 2006-2007) .....	33
U16 (Birth Year: 2004-2005) .....	36
U19/PG (Birth Year: 2001-2003) .....	38



### **About Mt. Mansfield Ski Club & Academy**

Founded in 1920 by a small group of passionate local skiers and incorporated in 1934, Mt. Mansfield Ski Club (MMSK) is one of the oldest ski racing organizations in America. Originally the club was organized to cut trails and promote the first ski competitions in North America, but what began as a small group of friends and ski pioneers has grown over the past eighty years into a club with over 800 members. In 2018, the Mount Mansfield Winter Academy and the Mount Mansfield Ski Club combined into one organization, titled the Mount Mansfield Ski Club and Academy (MMSKA). We offer athletic and academic programs for a wide range of individuals from age seven to high school students and postgraduates, and our programs have produced several Olympians, dozens of US Ski and Snowboard Team members and coaches, X-Games participants, NCAA collegiate champions, and age group national champions.

### **Mission**

The ambition of the Mt. Mansfield Ski Club & Academy is to provide the support and direction necessary for each young person to achieve their personal potential, goals and dreams. We do this by providing a quality academic and athletic program for student-athletes pursuing ski racing at the elite level. It is our belief that each student-athlete be treated as a unique individual, fostering academic excellence, athletic commitment, independence, responsibility, respect and confidence. Our programs are designed to provide student-athletes with a stimulating and enjoyable opportunity to reach their potential as competitors, and most importantly, to instill lifelong love of the sport while teaching the values of teamwork and sportsmanship.



## Contact Information

### Athletics

403 Spruce Peak Road  
Stowe, VT 05672  
Phone: (802) 253-7704  
Fax: (802) 253-9657  
Email: [athletics@mmsca.org](mailto:athletics@mmsca.org)

### Academics

PO Box 3269  
Stowe, VT 05672  
Phone: (802) 253-7409  
Email: [academics@mmsca.org](mailto:academics@mmsca.org)

### Igor Vanovac

Executive Director  
[ivanovac@mmsca.org](mailto:ivanovac@mmsca.org)

### Lori Furrer

Head of School  
[lfurrer@mmsca.org](mailto:lfurrer@mmsca.org)

### Mary Stewart

Academic Director  
[mstewart@mmsca.org](mailto:mstewart@mmsca.org)

### Jason McLean

Finance Director  
[accounts@mmsca.org](mailto:accounts@mmsca.org)

### Molly Burke

Marketing/Communications Director  
[mburke@mmsca.org](mailto:mburke@mmsca.org)

### Bryan Picard

Ski Service Center manager  
[bpicard@mmsca.org](mailto:bpicard@mmsca.org)

### Eric Smith

Event Manager  
[esmith@mmsca.org](mailto:esmith@mmsca.org)

### Micheline Lemay

Junior Program Director (U8, U10, U12)  
[mlemay@mmsca.org](mailto:mlemay@mmsca.org)

### Bill Chilton

Head Ski Service Technician  
[service@mmsca.org](mailto:service@mmsca.org)

### Sheila Decker

Director of Strength and Conditioning  
[sdecker@mmsca.org](mailto:sdecker@mmsca.org)

### Taber Engelken

U19/PG Men's Head Coach  
[tengelken@mmsca.org](mailto:tengelken@mmsca.org)

### Jillian Barile

U19/PG Women's Head Coach  
[jbarile@mmsca.org](mailto:jbarile@mmsca.org)

### Lorant Gudasz

Athletic Director and U16 Head Coach  
[lgudasz@mmsca.org](mailto:lgudasz@mmsca.org)

### Connor Kelly

U16 Coach  
[ckelly@mmsca.org](mailto:ckelly@mmsca.org)

### Ben Blakely

Operations Director and U14 Head Coach  
[bblakely@mmsca.org](mailto:bblakely@mmsca.org)

## **Student-Athlete Development Pathway**

Mt. Mansfield Ski Club & Academy's athlete development pathway supports the growth of socially responsible and mindful individuals. The development pathway has been built through the years by first-hand experience, focusing on individual student-athlete needs specific to their stage of development. MMSCA's programs guide student-athletes through self-discovery and skill acquisition in fun and nurturing environments developing competence and confidence to perform in competitions beginning at U8 and progressing to fully matured student-athletes. By being held accountable for their work, student-athletes are taught involvement in their community and awareness of how daily choices in health and wellbeing affect their life. The age specific information sections set forth further details on how specific training groups fit into MMSCA's Athlete Development Pathway.

## **Student-Athlete Responsibility Code**

### **Student-Athlete Responsibilities:**

All MMSCA student-athletes pledge to adhere to all rules and expectations set forth in this handbook and all supporting documents, as well as those expressed by their coach. In addition, all MMSCA student-athletes shall:

1. be accountable for their actions and decisions;
2. look after themselves and others;
3. communicate any and all pertinent information to their coaches and teachers;
4. work diligently to achieve their goals;
5. keep their spaces clean; and
6. follow the MMSCA Code of Conduct.

## **Code of Conduct**

It is a privilege to be associated with MMSCA. You are a role model, and your positive attitude is infectious. All athletes and parents are expected to conduct themselves in a manner that exhibits appropriate and respectful behavior towards coaches, teachers, staff, teammates, competitors, volunteers, mountain employees, and the surrounding community. Any and all forms of harassment (physical, sexual, social media, etc.) will not be tolerated. Regardless of where you are skiing, being courteous and respectful of the Ski Patrol, resort employees, volunteers and other guests is mandatory. Competing and training should only be conducted in designated areas. All athletes are expected to have an appropriate ticket or pass while training or competing. Vermont State Law requires the bar to be down while riding the lift. Observe all posted signs and keep off closed trails and closed areas. Disrespectful behavior, fighting, swearing, and throwing snowballs are strictly prohibited.

Our facilities are here to support all student-athletes and families. Similar respect must be shown while using resort lodges and other facilities, both at Stowe and other mountains. Offices, gym, and race-related buildings are off limits outside of operational hours.

### Code of Conduct Violation Consequences

In the event an athlete violates the Code of Conduct, one or more of the following actions will be taken: 1) Discussion with coaches, parents, and athletes, 2) Suspension of training or competition privileges, 3) Immediate dismissal from all MMSCA programs. It is the decision of the Executive Director as to whether a violation occurred, and the appropriate sanctions will be final. Individuals subject to suspension or dismissal for violations

of these policies may not attend or use MMSCA Academy facilities or equipment for any purpose during the period of suspension or dismissal.

### **Bullying Prevention Policy**

The MMSCA recognizes that all students should have a safe, orderly, civil and positive learning environment. Bullying is a form of dangerous and disrespectful behavior that will not be permitted or tolerated. Bullying may involve a range of misconduct that, based on the severity, will warrant corrective action and/or discipline. Behaviors that do not rise to the level of bullying may still be subject to intervention and/or discipline under another section of the Code of Conduct.

For the purposes of this policy, “bullying” is defined as any overt act or combination of acts, including an act conducted by electronic means, directed against a student by another student or group of students and which:

1. is repeated over time;
2. is intended to ridicule, humiliate, or intimidate the student; and
3. either:
  - a. occurs during the school day on school property, on a school bus or at a school-sponsored activity; or
  - b. does not occur during the school day on school property, on a school bus, or at a school-sponsored activity but can be shown to pose a clear and substantial interference with another student’s right to access educational programs.

Students may report any incident or suspected incident to any staff member. The complete Bullying Prevention Policy is set forth in Appendix A of this handbook.

### **Hazing Policy**

It is the policy of MMSCA that the school will provide a safe, orderly, civil and positive environment for all students in all settings including athletic, academic and residential. Hazing has no place at MMSCA and will not be tolerated on any level.

In accordance with 16 V.S.A. § 11(a)(30), “hazing” means “any act committed by a person, whether individually or in concert with others, against a student in connection with pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization that is affiliated with an educational institution; and that is intended to have the effect of, or should reasonably be expected to have the effect of, humiliating, intimidating or demeaning the student or endangering the mental or physical health of a student. Hazing also includes soliciting, aiding, directing or otherwise participating actively or passively in these acts. Hazing may occur on or off the campus of an educational institution....”

Following are some examples of hazing:

- Physical activities/calisthenics not related to the sport;
- Associating with specified people, but not others;
- Requiring acts of servitude;
- Making prank phone calls;
- Engaging in public buffoonery;

- Forcing or coercing shaving or body piercing of any part of the body;
- Forcing or coercing the wearing of apparel not within community norms.

16 V.S.A. Chapter 9, Subchapter 5 (Harassment, Hazing, and Bullying) is available at:

<https://legislature.vermont.gov/statutes/fullchapter/16/009> and is on file in the MMSCA office.

#### Weapons Policy

In accordance with the Federal Gun Free Schools Act, MMSCA adopts the following policy:

MMSCA forbids the presence of all dangerous weapons from school property. A dangerous weapon is considered any firearm, knife, explosive devices, or any instrument, weapon, or substance that may be capable of inflicting bodily harm or death.

Any student who violates this policy will be referred to a law enforcement agency as well as face disciplinary action decided on by the Administration and Board of Directors. The Board of Directors has the ability to modify the expulsion on an individual case basis. Circumstances to be considered include:

- The student-athlete's awareness that he or she has brought a weapon to school.
- The student-athlete's intention to use the weapon to threaten or endanger others.
- The student-athlete has a disability and the misconduct is related to the disability.
- The student-athlete does not present an ongoing threat to others and a lengthy expulsion would not serve the best interests of the pupil.

#### **Drug and Alcohol Policy**

The MMSCA staff expects that all students who make the commitment to attend this program will perform to the best of their abilities in the classroom and on the hill. Taking part in this program is something every student should be proud of and must enter into with the commitment to a healthy lifestyle. Therefore, MMSCA has a zero-tolerance policy on the use of drugs and alcohol. Any report of the use of drugs or alcohol will be fully investigated. A student suspected of violating this policy may be interviewed and subject to room searches and drug tests. MMSCA reserves the right to search any part of the MMSCA premises.

#### Reporting Violations

Every MMSCA student-athlete is obligated to report violations of this policy to his or her head coach or to the Executive Director within 24 hours of obtaining first-hand knowledge of a violation. A student-athlete reporting any violation, witnessed or suspected, may do so confidentially. A student-athlete who fails to report violations or does not provide truthful and complete information regarding the violation of this policy in a timely manner is subject to the same policy violation consequences. All staff must report violations immediately.



### Consequences of Violation

A student-athlete found in violation of this policy will be immediately dismissed from all MMSCA programs. A dismissal means that the individual shall be ineligible to participate in any activities, competitions, camps, or other events sponsored by MMSCA. Individuals subject to suspension or dismissal for violations of a policy may not attend or use MMSCA facilities or equipment for any purpose during the period of suspension or dismissal. Individuals subject to suspension or dismissal for any reason are not entitled to any refund of tuition or other fees and remain responsible for payment of any outstanding amounts due to MMSCA.

### Application and Procedure

This policy applies regardless of where a violation occurs, including at any camp while enrolled as a student. A student-athlete's parents or guardians will be notified immediately of any violation and will be requested to meet with the administration. Upon dismissal from the program, MMSCA will forward to the sending school a progress report with grades-to-date. The student's guidance counselor (or designated contact person) will be notified of their dismissal, furnished with the reason for the dismissal, and provided with information deemed imperative for the student to have support services upon leaving the MMSCA. The student may reapply for the following academic year. If there is confusion or questions, a parent or guardian may request to be heard by the Board of Directors. There will be no refund of tuition or fees.

### Policy on the Sale or Distribution of Alcohol, and/or Illegal Substances

A student who sells or distributes alcohol or an illegal substance to a person of any age shall be subject to immediate dismissal from all MMSCA programs. A dismissal means that the individual is ineligible to participate in any MMSCA sponsored activities, competitions, camps or other events.

### **Tobacco Policy**

The MMSCA program demands a healthy individual and the use of tobacco or tobacco substitutes are not conducive to a healthy lifestyle. Additionally, the use of tobacco or tobacco substitutes are illegal for those under the age of 21 in the state of Vermont.

Any student found in possession of or using a tobacco or nicotine product or substitute will lose training privileges for five days, serve ten hours of community service to be completed during these five days, and submit a three page paper on any topic related to tobacco use, affects, or the industry to be completed during these five days.

### **Operating Motor Vehicles under the Influence of Drugs or Alcohol Policy**

A student-athlete who operates a motor vehicle under the influence of drugs or alcohol while traveling to or from a MMSCA program session, camp, competition or event, to or from any program, camp, event or competition at which the athlete is invited or scheduled to compete as a MMSCA representative shall be subject to immediate dismissal from all MMSCA programs.

### Special Statement

If any student-athlete or coach feels that they, or another individual is struggling with the use or consumption of alcohol, tobacco, drugs and/or substances, they are encouraged to have a private conversation with a coach, without fear of consequences or repercussions.

### **Parent and Guardian Expectations Policy**

Parents and guardians are expected to serve as role models for their own children and the rest of the young people in our community. Parents and guardians are expected to follow the spirit of MMSCA's code of conduct and behave in ways that support MMSCA's values of ski racing and academics. In addition, parents should remember these specific points from the USSA Guide for Supportive Parents:

- understand and respect the differences between parental roles and coaching roles
- emphasize improved performance rather than competitive ranking
- decrease the pressure to win
- believe that sport's primary value is the opportunity for self-development
- understand the risks
- communicate their true concerns directly with the coach
- control negative emotions to keep the training and racing environment a positive one
- avoid using fear and/or guilt
- avoid criticizing
- recognize and understand expressions of insecurity
- show empathy for their child

For further reading on supportive parenting, visit [usskiandsnowboard.org](http://usskiandsnowboard.org).

#### Grievance Procedure

Concerned parents are to request a meeting with involved coaches and directors. Requests may be made by email, text, phone, or in person outside of training and competition times.

#### Parent Spectating During Training and Competition

We understand and support your interest in watching your child during training and competition. We ask that you please respect the spaces and places that you do this. The side of the hill away from the nets and coaches is preferred for spectating. During training and training please respect the space and privacy of the coaches.

### **Volunteerism**

#### Parent Work Requirement

The MMSCA has a deep tradition in racing and competition. The success of the competitions we host are due in large part to the members of MMSCA. Member support is vital and makes it possible for MMSCA to continue to offer student-athletes the best home competitions possible. Parents are obligated to volunteer as described below. For our out-of-state families we know that volunteering mid-week may not be possible and during the season because you are often traveling around the region following your children. We do encourage all families to participate and believe there are ample events to fulfill your obligation. A deposit of \$150 per day is required when enrolling athletes.



## Competition Work Requirement

Each Sunday only athlete = 1 workday  
1 Weekend/Tutorial/Academy athlete = 3 workdays  
2+ athletes = 4 workdays

Families may sign up to work for any club event regardless of which program their children participate in and we are happy to assist in matching your skills with the event's needs. Please register for events by January 1 to help administrators plan for the season, it is the member's responsibility to register on our website. In order to receive credit for your day of work volunteers must check in with the Event Manager and sign the event volunteer log. If a member does not show up for an event they have signed up for, they will automatically be charged \$150 from their deposit. Refunds for those who have completed their requirements will be processed in the spring. Sign up to volunteer at [mmsca.org](http://mmsca.org) or email [Eric Smith](mailto:Eric.Smith@mmsca.org) for more information.

## **Academics**

### What is an Independent School?

Vermont law governing elementary and secondary education distinguishes between public schools and independent schools. Public schools are under the control of an elected local school board or other public agency. Independent schools are under the control of an independent (non-governmental) board. Independent schools are further classified as either approved or recognized schools.

An independent school is approved by the State Board of Education if the school meets state standards including minimum course of study, financial capacity, qualified faculty, physical facilities, assessment methods, etc. These standards, while rigorous, offer substantially more flexibility than public school requirements. The State Board may also approve an independent school if the school is accredited by an educational accrediting organization formally recognized by the State Board.

An independent school meets the requirements of a recognized school if it certifies that it will be in session for a period of time substantially equivalent to public schools, submits an outline for a minimum course of study, describes its assessment methods, and provide assurances that it has competent teachers, etc. These standards are substantially less demanding than those required of approved independent schools. MMSCA meets all of the requirements of an approved independent school and has been approved by the State Board of Education as such.

### MMSCA Curriculum

The curriculum of MMSCA is unique to each student as it follows that of the student's sending school. MMSCA teachers are able to cover a greater amount of material in a one-on-one or small group setting and are therefore encouraged to develop projects within the subject as well as help students to improve study habits, writing and reading skills, and time management.

Although the curriculum is based on what is being covered in the sending school classroom, MMSCA teachers are completely responsible for course content, daily lessons plans, and the activities that support the lessons. This goes beyond a typical tutorial program and allows for a great deal of freedom in lesson planning. Teachers are expected to use all tools available to them such as video, internet, fieldwork, community members, and



experiential learning. Classes are not watered down at MMSCA and students should be prepared for a rigorous and enriching classroom experience.

### Academic Integrity

Students are expected to maintain the highest standards possible while at MMSCA. Honesty and integrity are expected at all times. Disciplinary measures will be tailored to each individual case, including revision of the work, reflection in the grade, and a minimum of loss of training/competition privileges suitable to the severity of the infraction.

*The following practices/actions will be considered as infractions of academic integrity:*

- Plagiarism
- Cheating (homework assignments, take home exams, quizzes or exams)
- Asking/bribing/paying another student to complete work for you
- Use of another student's work (MMSCA or sending school student)
- Sharing of test/exam information with another student or sending school student

\*\* If further clarification is needed on any of the above please contact the Head of School or Academic Director.

### Progress & Grade Reports

Progress reports and quarterly grade reports are the method of evaluation used by MMSCA. These reports provide detailed assessment information for each class and are sent to both the sending-school teachers and parents. Progress reports are sent monthly, grade reports at the end of the quarter aligning as best as possible with each sending school calendar. These reports will reflect assignments, assessments, quality of work, and level of effort within the class.

### MMSCA Grading & Grading Responsibilities

The responsibility for grading each student is dependent upon the agreement reached between the sending-school teachers and MMSCA teachers. Detailed information regarding these policies is sent out in the fall to all students and teachers. This form is filled out before the student arrives and teachers will communicate throughout the session through monthly progress reports, email, and telephone. The grading is unique to each student, each teacher combination, and each school.

MMSCA keeps grade reports and transcripts on file for each student. These, along with progress reports, are sent to the sending school. The sending school either enters the grades directly onto the student's official transcript or will request an official MMSCA transcript that becomes part of the student's record/file. Our number grading system is as follows:

100-97 A+	89-87 B+	79-77 C+	69-67 D+	59-0 F
96-94 A	86-84 B	76-74 C	66-64 D	
93-90 A-	83-80 B-	73-70 C-	63-60 D-	

*Note:* Students applying to colleges should be sure that there is evidence of their participation at MMSCA. Some schools do not note that the student has been enrolled in the program. Either a copy of the MMSCA transcript or a recommendation from a MMSCA faculty member or Director is recommended.

## **Admission**

### Application Requirements

To be considered for admission, we require a completed application – including student-athlete and parent questionnaires, recommendations, and academic records – by April 15th. Learn more about the details, submit your application online, and schedule a visit below at [mmsca.org](http://mmsca.org).

### Non-Discriminatory Admissions Policy

MMSCA does not discriminate against applicants and students on the basis of race, color, or national or ethnic origin. Specifically, MMSCA admits students of any race, color, or national or ethnic origin to all the rights, privileges, programs and activities generally accorded or made available to students at the school. MMSCA does not discriminate on the basis of race, color, or national or ethnic origin in the administration of its educational policies, admission policies, scholarship programs or any other school administered programs.

### Reenrollment Policy

A student does not need to reapply for acceptance to MMSCA for the following year if the student is in good academic standing and acts in accordance with the Code of Conduct. In the event a student violates the Code of Conduct, the student may be asked to reapply for the following term.

## **Academic Policies**

### Academic Class Time

The academic time allotted to classes is broken down into two sessions – AM and PM. AM classes run from 8-12:00 and PM classes run from 12:45-5:30. Students are expected to be in the building throughout these hours either in class, available for class, studying, or completing homework. All other activities (such as equipment tuning, movie watching and gaming) are prohibited at this time. Any student who may need to leave the building for other meetings or appointments must clear it with the Head of School. Students who leave without permission will make up that time during training the following day. Day students may not be in dorm rooms during academic time; dorm students must be in classes or common areas during academic time.

### Class Attendance

Students are expected to be prepared for and in class at all scheduled times. If a student is going to be absent, the student must notify the office five days in advance; if a student is ill, the student must notify the main office as soon as possible. It is time consuming and frustrating for the staff to be searching for a student throughout the building. Please be aware of schedule changes as these do occur frequently – check the schedule daily. Students who are repeatedly late for classes will lose training time. Acceptable absences include appointments that have been in place and are impossible to change. Missed classes will be re-scheduled when the teacher is available and may need to take place during training blocks. The teacher will be paid for the originally scheduled class as well as the make-up class. The student will be assessed a fee of \$35 per extra class scheduled and will be invoiced for those classes. This fee reflects paying the teacher for the class missed and the make-up class.



Students missing a class will be expected to make it up at a time that is prearranged with the teacher. It is common courtesy to notify teachers of an absence so they can plan accordingly. Scheduling classes, teachers and students is a monumental task, and flexibility and understanding on everyone's part makes the program work for all. There is NO WINTER VACATION – please do not plan to take students out of school other than for Thanksgiving and Christmas break.

Students are expected to arrive in class dressed appropriately, (not in the t-shirt & flannels you slept in!) clean, alert and ready to engage. Meals are not allowed in the classroom so plan accordingly. Drinks in cups with lids or water bottles are allowed.

### Work/Grade Expectations

Students are expected to maintain a minimum of a B average throughout the academic term. The policy on academic probation is as follows:

- Students should expect to be held to the standards and expectations of MMSCA teaching staff.
- Teachers will notify students, the Head of School, and coaches of any academic problems and this will be considered a warning.
- If the student/staff feel that a plan is necessary, they will work to provide one with a timeframe and clear expectations of what is needed. This may require time off from training to get the student back on track.
- If work and/or grades do not improve, training privileges will be revoked for a period of three days and parents will be notified.
- If improvement is not seen or sufficient completion of work is not evident, all training and competition privileges will be revoked until all expectations are met. Parents and coaches will be kept informed on progress.
- Return to training must be approved by the Head of School.
- If, at the end of two weeks, sufficient improvement through evidence of completed work and assessments is not seen the student will return to their sending school. There will be no refund of tuition or room/board fees.

### Check In/Check Out

The dorm parents are surrogate parents and are responsible for knowing where the students are at all times. This requires a system of notification when students are leaving campus. Dorm students are not allowed to leave campus during the week except for training, class trips or medical appointments. If you have a special event planned and would like to take your child out of school on a weekday, contact Lori for permission at least 24 in advance. Students must return to school no later than 7:15 PM and must make arrangements for any chores they are assigned for that time missed. In the event that a student is leaving campus, they must personally notify the dorm parent on duty and fill out the information on the sign-out form.

All weekend plans MUST be in place by Thursday evening. Each student is required to fill out the weekend plan sheet by that evening. The dorm parents will review this sheet and make sure that everyone is accounted for. If a student does not sort out their plans on time, it will be assumed that they are staying on campus for the duration of the weekend. This system not only keeps everyone informed but also allows the kitchen staff to plan for weekend meals and dorm staff to plan weekend events. Parents, please help us with this by working with your children in organizing their weekends.

Any dorm students who would like to spend the weekend at a location other than their own home must clear their plans with a member of the administrative staff and the dorm parents on duty. Parents must be informed and give permission if the student plans to stay at a friend's house.

### Lunch and Day Student Meals

Pete Dillon joins us this year as our MMSCA Chef! The chef coordinates the menus, prepares all lunches and dinners mid-week and oversees birthday recognition. Please be brave and try new foods but also do not hesitate to let us know if you have special dietary needs or good recipe ideas. Pete is very open and very accommodating.

Lunch is provided for staff and students (day and dorm) Monday through Friday from 12 – 12:45. A snack is also available in the morning for AM students and in the PM for afternoon students. Breakfast and dinner are provided for dorm students only.

### Boarding Student Meals

- Breakfast and dinner are arranged Monday through Friday by the staff.
- Weekends: There are always 3 meals a day both Saturday & Sunday. Saturday and Sunday breakfast students have the following options: Cereal, oatmeal, toast, English muffins, bagels, fresh fruit, yogurt, granola, hot chocolate, tea, milk and juices. Due to the varying departure schedules a hot breakfast is not provided.
- Lunch: Students can pack a lunch the night before with the assistance of dorm parents if needed. If students are in the building at lunch time, they may also access food in the kitchen including leftovers. A dorm parent is always available to assist students – they just need to ask.
- Dinner: Dorm parents will plan meals with Pete. If students have any special requests, they can relay this to the staff mid-week. In the event that there is a very small number of students and everyone is in agreement, going out to dinner may be an option. Any student not wishing to go out will have a meal prepared for them.

### Dorm Life

Students living in the dorm are expected to behave in a manner that takes into consideration ALL members of the community. It is a small group and everyone's actions will have an impact on the living experience. This is your home for the winter and we expect you to treat it with the same consideration and respect shown in your own home. Dorm parents must always be treated respectfully and with cooperation. They are surrogate parents and are taking on the incredible responsibility of the care of young adults with varying needs. Work with them and do what you can to help them out. They are here to try to make your time here safe, healthy and comfortable.

### Dorm Rooms

Students will be assigned a room and a roommate. Seniors are provided with singles if available. Roommates are not announced prior to moving in – please do not ask. This is not a random process and much thought goes into creating a good match. Personality, academic concerns, age and new/returning students are considered. Remember that this is a learning experience as well and will prepare you for the college experience. Any time another individual is in a dorm room to which they are not assigned, the door must remain fully open.

### Cleanliness

Students will be expected to keep their rooms, laundry room, dining hall, and hallways clean. There will be room inspections twice per week by the dorm staff. Students must also pick up after themselves in common areas after use. Laundry facilities are available in the dorm and dorm staff will be happy to instruct you in laundry skills. We advise that food NOT be kept in the dorm room unless secured in containers. Perishables may be kept in the kitchen with your name written on them.

### Study Hours

Study hours will be from 7:30-9:00 PM Sunday through Thursday evenings. Students in grades 7-11 will have study hours in the dining hall and student lounge areas. Seniors will have the option of studying in their rooms or another quiet space within the main building. All areas of the building should be quiet during study hall time to ensure that everyone who needs to get work done is able to do so. During study hours, computers may only be used for academic purposes. Accessing social media, shopping, gaming, and watching movies or video analysis is prohibited. Equipment tuning, laundry and phones are also not permitted during study hall. Parents, please do not call or text your child during this time.

### Quiet Time & Curfew

Students are expected to be in their rooms and quiet by 10:00 PM with lights out at 10:30 PM. Students who consistently challenge this rule will end up losing training time the following day. **BEGINNING AT 9:00 PM THE DORM WILL BE A QUIET AREA ONLY.** In consideration of those students who need more rest or more quiet time in their personal space, the volume of movies or music will need to be kept at a level to be heard in that student's room only. Please cooperate with the dorm staff as they implement this policy.

### Leaving School/Weekend Planning

Students planning to leave school for town, an evening with parents, or for the weekend **MUST** notify the dorm parents on duty and sign out. Students are not allowed to leave school during the week unless approved by a staff member and their absence does not interfere with the daily schedule. All students must be in the building no later than 7:15 PM in preparation for study hall. Any assigned chores remain the responsibility of the student to either complete or find a substitute.

### Personal Vehicles

Seniors and day students **ONLY** are allowed to have cars on campus. There will be **NO EXCEPTIONS** to this rule. Use of cars by senior dorm students during the week will be at the discretion of the dorm parents and will be limited to necessary outings. Students are not allowed to ride in other students' cars unless they have the specific permission form filled out by the parents of both students stating with whom their child is allowed to ride. The Academic Director must also clear this, and dorm parents must be aware of the destination and time of return. If you wish to add or remove a student from your child's driving form during the winter session, please call and notify the office. If a student is arranging a ride outside of the Academy community with someone not





**Mt. Mansfield**  
Ski Club & Academy

on their permission form, a parent must call and notify the office. During the weekend, dorm parents will organize trips for special events or needed errands around town.

## **Student Life**

### Expectations of all MMSCA Students

The environment at MMSCA has always been one that reflects family. The expectations within any family include respect, caring, understanding, patience, tolerance, and always a bit of humor. It is important for all to understand that every student comes from their own family with their own set of rules and expectations. It is our responsibility to create a set of rules that will work for every member of the MMSCA family.

This Student handbook outlines the rules, policies, and expectations that help in managing the school and are aimed at an acceptable range to encompass all. It goes without saying that each and every student, staff member and parent is expected to behave in a manner that is considerate, respectful and thoughtful at all times. Constructive, thoughtful, calm, and respectful discussion and suggestions for how we as a community can continue to grow and improve in these areas is always welcome.

### Communication – What You Need – How We Can Help?

Communication is the key to a positive experience for everyone. Please speak up if you have a problem, issue or concern. If we are aware of a situation, we can likely fix it. If we don't know, there is no chance. This applies to all areas: problems with training, challenges in the classroom, trouble with social issues, questions in the dorm, nutrition or food likes/dislikes, internet or computer problems, leaks and plugged toilets, stress, fatigue, injured or sick, talk to someone. Come see any staff member and they can either help you or find the help you need.

### Our Home

The MMSCA Academic Campus was purchased in 2005 and was the result of many individuals who believed strongly in this program. We are looking forward to the completion of current upgrades and renovations, it is our home. Taking care of this home is the responsibility of each individual. As a member of this community you are asked to do the following:

- Pick up after yourself. Dishes, trash, food, containers, dirty socks, hats, books, papers, etc.
- If you see someone else who needs a reminder, remind them.
- If you damage something (most damages are not intentional) let an adult know so that it can be fixed to avoid safety issues.
- If you see someone intentionally damaging something, speak up.
- Stop and ask yourself the following question: Would I do this in my own home?

## **Transportation**

### MMSCA Vehicles

Transportation by MMSCA vehicle will be provided for all training, races, and various planned MMSCA activities for academy enrollees. Student-athletes will be required to wear seat belts at all times while riding in an MMSCA vehicle. Dorm students are not allowed to drive themselves to training: if they miss departure, they can take the Mountain Road Shuttle, which makes stops along the Mountain Road (ask a staff member for help).



Parental written permission must be obtained for dorm students to ride with another student or family to races. Permission must be sent 48 hours before departure for a race.

## **Student-Athlete Health and Wellbeing**

### SafeSport

All athletes are required to complete and maintain SafeSport training prior to reaching the age of 18. Consistent with the governing bodies of our sport, providing a safe environment to protect the health and well-being of our student-athletes is our highest priority. SafeSport provides training and resources on avoidance of misconduct in sport and promotes open dialogue. All MMSCA coaches are SafeSport trained and certified. More information regarding SafeSport can be found at [SafeSport.org](https://www.safesport.org)

### Mandatory Reporting

MMSCA and its staff have a legal obligation to comply with state and federal laws that cover educational institutions. These laws require employees of educational institutions to serve as mandated reporters, who notify state authorities of the occurrence of any act covered under the law. (33 V.S.A. § 4913) This includes any act, or failure to act, which results in the risk of harm, death, serious physical or emotional injury, or sexual abuse that occurs to anyone under the age of 18. Any act of hazing (as defined in more detail in this Handbook) must be reported. Any act of sexual exploitation, or sexual behavior that constitutes statutory rape, is also covered by the law. The legal age of consent for sexual behavior in the State of Vermont is 16.

### Electronics Policy

Student-athletes are allowed to carry their phone for emergency-use. Students are not allowed to use their phones for any nonemergency use (social media, music, games, etc.) during training hours. Training hours include: on the hill and in the lodge, dryland, video sessions, team meetings, and race days. Training hours also include academics: in the classroom and during study hall hours. Students who fail to meet these expectations are subject to having their electronic devices confiscated for an indefinite amount of time.

We prefer that gaming units stay at home. If issues arise, gaming privileges may be revoked.

Students are expected to be unplugged and sleeping by 10:30 PM while at the academy and while traveling with MMSCA. Failure to adhere to this policy will result in the student-athlete not being able to train or race the following day.

MMSCA encourages face-to-face communication amongst athletes during meals, chairlift rides, and in the lodge. We also want to ensure student-athletes are focused during all training sessions.

### Strength and Conditioning

The MMSCA Fitness Center, located on the Academic Campus, is operated by the Director of Strength and Conditioning and provides student-athletes with a valuable resource to advance their athleticism. MMSCA athletes have the opportunity to use the facility during open hours.



### Athlete Daily Readiness Log

Athletes will regularly complete log entries with their daily regimens. This log collects valuable information that the coaches will be able to review and track as well as bring awareness to the athletes' own daily habits. Some of the questions relate to the number of training runs per day, sleep quality, equipment maintenance, nutrition, mood and stress, muscle activation, recovery, and communication. Information collected is subject to MMSCA's privacy policy and shall be confidential.

### Athletic Evaluations

Evaluations will be provided during the season and following any training camp by head coaches. Each student-athlete will receive their individual evaluation from their coach. Evaluations will cover a wide range of topics based on the individual's skills and abilities. This information can be used to help develop a long-term athletic plan and to help our athletes achieve their goals.

### Athlete Self-Evaluations

The athletes will complete a self-evaluation. This will be done on the same form as the athletic evaluation completed by a coach. The two evaluations will be compared, covering the main points of interest. Athletes should feel empowered to answer their evaluations as truthfully and honestly as possible.

### Medication and Prescriptions

Medication and prescriptions must be reported to the administration. Any change in medication throughout the year must be reported. Prescriptions may not be kept by the student in the dorm room, but instead will be distributed to students by the administration in the dorm and by coaches while traveling. Parent and administration discretion will be used for certain medications.

### Medical Clearance

In the event of injury (including concussions) an athlete must obtain a doctor's note ensuring clearance to participate in skiing and dryland training. Student-athletes may only be cleared by a doctor, nurse, or a certified health professional. [USSA Concussion Policy](#).

### Food Allergies

Parents are responsible for notifying the coach and the administration of any food or drug allergies. Coaches and teachers will plan accordingly to ensure the safety and health of each child.

### Injury Prevention

MMSCA takes pride in the overall safety of the student-athlete, including, but not limited to, athlete-equipment, athlete-readiness, and preparation of training/race-day arenas. Though injury cannot be prevented outright, a theory of long-term athletic development works towards the reduction in relative risk of injury.



### Safety Equipment

An athlete's safety is MMSCA's utmost priority. Any athlete that is skiing with MMSCA must be wearing a helmet. The helmet must be US Ski and Snowboard approved for the event being contested and/or trained. Other highly recommended safety equipment may include: slalom chin bar, mouth guard, slalom shin guards, slalom handguards, back protector, cut resistant base layers, and weather appropriate clothing.

### Training / Race-day Arena Preparation

Student-Athletes will be asked to participate in the preparation of safety measures on our training and race-day arenas. This includes the transport, set up, and maintenance of safety netting, trail closures, and surface preparation (side slipping).

### Injury Procedure

In the event that an athlete sustains an injury (including concussion) while training at either the mountain or at school, it is the athlete's responsibility to let their coaches know of their injury.

### Important Medical Contacts and Information

#### *General*

Copley Hospital (802) 888-4231  
Stowe Family Practice (802) 253-4853  
UVM Medical Center (802) 847-0000

#### *Orthopedics*

Mansfield Orthopedics: Dr. Bryan Huber,  
Morristown VT (802) 888-8405

UVM Orthopedics: Dr. Nate Endres, Burlington,  
VT (802) 847-2663

Vermont Orthopedic Clinic: Dr. Mel Boynton,  
Rutland VT (802) 775-2937

#### *Dentists*

Dr. Jeff McKechnie, Stowe VT (802) 253-7932  
Stowe Family Dentistry, Stowe VT (802) 253-4157

#### *Other Useful Health Professionals*

Heidi Noonan, Physical Therapy, Stowe VT  
(802) 253-5694  
The Eye Center at Stowe (802) 253-7201

## **General Rules and Guidelines**

### Punctuality and Attendance

It is expected that all athletes come prepared and on time to each training session. Student-Athletes are also expected to be at every training session, unless a medical situation prevents so, in which case it must be approved by the Executive Director, or Director of Academics. This includes being prepared with the correct equipment for the day.

### Clubhouse Rules and Guidelines

MMSCA's clubhouse is for members use only; seasonal lockers are available for rent. It is very important that we treat the clubhouse with respect so that we are continually able to use it and its amenities.

#### Rules:

1. Respect the clubhouse, staff, and everyone else that uses it.
2. Always clean up after yourself (Trash from lunch, bottles, cans, hand warmers, duct tape, etc.).
3. Leave the clubhouse as you found it.
4. Park considerately, no over-night parking please.

### Daily Procedures for On Hill and Dryland

Reference details specific to your training group provided from the head coach concerning daily schedule, expectations, etc.

### Stowe Mountain Resort and Vail Resorts

Our relationship with Stowe Mountain Resort and all the employees plays an enormous role in our ability to operate. Maintaining the best possible relationship with everyone associated with the mountain is very important to keep in mind. Be kind, courteous, and polite when interacting with staff in the lodge, chairlift line, or on the hill. Remember, people easily recognize our staff, athletes, and parents all over the mountain. Our privileges and access to training and race venues depend on this positive relationship.

### Ski Service Center

The MMSCA Service Center provides premier ski service using the best technology available on the market operated by a team of highly skilled technicians. The Service Center is located on the ground floor of the MMSCA Clubhouse at Spruce Peak and advances the organization's ability to support athletes' pursuit of excellence by ensuring equipment is prepared to the highest standards and by supporting performance on the hill.

## Accounts and Billing

### Payment Policies

#### *Summer Camps*

Payment is due upon registration. If you prefer to pay by check, you will receive an invoice. Unpaid balances after June 1 will be subject to a 10% late payment penalty, and athletes will not be able to attend the camp(s) if not paid in full before departure. Payments will not receive a discount.

#### *Academy*

Academy registration requires a \$5,000 deposit to be paid at the time of registration. A second installment of \$10,000 is due on or before August 1, and final balance payment is due on or before October 1.

Please submit as much contact information as you can. Phone numbers, addresses, email addresses will not be sold or distributed, they are used solely for communication purposes between MMSCA, athletes and parents. Registration is not considered active until all forms are completely filled out and payment in full has been made.

#### *Program Fees*

Program fees vary based on session and age group. Please visit [mmsca.org](http://mmsca.org) for more information on program fees.

Weekend and Tutorial program registration requires a deposit of 50% of the program cost to be paid at registration. Final balance payment is due on or before October 1.

Prices DO NOT include a season pass, which is mandatory for participation in programs at Stowe Mountain Resort.

Prices DO NOT include USSA or VARA memberships, or FIS registration, which are required for athletes to participate in these respective competitions.

In the event there are fewer than 6 athletes that sign up for any program, MMSCA reserves the right to not offer these programs. Notification of this decision will be made before September 1 for Academy programs. All fees paid for cancelled programs will be reimbursed.

#### *Race Travel Costs/Payments*

Prices DO NOT include food, lodging or out of region transportation. Coaches lodging and travel expenses for events will be split among those athletes attending the event. A credit card on file is required for all U14 and older athletes for these travel-based fees. Ground transportation to and from regional competition events is included for Academy athletes (other athletes may ride as space permits). In the event gasoline goes above \$4.50 per gallon, a fuel surcharge may be assessed.

#### *Non-Payment Procedure*

The parent(s) or guardian(s) of the student-athlete(s) agrees to pay all applicable fees described above, and all other charges incurred by the student-athlete(s), in accordance with the procedures and due dates prescribed by MMSCA.



If a student-athlete's account is not current, the student-athlete will be ineligible to participate in any programs, academic or athletic.

#### *Refunds/Credits*

Once registered, the only permissible change to program selection is an upgrade. Should collection be necessary by the Academy because of payment default, the Academy's enforcement and collection costs, including attorneys' fees, will be the responsibility of the parent(s) or guardian(s).

If an athlete withdraws from their program due to a significant injury or illness, a partial refund will be given in the following percentages. A written letter from the attending physician is required.

- Before program begins = 95%
- After program begins = 50% refund
- After January 1 = No refund

If an athlete withdraws for any reason other than listed above, no refund will be given. Any athlete who is expelled for any reason, including academic or behavior infractions, and drug and alcohol violations, will NOT receive a refund.

#### Merit Scholarships

Offered to our full-time academy student-athletes, Merit Scholarships are awarded at coaches' discretion. Awarded scholarships are deducted from your MMSCA account.

#### Travel Financial Assistance

Available to our full-time academy student-athletes, Paul Reed scholarships are awarded through an application process. Awarded scholarships will be subtracted from travel costs involved in summer and fall training camps.

#### Other Financial Resources

Vermont Alpine Racing Association [Merit Awards](#).

Vermont Alpine Racing Association [Financial Assistance](#).



## APPENDIX A

### **Bullying Prevention Policy**

The MMSCA recognizes that all students should have a safe, orderly, civil, and positive learning environment. Bullying is a form of dangerous and disrespectful behavior that will not be permitted or tolerated. Bullying may involve a range of misconduct that, based on the severity, will warrant corrective action and/or discipline. Behaviors that do not rise to the level of bullying may still be subject to intervention and/or discipline under another section of the Code of Conduct.

For the purposes of this policy, “bullying” is defined as any overt act or combination of acts, including an act conducted by electronic means, directed against a student by another student or group of students and which:

1. is repeated over time;
2. is intended to ridicule, humiliate, or intimidate the student; and
3. either:
  - a. occurs during the school day on school property, on a school bus or at a school-sponsored activity; or
  - b. does not occur during the school day on school property, on a school bus, or at a school-sponsored activity and can be shown to pose a clear and substantial interference with another student’s right to access educational programs.

Examples of bullying include:

- Name-calling and verbal taunts;
- Physical threats or actual physical harm;
- Text messages or social media posts that ridicule or intimidate to the extent that the targeted student is not able to fully access the school’s programs.

In order to qualify as bullying under this policy, incidents such as the ones described above must be *repeated over time, directed at a particular student, and intended to ridicule, humiliate or intimidate.*

In some cases, acts of bullying may constitute unlawful harassment, where the conduct is based on or motivated by a student’s or student’s family member’s actual or perceived: race, creed, color, national origin, sex, sexual orientation, gender identity, marital status, or disability.

Any allegations of harassment will be addressed under the MMSCA Policy on the Prevention of Harassment of Students.

### **Reporting Bullying Complaints**

The Head of School will annually designate two employees to receive complaints of bullying and harassment. The names and contact information for those designated employees can be found in the Policy File in the main office.

For the purposes of this policy, “school employee” means any person employed directly by or retained through a contract with MMSCA, an agent of the school, a member of the board of directors, a student teacher, an intern,

or a school volunteer. “Agent of the school” includes employees of the Lamoille South Supervisory Union School District.

- A. Student reporting: any student who believes that they have been bullied under this policy, or who witnesses or has knowledge of conduct that they reasonably believe might constitute bullying, is encouraged to report the conduct to a designated employee or to any other school employee.
- B. School employee reporting: Any school employee who witnesses conduct that they reasonably believe might constitute bullying shall take reasonable action to stop the conduct and to prevent its recurrence and shall immediately report it to a designated employee. Any school employee who directly receives information about conduct that might constitute bullying shall immediately report it to a designated employee.
- C. Parent reporting: Any parent or legal guardian/custodian who witnesses conduct that they reasonably believe might constitute bullying or who reasonably believes their child or ward is being bullied should promptly report the conduct to a designated employee or any school employee.
- D. Documentation of the report: If the complaint is oral, the designated employee shall reduce the complaint to writing, including the time, place, and nature of the alleged conduct, and the identity of the complainant, alleged perpetrator(s), and any witnesses.
- E. False complaint: Any person who knowingly makes a false accusation regarding bullying may be subject to disciplinary action up to and including suspension and expulsion with regard to students, or up to and including discharge with regard to employees. There shall be no adverse action taken against a person for reporting a complaint of bullying when the person has a good faith belief that bullying occurred or is occurring.
- F. Confidentiality and Record Keeping: The privacy of the complainant, the accused individual, and the witnesses shall be maintained consistent with MMSCA’s obligations to investigate, to take appropriate action, and to comply with laws governing the disclosure of student records or other applicable discovery or disclosure obligations.

### Response to a Bullying Complaint

For the purposes of this policy “school administrator” means a superintendent, principal, head of school, technical center director, or designee.

- A. Notification: Upon receipt of a complaint of bullying the designated employee will immediately notify the school administrator of the complaint. If either the complainant or the accused individual is under the age of 18, his or her parent(s) or guardian(s) shall be promptly notified that a complaint of bullying has been filed and be provided with a copy of this policy.
- B. Investigation: Unless special circumstances are present and documented, such as reports to the Department for Children and Families (“DCF”) or the police, school vacations, or other witness absence/unavailability, the school administrator shall:
  - a. No later than one school day after the filing of the complaint with a designated employee initiate or cause to be initiated, an investigation of the allegations. The school administrator shall assign a person to conduct the investigation. Nothing herein shall be construed to preclude the school administrator from assigning him/herself or a designated employee as the investigator.
  - b. No later than five school days from the filing of the complaint with the designated employee, the investigator shall submit a written determination to the school administrator. The report shall include a statement of the findings of the investigator as to whether the allegations have been substantiated, and as to whether the alleged conduct constitutes bullying.
- C. Consequences for Violations of This Policy



a. If, after investigation, the school finds that the alleged conduct occurred and that it constitutes bullying, the school may take prompt and appropriate disciplinary action and shall take remedial action reasonably calculated to stop the bullying and prevent any recurrence of bullying. Examples of remedial action include: mediation between the parties, education and counseling for the bully, and safety planning.

b. Violators of the bullying policy shall, based on relevant surrounding facts and circumstances, including a consideration of prior instances of similar behavior and the student's overall disciplinary history, be subject to the following potential discipline and/or remedial action(s):

1. Awareness/Education/Counseling;
2. Acts of Restitution;
3. Suspension from MMSCA
4. Expulsion from MMSCA

c. Safety Planning

1. A safety plan shall be developed in all instances where a student has been the target of bullying that results in physical harm or the student is known to be expressing suicidal ideation as a result of bullying. A safety plan shall not be considered a substitute for in-school procedures and policies that apply to students experiencing mental health crises.

2. A safety plan should be considered in instances where the targeted student is known to have difficulty accessing the educational programs at the school as a result of bullying.

3. A safety plan may include such measures as checking in with the target and the target's parents on a regular basis, identifying a safe in-school person for the target to seek out when feeling threatened, informing teachers/staff to pay particular attention to the interactions/dynamics between identified students and rearranging the schedule of the perpetrator, and providing additional supervision in areas ordinarily subject to lesser supervision (e. g., lunchroom, common areas).

D. Parent notification: Upon completion of the investigation, the school administrator will notify the parent(s) or guardian of the complainant and accused individual(s) of the outcome of the investigation. In cases where the school determines that bullying has occurred, a school administrator may seek a waiver of the confidentiality rights of the perpetrator(s) in order to inform the complainant of any specific disciplinary action taken.

E. Appeal of Discipline Decisions: A person determined to be in violation of this policy and subjected to disciplinary action under it may appeal the determination and/or the disciplinary action(s) taken in the same manner as other disciplinary actions, in accordance with MMSCA policy, applicable statutes, or collective bargaining agreements.

### Reporting to Other Agencies

A. Reports to Department of Children and Families: When a complaint made pursuant to this policy includes allegations of child abuse, any person responsible for reporting suspected child abuse under 33 V.S.A. § 4911, et seq. must report the allegation to the Commissioner of DCF. If the victim is over the age of 18 and a report of abuse is warranted, the report shall be made to Adult Protective Services in accordance with 33 V.S.A. § 6901 et seq.

B. Reports to law enforcement : Information obtained and documented by school administration regarding the school's response to notice of student conduct that may constitute bullying may constitute an "educational record" regarding the student(s) involved as defined by the Family Educational Rights and Privacy Act. Accordingly, such information may not be disclosed to local law enforcement without prior parent approval except in response to a lawfully issued subpoena , or in connection with an emergency if disclosure is necessary to protect the health or safety of the student or other individuals .



a. Nothing in this policy shall preclude persons from reporting incidents or conduct witnessed first-hand that may be considered to be a criminal act to law enforcement officials . Such conduct includes but is not limited to: physical attacks resulting in bodily harm, assault, and simple assault.

C. Continuing Policy to Investigate: Reports made to either DCF or law enforcement shall not be considered to absolve the school administrators of their obligations under this policy to pursue and complete an investigation upon receipt of notice of conduct which may constitute bullying.

#### Dissemination of Information, Training, and Data Reporting

A. Notice to parents and employees: Annually, prior to the commencement of curricular and co-curricular activities, MMSCA shall provide notice to custodial parents or guardians, staff members, and contracted employees of its prohibition against bullying, the procedures concerning reporting and investigating bullying and the possible disciplinary consequences for bullying.

B. Notice to students: The Head of School shall develop and initiate age-appropriate programs to annually inform students about the substance of this policy and procedures in order to help prevent bullying. Notice to students shall be in age appropriate language in order to help prevent bullying. Notice to students shall be in age appropriate language and will include examples of bullying. Such notice shall inform students and parents that bullying that does not occur during the school day, on school property, on a school bus or club van, or at a school-sponsored event still may be subject to disciplinary action, pursuant to 16 V.S.A. §§ 11(a) (32) and 1162 (a)(3), if the misconduct can be shown to pose a clear and substantial interference with another student's equal access to educational programs. Notice to parents and students shall state that any student who knowingly makes false accusations regarding bullying may be subject to disciplinary action.

C. Data reporting: MMSCA delegates the responsibility of data collection to Head of School, Lori Furrer. She shall collect data on the number of reported incidents of bullying and the number of incidents that have been verified and shall make such data available to the Vermont Agency of Education.

There is no affirmative obligation imposed by the health and safety exception requiring disclosure by the school district under these circumstances, only the option for disclosure.

APPENDIX B

Information for All Athletes

**Winter Program**

MMSCA offers competitive alpine racing programs for athletes from age 7 to postgraduate. Age specific programs are designed to be age appropriate centering on developing athletes for the long term, offering training sessions six days a week with exceptions made to accommodate races, travel, and holidays. Detailed race schedules are developed by coaches and communicated to athletes regularly including schedule changes. Gate training is offered on three venues provided to us from Stowe Mountain Resort; boasting 2,360 vertical feet and 485 skiable acres. [Visit here for tuition details and session dates.](#)

Calendar

A calendar detailing all training and race information can be found on the calendars page at [mmsca.org](http://mmsca.org)

Licenses Needed

All athletes must have a [VARA](#) and [USSA](#) competitors license. Athletes competing at the FIS level must register with [FIS](#) as well.

Race to Training Ratio

MMSCA’s programs are designed to be age appropriate and accommodating to the individual student-athlete with respect to training load, balance of freeskiing and gate environments, and skill acquisition. Suggested guidelines for athlete development can be found in the [US Ski & Snowboard Training Matrix](#).

**Equipment Athletes Should Own**

Equipment	U8	U10	U12	U14	U16	U19/PG
Speed Suits	No	No	No	Yes	Yes	Yes
Back Protector	Yes	Yes	Yes	Yes	Yes	Yes
Mouth Guard	No	No	No	Yes	Yes	Yes
Hard Ear Helmet	Yes	Yes	Yes	Yes	Yes	Yes
Chin Bar	No	No	Yes	Yes	Yes	Yes
Pole Guards	No	No	Yes	Yes	Yes	Yes
Shin Guards	No	Yes	Yes	Yes	Yes	Yes



*Ski Sizing*

There are several factors to consider when picking ski lengths. Height is a primary determination of ski size for athletes up to the U19 level. Skis that are too short are unstable at speed while skis that are too long are hard to turn and control. If an athlete has a predilection towards a brand, they may not be able to get the ideal length as it correlates to their height. Level of ability is a consideration that may lead you to a longer or shorter length. Below are some general guidelines. It is highly recommended that a coach who has worked with the athlete have some input.

Discipline	U8	U10	U12	U14	U16		U19/PG	
	<i>Male &amp; Female</i>				<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
<b>Slalom</b>	One pair of skis required, length should be about to the bridge of the athletes nose	Length should be to tip of nose +/- dependent on weight & ability		130cm minimum ~ tip of nose +/- 1"	150-157cm (130cm min.)	150-155cm (130cm min.)	<i>1<sup>st</sup> year can use 155cm*</i> 165cm	155cm
<b>Giant Slalom</b>		Top of forehead or 1-2" above head dependent on weight & ability		Head height – 2" overhead  <i>188cm Max.</i>	<i>1<sup>st</sup> year</i> 182/cm* <i>2<sup>nd</sup> year</i> 185/88cm Radius: ≥ 17m	<i>1<sup>st</sup> year</i> 173/6cm <i>2<sup>nd</sup> year</i> 182/88cm Radius: ≥ 17m	≥ 193cm Radius: 30m	≥ 188cm Radius: 30m
<b>Super G</b>				No Rule <i>Generally 1 ski-size up from GS (5-10cm)</i>	183cm-195cm Radius: 30m		≥ 210cm Radius: ≥ 45m	≥ 205cm Radius: ≥ 40m
<b>Downhill</b>							≥ 218cm Radius: ≥ 50m	≥ 210cm Radius: ≥ 50m
<i>Notes:</i>	Many manufacturers offer "combi" skis at these sizes which are really just SL skis.  <i>U10:</i> May want to consider a free ski so the race skis don't get destroyed when the athletes are free skiing  <i>U10:</i> Most of the races are "GS", it will benefit the athlete to use a longer SL ski at this age	Ability is a factor in choosing GS ski  A longer SL ski from U10 can be used at this age		Level of ability is an influencing factor; a more aggressive (and larger) athlete can use a "Tweener" ski- these are beefier than junior skis but not as strong as adult constructions.	FIS level GS ski is a good Super G ski			
<i>*Coaches Discretion</i>	<b>**Information provided by USSA Equipment Regulations**</b>							



### *Boot Flex*

#### *General guidelines for U8-U19*

- <60 lbs. = 50 flex
- 60-78 lbs. = 60/65 flex
- 75-90 lbs. = 70 flex
- 87-100 lbs. = 80 flex
- 95-110 lbs. = 90 flex
- 105-135 lbs. = 110 flex
- 135-170 lbs. = 130 flex \*\*depending on athletic ability
- >170 lbs. = 150 flex \*\*depending on athletic ability

A major consideration is flex. The most successful athlete has boots that allow them to bend their ankle. Temperature affects plastic radically and consideration of this along with the athlete's weight and strength/athletic ability are determining factors for flex. Another consideration is that ski boots can be softened but not stiffened. A boot too soft will not drive the skis or hold on hard snow. A boot too stiff will not allow the skier to engage and arc the skis.

### *Boot Fit*

When fitting a boot, place barefoot in the shell of the boot with the liner out. Move the foot all the way to the front of the boot so that the toes are touching the front of the boot:

- < 70 flex – you want 2 ½ - 3cm of room between heel of foot and back of shell
- > 70 flex – you want 2cm *or less* room between heel of foot and back of shell

The stiffer the boot you are fitting, i.e. 110 flex – 150 flex, the tighter the shell should be to foot, because there is a thicker layer of plastic that can more easily be modified for better fit. Making boots bigger is a much more effective path than trying to pad up a boot that is a little big. Boots “pack out” and get a little bigger on their own. Working with a skilled ski boot technician should come with of the purchase of ski boots. Another sizing trick is to use the original insole out of the liner. The foot should cover the insole but not hang over the front. Toes should be right to the end of the insole but not over it.  
Reference: PJ Dewey, Owner/Technician, Race Stock Sports

## APPENDIX C

### Age Group Specific Information for 2019/2020 Season

Junior Program (U8, U10, U12) (Birth Year: 2008-2012)

#### Coaching Staff Introduction

*Junior Program Director:* Micheline Lemay ([mlemay@mmsca.org](mailto:mlemay@mmsca.org))

*Head U12 Coach:* Dustin Martin

*Head U10 Coach:* Jordan Leach

*Head Sunday Program Coach:* Sydney Copp

#### Junior Program Philosophy

In the MMSCA junior program our missions are: SAFETY, FUN, and FUNDAMENTALS. We strive to educate athletes on how to be safe on the hill, on the lifts, socially, emotionally, and of course physically. Next we strive to keep it fun - if they aren't having fun they won't want to do it. Learning by doing and keeping it fun will help instill the passion for the sport. Once these other two pillars are in place, the learning takes place. Everything we do from freeskiing the mountain, directed freeskiing, structured venue training, to gate training are all integral pieces of the puzzle. We strive to follow the US Ski Team training matrix. We will follow a monthly progression of directed drills and gate training to reiterate the fundamental skills of the sport. We take those skills, put them into structured training and build confidence, strength and skills to apply to their races. As we know it is not all about what happens on snow, we also look at each child with a holistic lens to help them grow in all aspects including strong character development. This is a program where children will grow in many ways with weekly discussions on nutrition, sportsmanship, what it takes to be a good teammate and friend, confidence, mental training, goal setting, competition prep, respect, equipment, etc.

#### Daily Schedule, Week Schedule, Season long Schedule

You can find all the dates, times, races, updates on each specific junior program calendar at [mmsca.org](http://mmsca.org).

#### General Training Schedule

Monday	Off	
Tuesday	12:45p - 3:45p on-snow	Academy, Tutorial 1 day, Tutorial 2 day
Wednesday	12:45p - 3:45p on-snow	Academy
Thursday	12:45p - 3:45p on-snow	Academy, Tutorial 1 day
Friday	12:45p - 3:45p on-snow	Academy, Weekend program
Saturday	8:30a - 2:30p	Academy, Weekend program
Sunday	8:30a - 2:30p	Academy, Weekend program

*Weekday Early Season Tutorial training begins Tuesday, December 3rd*

*Weekend training begins Saturday, December 7th, 2019*

#### Dryland Schedule





Tuesday	4:45p - 5:30	Academy
Thursday	4:45p - 5:30	Academy

Communication avenues

The best way to communicate anything for any junior program is to email Micheline Lemay at [mlemay@mmsca.org](mailto:mlemay@mmsca.org). She will be sure to pass along any necessary information. There will also be time for meetings between 11-11:30 both Saturday and Sunday. Please communicate by email to schedule and confirm.

Expectations

We encourage the multi-sport approach throughout the year.



## U14 (Birth Year: 2006-2007)

### Coaching Staff

Head U14 Coach: Ben Blakely ([bblakely@mmsc.org](mailto:bblakely@mmsc.org)) (802) 598 – 3416

U14 Coach:

U14 Coach: Bruce Malcolm

U14 Coach: Andy Vallance

*You may contact your coach via email at any time.*

*In cases of urgency contact them by phone.*

### U14 Philosophy

It is all training, it is all important, and it should be fun.

The U14 age group holds the widest range of biological development in the development pipeline. Careful consideration is taken when designing training plans to accommodate the spectrum of individual development and ability within this age group. Great importance is placed on the development of good character, responsibility, and love of sport. Periodizing the year, the off-season should be filled with a variety of sports and activities, including education of strength & conditioning methods and a summer ski camp. In November we lean heavily on directed freeskiing, skill acquisition, and repetition. In December we begin spending more time training courses in preparation for the beginning of our competition season in January. Through January, February, and March focus is placed on continued skill practice and progression through a balance of time in gates, drill progression, and freeskiing.

### Expectations

As a U14 athlete you are expected to  
be on time for your scheduled training, S&C sessions, and races.  
be attentive to the requests of MMSCA coaches.  
be respectful, considerate, and helpful of your teammates.  
maintain your equipment  
enjoy your time spent with MMSCA, in the end it should be fun!

### Communication

U14 race and training schedules are kept up to date at [mmsca.org](http://mmsca.org). Bi-weekly emails on Monday and Thursday will also provide weekly training and race information. Changes to schedule and/or plan will be communicated via email.

### General Training Schedule

Monday	Off	
Tuesday	1p - 4 on-snow	Academy, Tutorial 1 day, Tutorial 2 day
Wednesday	1p - 4 on-snow	Academy
Thursday	1p - 4 on-snow	Academy, Tutorial 2 day
Friday	1p - 4 on-snow	Academy, Tutorial 1 day, Tutorial 2 day, Weekend program
Saturday	8:30a - 2:30p	Academy, Weekend program
Sunday	8:30a - 2:30p	Academy, Weekend program



Weekend training begins Saturday, December 5th, 2020

Weekday training begins Tuesday, December 8<sup>th</sup>, 2020

Training schedule can be found at [mmsca.org](http://mmsca.org)

### Dryland Schedule\*

Tuesday 4:30p - 5:30 Academy, Tutorial 1 day, Tutorial 2 day

Thursday 4:30p - 5:30 Academy, Tutorial 1 day, Tutorial 2 day

\*in-season only, preseason dryland is scheduled and registered for separately.

### Season Schedule

All races and training days are posted at [mmsca.org](http://mmsca.org)

### Competition

The competition schedule and format for the 2020/2021 season is in consideration amongst the Vermont Alpine Racing Association directors, officials, and coaches. US Ski and Snowboard has released restrictions on the format of competitions for this season in the interest of safety amidst the Covid-19 pandemic. Restrictions include; field sizes of 100 competitors maximum, USSS will not hold Eastern Championships, no divisional or regional projects. USSS requires certain considerations and preparations to be taken in order to hold competitions, all of which have been already written and planned for by MMSCA. The questions now: what races will be held, in what format, and when? That information will be forth coming and shared with all applicable parties at the earliest possible time. The takeaway from every discussion with VARA club and academy directors is: this is a season with great opportunity to prioritize training and the progression of our student-athletes' skills and abilities.

*Note: The information below may not apply to the season due to modifications due to Covid-19. Information provided here is for informative reasons.*

### Race Entry

Entries will be made by "council list" compiled by every program's head coach. It will be up to the participant or participant's parent to pay entry fees, on [adminskiracing.com](http://adminskiracing.com) before the entry deadline closes.

### Race Information

#### *Northern Vermont Council (NVC) Qualifiers*

1 Panel Slalom	VARA Shootout (1 run GS, 1	CanAms
2 Giant Slaloms	run SL)	U16 Nationals
1 Super G	States	
2 Slaloms	Easterns	

#### *Vermont State Championships*

New for 2020/2021 season, U14 State Championships will be all-inclusive.

U14s compete for rankings through the six council races and all will be invited to ski in the U14 Vermont State Championships. U14s have six scheduled races through their regular season. At each race a U14 will score place points for each run's result as well as the combined result from that day's race.



*Example:* A slalom and GS race will yield the potential for three results (run #1, run #2, and combined). First place receives 1 point, second receives 2 points, third receives 3, etc.

The rankings will be based on the sum of the athletes' lowest place points from the Council Qualifiers. The number of place points selected will be based on one less than half (50%-1) of the racers lowest place points. The U14 quota from each of Vermont's three divisions to compete at states is dependent on our member population each year, this is a very important reason to keep your memberships up to date.

#### *U14 Eastern Championships*

Similarly, Vermont will receive a quota based on member population and performance of previous years to determine each state's specific quota. U14s must place within the specified quota to qualify for Eastern Championships.

#### *CanAms*

Top 30 boys and 30 girls from eastern championships will qualify for CanAms.

#### *State and Regional Projects*

VARA and USSA will schedule and host invitation only projects around the state and Eastern Region. These projects join athletes and coaches from around the region to ski, work, and learn together. Though these projects are great opportunities it must be understood that these are in no way deciding your future success as a future ski racer. The primary objectives of such projects are to allow officials a glimpse of the top athletes in the region and share information with athletes and coaches to bring back to their home programs. It is important to remember whether or not you qualify for these projects that we come from a great place, with great opportunities, and remain humble. Your coach will be in touch with you as these projects are scheduled and invitation lists are finalized.



## **U16 (Birth Year: 2004-2005)**

### Coaching Staff

*Head U16 coach:* Lorant Gudasz ([Lgudasz@mmsca.org](mailto:Lgudasz@mmsca.org))

*U16 Coach:* Connor Kelly ([ckelly@mmsca.org](mailto:ckelly@mmsca.org)) (585) 944-0104

*U16 Weekend Coach:* Mike Leach (802) 865-7366

### U16 Philosophy

While racing is a central focus, the main focus of the U16 age group is to develop the athlete for the long term.

### General Training Schedule

Monday	Off or Race
Tuesday	8:30-11:30 on-snow
Wednesday	8:30-11:30 on-snow
Thursday	8:30-11:30 on-snow
Friday	8:30-11:30 on-snow or Race
Saturday	8:30a - 2:30p or Race
Sunday	8:30a - 2:30p or Race

*Training begins Monday, November 4th, 2019*

*Training schedule can be found at [mmsca.org](http://mmsca.org).*

### Communication avenues

Weekly schedule (every **Monday**) via email for athletes, parents and coaches.

Day to day schedule or change of schedule via group text message, athletes and coaches only.

**Note on this subject:** You can always reach out to your coaches with any questions you may have (parents and athletes), anytime. With that in mind, please be aware of the sensitive times, before 7:00 am or after 7:00 pm.

### Season Focus

We are aiming to communicate the season long schedule with our athletes during the first 2 weeks of the season. It will be individualized based on their profile and goals we will set together. Once we finalize the “Proposed Race Schedule” we will communicate with parents, so everyone is on the same page. Understand the race schedule is a very dynamic process and will change based on the training performances, health, weather, academics, and coach’s-athlete’s decision.

### Race Travel Expense

Once the coaches make the final arrangements and reservations, we will communicate via email to parents and athletes the trip expense so you can keep track of it and understand the charges on your card.

### Sources of information



USSA race schedule and rules are available at [VARA.org](http://VARA.org)  
Information on the [Long Term Athlete Development Model](#)

### Expectations

To respect and promote MMSCA's Code of Conduct.

To be prepared and on time for your training, physically and mentally. Your skis, your mind, and your body should be race ready!

To be a teammate and support those that will need help, or let your coaches know if someone is struggling. We are always going to be stronger as a team.

To be respectful and appropriate to your teammates, coaches and the community you are part of.

To be honest and communicate with your coaches and parents if you feel overwhelmed or you fall behind schedule.

We have a policy of zero tolerance of any form of substance abuse; it is not part of an athlete lifestyle. Let your coaches know if this becomes part of your environment.

We hope the time you spent at MMSCA becomes one of your best experiences in life and will be a life changing experience.



## **U19/PG (Birth Year: 2001-2003)**

### Coaching Staff

*Men's Head Coach:* Taber Engelken ([tengelken@mmsca.org](mailto:tengelken@mmsca.org)) (802) 999-0888

*Women's Head Coach:* Jillian Barile ([jbarile@mmsca.org](mailto:jbarile@mmsca.org)) (518) 637-7374

### General Training Schedule

Monday	Off or Race
Tuesday	8:30-11:30 on-snow
Wednesday	8:30-11:30 on-snow
Thursday	8:30-11:30 on-snow
Friday	8:30-11:30 on-snow or Race
Saturday	8:30a - 2:30pm or Race
Sunday	8:30a - 2:30p or Race

*Training begins Monday, November 4th, 2019*

*Training schedule can be found on [mmsca.org](http://mmsca.org), [click here](#).*

*Or follow this link <https://mmsca.org/calendars/u19/>*

### Communication avenues

Weekly schedule via email for athletes, parents and coaches will be sent out every Monday. This will include training and races for the week. Day-to-day schedule or change of schedule due to weather, training venue changes, etc. will be sent via group text message to athletes and coaches only.

*Note on this subject:* Parents and student-athletes can reach out anytime to your coaches with any questions you may have. With that in mind, please be aware of the sensitive times, before 7:00 am or after 7:00 pm.

### Race to Training Ratio

At the U19/PG age, athletes can expect 30-50 starts in a season. Each athlete will have a schedule specific to him/her based on goals, ability, and disciplines they are competing in. These races will vary from USSA races to various FIS levels (FIS open, Development, Eastern Cups, EISA Carnivals, and NorAms). In accordance with USSA Long-Term Athlete Development, the race to training ratio for our athletes is ideally 1 : 3 or 4. *To compete in a FIS race, athletes should have below 120 USSA points.*

While there is an increase in races at the U19 level, there is still an emphasis on Long Term Athlete Development. Therefore, athletes will compete in races that will enhance their development as a ski racer. In the event that there are multiple races available on a given day, the coaches will consider the athlete's health, performance, academics, and goals in deciding what race will benefit each athlete the most.

### The Race Season Schedule

The race schedule will be consistent with each athlete's goals and training volume. There is a master calendar on that includes all available races. However, the final FIS schedule for each athlete will be determined within 1-2 weeks prior to the race, when the race list is finalized. The coaches will have weekly communication with

athletes and parents forecasting the upcoming race schedule, and what is likely to happen 2-3 weeks in advance.

### Race Travel Expense

Once the coaches make the final arrangements and reservations, we will communicate via email to parents and athletes the trip expense so you can keep track of it and understand the charges on your card.

### Expectations

#### *Physical Fitness:*

All U19/PG athletes are expected to be following the workout protocol 5+ days a week. By adhering to the program, the athlete will be less likely to sustain injuries, will recover quicker through the season, and will show quicker improvements on the hill. Putting in adequate work during the off-season will benefit our athlete's tremendously when training and competing on-snow.

#### *Training:*

U19/PG athletes are competing at a very high level. All athletes should come to training prepared as they would be for a race. Training in a race suit, wearing a back protector, and having tuned skis are all mandatory policies that are to be followed daily.

#### *Leadership:*

U19/PG athletes are also expected to be the leaders for the younger athletes of MMSCA. Leading by example not only enhances the culture of our organization, it also enables our athletes to take individual pride and ownership in their mindset, lifestyle choices, and overall development as young adults.

#### *Other Expectations:*

To respect and promote MMSCA's code of conduct that MMSCA.

To be prepared and on time for your training, physically and mentally. Your skis, your mind, and your body should be race ready everyday.

To be a teammate and support those that may need help.

To be respectful and appropriate to your teammates, coaches and the community you are a part of.

To be honest and communicate with your coaches and parents if you feel overwhelmed or you fall behind schedule.

To adhere to the zero-tolerance policy of any form of substance abuse.