



# **Denver Club Team Policies & Procedures Handbook**

**Skills for Basketball - Skills for Life - Skills for Success  
Pro Skills Basketball (PSB)**

2019 PSB Denver Club Teams Policies & Procedures Handbook - Version 3.0

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The following outlines the policies and procedures by which Pro Skills Basketball, LLC and its club team branch, PSB, will operate. It is intended to provide a resource for parents, players, and coaches to reference throughout the season.

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# 1.0 Club Overview

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## 1.1 Introduction and Welcome

Thank you for your interest in Pro Skills Basketball (PSB) teams. We understand that you have several options when choosing a club team, and we look forward to you joining our PSB family. We hope that our unparalleled experience and expertise will help guide you through the world of competitive youth basketball.

The following document is intended to outline the club policies and procedures by which PSB Select and its coaching staff will operate. It is intended to be a resource for players, parents, and coaches to reference throughout the season. Please read and understand each section as all players, parents, and coaches will be required to sign consent to these policies and procedures for the current season.

## 1.2 History

Pro Skills Basketball, LLC was founded in 2009 by Logan Kosmalski and Brendan Winters and started as a week-long summer basketball camp. Since then Pro Skills Basketball has expanded to include various skill development programs (camps, clinics, training, etc.), boys and girls Select teams, and competitive team events (leagues, tournaments).

PSB Select was started in the spring of 2012 as the competitive club team branch of Pro Skills Basketball and began with 5 boys teams based in Charlotte, NC. In 2013, our first “graduating class” of 17U players included 3 D1 level college players while all the others went on to play at the D2, D3, and junior college levels. In the last few years PSB Select has helped over 20 players move on to continue their basketball careers at the college level.

Spring of 2016 marked the beginning of PSB Select in Denver, CO. The Denver branch is run by Ross Schraeder, a Denver native who has run Pro Skills Basketball of Denver since October of 2013 and who began working with Pro Skills Basketball in Charlotte in September of 2012.

PSB Select officially changed its name to simply PSB in the fall of 2017.

## 1.3 Mission, Vision, Values

The mission of PSB teams is to prepare players for the next level of their basketball careers, whether that be elementary, middle, high school, or college while simultaneously teaching them life lessons that will lead to success in anything they do, on or off the court.

PSB's vision is to change the win-at-all-costs, negative youth basketball environment to a healthier, more positive environment through a focus on teaching, coaching, and learning.

Our values are represented in our F.O.C.U.S. acronym of "life-lessons" that we strive to teach our players in practices and games. F.O.C.U.S. stands for fundamentals, overcome, competition, unity, and sacrifice.

## 1.4 Founders, Directors, & Advisors

### **Ross Schraeder, Director of PSB Select Denver & PSB Skill Development Programs in Denver, CO**

Ross has worked for Pro Skills Basketball for 4 years and founded the Denver branch in October of 2013. Ross grew up in Denver, CO playing basketball at Denver East High School where he was an All-Colorado and First Team All State selection. After high school, Ross played collegiately at the University of California, Irvine where he finished his career as the all time leader in 3 point field goals made and was the team's leading scorer his junior and senior seasons. After college, Ross played professionally for 6 seasons in Spain and Italy. He has been full-time with PSB since 2012.

### **Brendan Winters, Co-Founder & Director of PSB Select in Charlotte, NC**

Brendan co-founded Pro Skills Basketball alongside Logan Kosmalski. Brendan grew up throughout the U.S. as his father was an NBA player and coach. He played basketball at and graduated with an English degree from Davidson College and remains one of their all-time leading scorers. After college, he went on to play in Europe, including France, Germany, Hungary, and Greece. In 2011 Brendan retired and began working on and coaching with Pro Skills Basketball full-time.

### **Logan Kosmalski, Co-Founder & Director of Skill Development Programs in Charlotte, NC**

Logan co-founded Pro Skills Basketball alongside Brendan Winters. Logan grew up in Bedford, TX and played basketball at Baylor University for 2 years before transferring to Davidson College to finish his college career. After graduating from Davidson with a degree in Psychology, Logan went on to continue his career overseas playing in France, Poland, Germany, and Sweden. Logan's father also played professionally in the NBA and Europe as well as Logan's brother, Landry, in Europe. Logan retired in 2011 and chose to pursue PSB full-time.

### **Jordan Kelley, Girls General Manager PSB Denver,**

Jordan graduated from Campbell County High School in Gillette, Wyoming in 2011. Over the course of her high school career she was a 2X Wyoming State Champion, 3X All-State honoree, & 4X All-Conference honoree. During her senior year, she was also named a Top-40 Parade All-American and a McDonald's All-American. Jordan then joined Washington State University in

the PAC-12 conference on a full ride athletic scholarship. She played for two seasons and then transferred to the University of Wyoming in the Mountain West Conference. Jordan moved to Denver to pursue coaching girls basketball as varsity assistant for Regis Jesuit High School where she received WBCA High School Assistant Coach of the Year award and was recognized at the 2016 NCAA Women's Final Four. Jordan has coached with PSB for several years now.

### **Alex Schnaidt, Boys General Manager, PSB Denver**

Alex Schnaidt grew up in Southeast Aurora, Colorado and was a 2003 graduate of Grandview High School. Alex had opportunities to play both soccer and basketball in college. Ultimately he accepted a scholarship to play basketball at Western State University in Gunnison, Colorado. After two years, Alex decided to return to Denver where he finished college at Metro State University while majoring in Math and Physical Education.

When back in Denver, Alex began his coaching career at Grandview High School under longtime high school coach, Gary Childress. In total, Alex has spent 10 years coaching high school basketball under Coach Childress and Coach Ken Shaw of Regis Jesuit High School. Currently, Alex serves as the Head Varsity Assistant coach for Cherry Creek High School.

Alex began working with PSB in the spring of 2016.

## **1.5 Locations**

Most PSB teams are located in the central to east Denver area within the Denver city limits. Our teams practice in various school and rec. center gyms throughout these areas. Gym locations have included Good Shepherd Catholic School, Christ the King Catholic School, Denver East High School, Denver South High School, Our Lady of Lourdes Catholic School, Denver Waldorf School, Slavens School, and Graceful Minds Clinic (Aurora location) as well as others in similar locations.

## **1.6 Methods of Communication**

**Email:** [admin@proskillsbasketball.com](mailto:admin@proskillsbasketball.com) - for general & logistical questions & info

**Phone:** 866-996-3888

**Mail:** 10610 Metromont Pkwy. #200; Charlotte, NC 28269

**Website:** <https://proskillsbasketball.com/teams/>

**Twitter:** [@PSBselect](https://twitter.com/PSBselect)

## 2.0 Club Philosophy

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PSB firmly believes that competitive basketball teaches kids many life lessons that will lead to success in anything they do, on or off the court. We are not a cut throat club nor are we a recreational club. If there is a middle ground between these two extremes, we try to lie somewhere in between the two, and this is our philosophy.

### 2.1 We Are Not Cut-Throat

We are not a so called “cut-throat”, win-at-all-costs club that simply tries to recruit the most “talented” players possible and then roll the ball out and expect our players to “out-talent” the other team. We do not travel around the country chasing national championships for the sake of ego. We travel when necessary for recruiting purposes for our high school teams or as a fun end of the season tournament for our middle school teams.

### 2.2 We Are Not Recreational

PSB is not a recreational, equal-play, trophy-for-all-participants club that does not care about winning and losing. Our teams compete and play to win. Teams are limited to 9 or 10 players at most and all players will get an opportunity to play in games, but the coach will determine the amount of playing time by those players that give the team the best chance to compete and/or win. Players will not simply be given playing time; they must earn it in practice and games.

### 2.3 Coaching

Hiring high quality coaches to teach our players the game is perhaps the core foundation of PSB teams. Ross has been taught and influenced by some of the world’s top coaches and wants to pass along that knowledge to PSB players. Our coaches are screened and interviewed before being hired and our directors oversee and critique their performance. PSB requires that our coaches be experienced, knowledgeable, positive yet demanding, passionate, thoughtful, prepared, able to communicate, and most of all willing and able to teach.

### 2.4 Winning vs. Success

“While society often perceives winning as the most prized outcome of sport, a single focus on winning by the coach can subordinate every other worthy outcome of an athlete’s participation in sports. There is nothing wrong with wanting to win, and [PSB] prepares, trains, and expects to win. Given the choice, all teams would choose to win, but not at all costs. There is a difference between being focused and being obsessed. The means of developing a team is more important than the win-loss record. Winning is not the only important outcome for PSB.



PSB teaches that the opportunity for success is available to everyone. Focusing on such traits as commitment, hard work and determination, rather than solely on the competition outcome promotes player growth. Each player performs a unique team role equally critical to overall team success. Focus on success, rather than the score, nurtures the student and ultimately leads to winning.”<sup>1</sup>

To PSB, success is our players learning and implementing the values in our acronym **F.O.C.U.S.**, which we constantly seek to emphasize in practices and games, and will continue to provide value long after their basketball careers are over.

**Fundamentals** - Having the basic skills in any craft are the foundation that everything else is built upon. These skills or fundamentals must be constantly tweaked and improved upon. This requires practice, training, studying, etc. If the foundation of a house is not solid, everything else built on top of it will eventually crumble and fall over.

**Overcome** - The ability to overcome obstacles and not give up when a challenge presents itself is an extremely difficult trait to master. In youth basketball, obstacles arise in different forms like a simple turnover or missed shot, losing, bad refs, lack of playing time, etc. We teach our players to focus on the things they can control, like their attitude and effort, instead of focusing on the challenges that they cannot control.

**Compete** - Learning to compete and work/fight for what you want, instead of expecting to be given it, is a major challenge facing youth today. Our players must be tough and aggressive in order to earn playing time and win games. For an outstanding, short overview of toughness on the basketball court, please refer to Jay Bilas’ “Toughness” [article](#).

**Unity** - A two-pronged value, including coachability and teamwork, unity goes a long on the court and off. Coachability means learning how to take correction from the coach as well as remain humble after praise. Teamwork means working with others to achieve a common goal. Players must learn to work well with all of their teammates in order to win games. Great teams have players that accept and thrive in their roles. A player’s performance is not determined by how many points they score.

**Sacrifice** - The good old-fashioned value of hard work can never be underestimated. Rarely do good things come without a lot of hard work. Players must learn that in order to achieve their goals and dreams, they will be required to make short-term sacrifices for long-term success.

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<sup>1</sup> Lake Norman Volleyball Club “Policies and Procedures Handbook”

## 3.0 Membership Process

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PSB is open to any intermediate or advanced level players who wish to play. Teams are separated by gender, age/grade rules, location, and skill level to create the best possible experience for our players. Please note that team formation is affected by tryout numbers, player skill, gym availability, and coaching talent. PSB reserves the right to modify its team offerings at any time.

### 3.1 Team Divisions

PSB expects to field 1-3 teams per grade for boys in grades 2-11 and girls in grades 4-10 in the Denver area. If there are enough players at tryouts to create multiple teams in a single grade and location, the teams will typically be created according to skill level. We believe this gives players of different skill levels the opportunity to maximize their practicing and playing time, and thus, their improvement.

### 3.2 Tryouts

The tryouts for our teams will be held in late February and early March. If a player makes and accepts the spot on the team, he is committing to the 11-month membership (March - January). The 11-month membership includes the spring/summer season and the fall/winter season.

#### 3.2.1 Overview

Tryout information will be posted to our website and all relevant published materials annually by January 15th. The tryouts will consist of two sessions per division, grade, and location. Attendance at one tryout session is required to be eligible for selection. PSB will run a fast-paced tryout of drills and scrimmaging in order to maximize the opportunity for players to display their skills.

#### 3.2.2 Registration Process

Registration is available online through our website annually by February 1st. The tryout fee of \$20 per player can be paid online. Players are entitled to a full refund (minus a \$5 processing fee) up to 1 week before tryouts starts. Within one week of tryouts, a credit for all fees paid will be issued and valid for 1 year. Credits can only be transferred to a family member. No cash refunds will be issued within one week of tryouts. Though not required, online registration is encouraged. Players should register according to their **grade**, gender, and location.

### 3.2.3 Tryout Process

Arrive 15-20 minutes prior to the scheduled tryout time. Due to the capacity restraints, **ALL tryouts are closed to spectators**, however, PSB will hold a parent meeting for 10-15 minutes immediately after the tryout commences. After the meeting, parents are expected to clear the gym. Tryouts will begin with a brief introduction and explanation followed by warm ups. After, our coaches will put the players through various drills and then divide them up into teams for scrimmaging. PSB evaluates players on many skills throughout the process including fundamentals such as shooting and ball handling as well as intangibles such as effort, IQ, attitude, etc. It is strongly encouraged that players attend both tryout sessions in order to highlight their overall ability.

### 3.2.4 Parent Expectations

Parents are solely responsible to ensure their child is properly registered and outfitted for tryouts. This includes accurate contact information, waivers, and tryout fee. Failure to do so may hamper your athlete's ability to make a team. General club information handouts concerning practice locations and times, tournaments, player fees, etc. will be provided before and at tryouts along with a brief parent meeting. If a parent has any questions regarding the coaching staff, practice/tournament schedule, player fees, or the Club in general, please send an email prior to tryouts or ask at the parent meeting. **Again, ALL tryouts are closed to spectators**. Please arrange transportation accordingly.

## 3.3 Team Selection

### 3.3.1 Notification Process

**PSB will send out an initial email to all tryout participants within 48 hours after the final tryout session. If you do not receive an email, please check your spam folder. If not there, please email [denvertryouts@proskillsbasketball.com](mailto:denvertryouts@proskillsbasketball.com).** This email will contain the basic details about the team, including selected roster, "alternate" players, coach, practice time/location, etc.

Selected players will be given 24 hours to confirm or decline their roster spot, however it is our expectation that if a player does make a team, that player be ready to accept their spot immediately. If PSB does not receive an email back from a selected player within the 24 hour period, we will attempt to reach that player by phone. However, if PSB still cannot reach that player within a reasonable time frame, that player's spot will be forfeited and given to an alternate. PSB is not responsible for chasing down selected players.

It will be stressed to players and parents at tryouts that PSB will communicate the roster with them through the email they used to sign up and to be vigilant in checking it in the 48 hours after the final tryout session.

### 3.3.2 Acceptance

**It is PSB's expectation that all players at tryouts will accept their roster spot on any team should one be offered to them. If at any time during the tryout period, a player does not wish to be considered for a team, please let PSB know immediately.**

Once all players have accepted their roster spot, a more detailed email will be sent out with all team information, such as registration instructions, team gear, etc. Players/parents will then be given 72 hours to agree, understand, and acknowledge our "Policies and Procedures Handbook" and purchase their team membership as well as their team gear from the webstore. Failure to do any of the above may result in the forfeiture of that player's spot on the team.

**During the membership purchase process, once parents of players acknowledge that they've read and understand our "Policies and Procedures Handbook" and purchase the membership, a player's acceptance is final and that player is responsible for payment of the *entire* seasons dues regardless of whether they choose to pay in installments or in full.**

**There will be NO refunds or "stop payments" given for any reason, except those situations covered in our injury policy (see section 4.3.1).**

## 4.0 Financial Investment

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### 4.1 Description of Investment

PSB recognizes that competitive basketball is an investment in your athlete's development, on and off the court. Each year, PSB players become better basketball players and people, and many of our graduates go on to play at the collegiate and professional level. We are the best at what we do, and we have chosen to do this for a living, so no decision, including player dues, is taken lightly and without much consideration.

**The total 11-month membership investment in PSB Denver club teams is \$1,925, which can be broken up into 11 monthly installments of \$175. The gear package cost is \$186.50 and will be purchased up front. Need-based financial aid and a sibling discount is available to those who qualify (see section 4.3 and 4.4 below).**

### 4.2 Method of Investment

PSB offers 2 investment options to accommodate families. **Parents are responsible for the full season's dues regardless of which option they choose.** This must be set up within 72 hours of a player's acceptance of their spot on a team. All membership investments are made through our secure online registration software, LeagueApps. **Cash and check are not accepted.**

#### 4.2.1 Option #1: Entire Balance Upfront

Pay the entire season's \$1,925 investment upfront and receive 5% back in site credit for future training, clinics or camps. The gear package will also need to be purchased up front through a separate webstore. \*Please note the investment of 2nd graders is \$1443.75.

For this option the investment is the full membership (\$1,925) + the gear package cost (\$186.50) for a total of \$2,112.50. Again, you will receive a 5% credit on the full membership in the amount of \$96.25 that can be used towards future PSB training, clinics, or camps.

#### 4.2.2 Option #2: Investment Plan/Installments

Parents may choose to have their membership balance broken up into 11 smaller installments of \$175 to be auto-drafted each month on either 1st or the 15th. Please note, these monthly installments do not necessarily reflect the amount of basketball activities for each month, but are rather a lower, consistent investment option averaged out monthly for the convenience of our parents.

For this option, the investments are as follows:

- March (\$361.50) = 1st installment (\$175) + the gear package (\$186.50)
- April (\$350) = 2nd installment (\$175) + last installment (\$175)
- May (\$175) = 3rd installment
- June (\$175) = 4th installment
- July (\$175) = 5th installment
- August (\$175) = 6th installment
- September (\$175) = 7th installment
- October (\$175) = 8th installment
- November (\$175) = 9th installment
- December (\$175) = 10th installment
- January (\$0) = This installment was prepaid during 2nd month

Please note the investment for **2nd graders** is as follows:

- March (\$317.75) = 1st installment (\$131.25) + the gear package (\$186.50)
- April (\$262.50) = 2nd installment (\$131.25) + last installment (\$131.25)
- May (\$131.25) = 3rd installment
- June (\$131.25) = 4th installment
- July (\$131.25) = 5th installment
- August (\$131.25) = 6th installment
- September (\$131.25) = 7th installment
- October (\$131.25) = 8th installment
- November (\$131.25) = 9th installment
- December (\$131.25) = 10th installment
- January (\$0) = This installment was prepaid during 2nd month

### 4.3 Financial Aid

PSB has a limited amount of aid available. PSB bases our financial aid model off the public school “free/reduced price lunch” program. Players that qualify for the free school lunch program are eligible for a 75% discount on club dues. Those players that qualify for the reduced price school lunch program are eligible for a 50% discount on club dues.

To apply, players must turn in their official school lunch letter showing they qualify for either the free or reduced price lunch program as well as fill out the application on our website [here](#). If a player attends a school that does not provide lunch, provides free lunch to the entire school, or is homeschooled, please fill out the application and we will be in touch with further instructions and requests for information. **All application materials must be turned in to PSB before tryouts.**

## 4.4 Sibling Discount

For those families with multiple children playing, PSB has set up a 10% sibling discount to reduce the cost of each child after the first. Please email [admin@proskillsbasketball.com](mailto:admin@proskillsbasketball.com) for the discount code.

## 4.5 Late Policy

Accounts are considered late one week after the installment is due and will be charged an additional \$25 late fee. Players with an outstanding balance will not be allowed to practice or compete until paid in full. Special arrangements will need to be approved by a director.

## 4.6 Refund Policy

**PSB has a strict no refund policy. Why? We make a large investment into our coaches, teams, and players up front, and we budget and pre-pay for many of our team expenses on the front end.**

**During the membership purchase process, once parents of players acknowledge that they've read and understand our "Policies and Procedures Handbook" and purchase the membership, a player's acceptance is final and that player is responsible for payment of the *entire* seasons dues regardless of whether they choose to pay in installments or in full.**

**There will be NO refunds or "stop payments" given for any reason, except those situations covered in our injury policy below.**

### 4.6.1 Injury Refund Policy

If a player gets injured and is supposed to be out 6 weeks or longer, said player can provide PSB with a doctor's note, and PSB will put a stop payment on any future installments until that player is healthy and able to return. Refunds for past installments will not be given.

## 4.7 Additional Dues

### 4.7.1 Team Gear Package

All players are responsible for purchasing the required team gear package from the webstore that will be open after teams are made. The team gear package will include a uniform as well as a few other items.

### **4.7.2 Tournament Admission**

Most tournaments require spectators to pay a daily or weekend admission gate fee, which varies from tournament to tournament and is the responsibility of the spectator to pay.

### **4.7.3 Hotels**

Some teams may play in out of town tournaments in which case they are expected to purchase their own lodging. See section 5.4.2 for more information.



## 5.0 Practice and Tournament Expectations

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### 5.1 Elementary School (Grades 2-5)

#### 5.1.1 Spring/Summer Season Team Practices

Elementary school teams will practice for 3 hours per week, usually two 1.5 hour practices. All practices will be between 5-830pm at a local gym Monday-Friday. Practices should stay consistent as far as day/time go, but some of the gyms we will be using will be subject to school sports use of the gym if there is inclement weather. Outdoor spring sports get priority in the gym in such cases. We will do our best to not have too many changes. These practices will largely focus on skill-work like shooting, ball handling, layups, passing, and defense as well as begin to teach the basics of team drills and play. Practice will begin late-March and go through the last full week of June. In July and August, we will have combined grade skill sessions throughout each week (save for 2-3 weeks free for rest).

#### 5.1.2 Spring/Summer Season Leagues/Tournaments

Teams in grades 3-5 will play in JAM League (or similar league) in the months of April and May. The majority of games will take place on Sunday's (1-2 games each Sunday) with an occasional Saturday evening game. The post-season playoffs during the 3rd weekend of May will have games on both Saturday and Sunday. There will be a minimum of 10 games played in this league.

In June, the teams will play in 2-3 weekend tournaments. These tournaments could be either full weekend tournaments (Friday-Sunday) or just a single day (Saturday OR Sunday). Teams will play 3-5 games in each of these weekend tournaments. In July, there are no games, only team practices plus summer camps (see below).

#### 5.1.3 Summer Camps

While the practice/tournament season finishes at the end of June, PSB includes one summer camp. Players can choose from one of our normal week-long camps or one of our more advanced one-day competitive camps. **This does not include other camps powered by PSB or another organization.**

#### 5.1.4 Fall Season Team Practices

Elementary school teams will practice for 3 hours per week, usually two 1.5 hour practices. All practices will be between 5-830pm at a local gym Monday-Friday.

Practices should stay consistent as far as day/time go, but some of the gyms we will be using will be subject to school sports use of the gym if there is inclement weather. Outdoor spring sports get priority in the gym in such cases. We will do our best to not have too many changes. These practices will largely focus on skill-work like shooting, ball handling, layups, passing, and defense as well as begin to teach the basics of team drills and play. Practices will begin the first full week of September and go through the end of October.

### **5.1.5 Fall Season Leagues**

Teams in grades 3-5 will play in JAM League (or similar league) in the months of April and May. The majority of games will take place on Sunday's (1-2 games each Sunday) with an occasional Saturday evening game. The post-season playoffs during the 3rd weekend of October will have games on both Saturday and Sunday. There will be a minimum of 10 games played in this league.

### **5.1.6 Winter Season Skill Sessions**

In the months of November-February, we will have combined grade skill sessions that will serve as practice for each team. Generally, there are 2-3 options given to each team per week and players can attend whatever works for them. On Sunday's, there will be a 2-hour skill session with the remaining sessions on a Monday-Thursday evening.

### **5.1.7 Winter Season Leagues/Tournaments**

Teams in grades 3-5 will play in either a league that runs from late November through mid-February in which the team will play 14 games OR they will play in a combination of 1-day tournaments on Saturday's OR Sunday's throughout those months. The league does not begin until 5th grade so 3rd and 4th grade teams will most likely play the tournament route. However, if we have a capable 4th grade team to play up one year in the league, we will look to do that.

### **5.1.8 Holiday Clinics**

There will be 2 holiday clinics (Thanksgiving, Christmas, MLK Day, President's Day) of your choice included in the membership. A coupon code will be given to use for clinic registration.

## 5.2 Middle School (Grades 6-8)

### 5.2.1 Spring/Summer Season Team Practices

Middle school teams will have mandatory practice for 3 hours per week, two 1.5-hour practices. Practices will be between 5-9pm at a local gym Monday-Thursday and repeat same day, time, and location each week. Practice will begin late-March or early-April and run through the month of June. In July and August, we will have combined grade skill sessions throughout each week (save for 2-3 weeks free for rest).

### 5.2.2 Spring/Summer Season Tournaments

Teams in grades 6-8 will play in JAM League (or similar league) in the months of April and May. The majority of games will take place on Sunday's (1-2 games each Sunday) with an occasional Saturday evening game. The post-season playoffs during the 3rd weekend of May will have games on both Saturday and Sunday. There will be a minimum of 10 games played in this league.

In June, the teams will play in 2-3 weekend tournaments. These tournaments could be either full weekend tournaments (Friday-Sunday) or just a single day (Saturday OR Sunday). Teams will play 3-5 games in each of these weekend tournaments. In July, there are no games, only team practices plus summer camps (see below). Certain teams will travel to Wichita, KS for the MAYB Summer Kick-Off event during the 2nd weekend of June. This will be determined at tryouts if we deem the team competitive enough to participate at that level. Please see section 5.4.2 for travel costs.

This season, PSB will put together one 6th grade team that will compete on the Under Armour Future travel circuit. This team will play mostly local tournaments, but will be required to travel to out of town for some tournaments. Please see section 5.4.2 for travel costs.

### 5.2.3 Summer Camps

The PSB team membership includes one summer camp. Players can choose from one of our normal week-long camps or one of our more advanced one-day competitive camps. **This does not include other camps powered by PSB or another organization.**

### 5.2.4 Fall Season Team Practices

Middle school teams will practice for 3 hours per week, usually two 1.5 hour practices. All practices will be between 5-830pm at a local gym Monday-Friday. Practices should

stay consistent as far as day/time go, but some of the gyms we will be using will be subject to school sports use of the gym if there is inclement weather. Outdoor spring sports get priority in the gym in such cases. We will do our best to not have too many changes. These practices will largely focus on skill-work like shooting, ball handling, layups, passing, and defense as well as begin to teach the basics of team drills and play. Practices will begin the first full week of September and go through the end of October.

### **5.2.5 Fall Season Leagues**

Teams in grades 6-8 will play in JAM League (or similar league) in the months of April and May. The majority of games will take place on Sunday's (1-2 games each Sunday) with an occasional Saturday evening game. The post-season playoffs during the 3rd weekend of October will have games on both Saturday and Sunday. There will be a minimum of 10 games played in this league.

### **5.2.6 Winter Season Skill Sessions**

In the months of November-February, we will have combined grade skill sessions that will serve as practice for each team. Generally, there are 2-3 options given to each team per week and players can attend whatever works for them. On Sunday's, there will be a 2-hour skill session with the remaining sessions on a Monday-Thursday evening.

### **5.2.7 Winter Season Leagues/Tournaments**

Middle school teams will play in either a league that runs from late November through mid-February in which the team will play 14 games on various weeknights and weekends, OR, for our most competitive teams, they will play in the CYB League in January and February in which the team will play 14 games on Thursday's OR Saturday's each week. If a team is participating in the CYB league, they will play in 2-3 tournaments in November and December as well that could be 1-day events or weekend long events (Thursday/Friday-Sunday).

### **5.2.8 Holiday Clinics**

There will be 2 holiday clinics (Thanksgiving, Christmas, MLK Day, President's Day) of your choice included in the membership. A coupon code will be given to use for clinic registration.

## 5.3 High School (Grades 9-11)

### 5.3.1 Spring/Summer Season Team Practices

High school teams will have mandatory practice for 3 hours per week, either one 2-hour practice or two 1.5-hour practices. Practices will be between 5-10pm at a local gym Monday-Thursday and repeat same day, time, and location each week. With some of our older high school teams, they might have a Saturday practice occasionally when not participating in a tournament. Practice will begin the last week of March and go through the last full week of July. **Players participating with their High School teams in the month of June will be expected to make as much of PSB activities as they can during that month knowing that high school teams will be the priority. There will be no PSB tournaments during this period.**

### 5.3.2 Spring/Summer Season Tournaments

Teams will play in 1-3 tournaments per month for a total of 8-10 for the spring/summer season. The first tournament will take place beginning of April and the last tournament will be mid-July. High school teams might play in local, regional, and national tournaments depending on the strength of the team.

#### 5.3.3.1 “Showcase” Events (Spring/Summer Season ONLY)

Some PSB high school teams will play in “showcase” events, which means events geared towards helping players get recruited to play basketball in college. In these cases, players may be required to miss school. In such an event, advance notification will be provided so players can make the appropriate arrangements. Please note, travel costs (transportation & lodging) are not included in the club membership and are an added cost to the player.

As an example, last year’s PSB high school team played in a NY2LA event in Minneapolis

### 5.3.3 Summer Competitive Camps

PSB will host a competitive camp in late-July that will be a 1-2 full day event.

### 5.3.4 Fall Season Skill Workouts

There will be NO team practices for the fall/winter season. Instead, PSB will run *skill workouts* every weekend in which players can choose to attend as many or as few as they wish. Workouts will begin the week of Labor Day in September and are 2-hour-long intense, advanced skill workouts mixed with controlled scrimmaging and competition

### 5.3.5 Fall Season “Mini-Camp”

PSB will also run a few “Mini-Camps” in the fall which will consist of longer, single day events run by a guest coach or trainer.

### 5.3.6 Fall Season Skill Workouts

While players will be participating with their high schools in the winter months, we will still hold Sunday workouts for PSB players which will be geared almost exclusively to shooting and ball-handling. There will be no live scrimmaging during these sessions.

## 5.4 Additional Competition Team Policies

### 5.4.1 Eligibility Paperwork

All players will be required to turn in a copy of their birth certificate and a copy of their report card to the team coach before the first tournament. The coach will then keep all players eligibility paperwork in a binder to be used to show proof of age and grade at tournaments.

### 5.4.3 Travel Costs

Players are responsible for the additional costs of travel, including transportation and lodging. Often times, teams are able to carpool to tournaments, so there are no transportation costs, but large van rental is sometimes necessary. There are, however, almost always lodging costs.

Players are responsible to reserve and pay for their own lodging costs plus the lodging cost of the coach. Often times, tournaments allow participating teams to reserve blocks of hotel rooms at discounted rates. In this case, PSB will reserve a block, but it is players’ responsibility to secure and pay for rooms from this block.

## 6.0 Parent Expectations

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Parents' most important role is to support their child, team, coach, and club. Players will undoubtedly have a hard practice or a rough tournament, and it is the parents' job to support the overarching goals the team is striving to achieve. Please remember, **“your child’s success or lack of success on the court does not indicate what kind of parent you are. But, having an athlete that is coachable, respectful, a great teammate, mentally tough, resilient and who tries their best is a direct reflection on your parenting.”**

### 6.1 Overall Commitment

Parents will support their players by positively cheering, not coaching or reffing. Parents will assume financial responsibility and pay in a timely manner. Parents will do their best to ensure players arrive to events on time. Lastly, parents will be amicable to all parents, players, coaches, and referees.

### 6.2 Parent Code of Conduct

1. I understand that I am representing Pro Skills Basketball, and I will always do my best to positively represent the organization and its values.

2. I promise to let the coaches coach and will not coach my child or child's team from the sidelines during practices or games.
3. I promise to let the referees ref and will not yell at them or berate them before, during, or after games.
4. I will do my job as a parent, which means that I will not speak negatively about any coach or player, but rather positively encourage and support my child and my child's teammates and coaches.
5. I will abide by the "24 Hour Rule", which means I will not speak to my child's coach or any PSB staff member including but not limited to, managers, directors, and other coaches, etc. about playing time or game strategy within 24 hours after a game ends.

### 6.3 Communication with Coaches and Directors

Should any questions or concerns arise pertaining to your child's status with regard to their team, parents should follow the process of discussion described below in order to understand the situation:

1. If players have concern(s), they are encouraged to first reach out to the coach for a one-on-one phone call or meeting.
2. If there is still concern following the player-coach meeting or phone call, then parent(s) and player(s) will set up a mutually agreed upon phone call or meeting with the head coach.
3. No discussion will take place during practice times or on game days. Although this might require patience, please realize the coach is responsible for the entire team and should not be expected to focus on one individual at crucial team events.
4. If concern(s) still exist on behalf of any party, a phone call or meeting involving the PSB Manager, head coach, player(s) and parent(s) may be warranted to seek resolution. Only after such meeting will the matter be resolved and closed.

All problems and concerns are vetted only in a scheduled phone call or meeting. All outcomes will be confidential and private. Please refrain from sending inappropriate or accusatory emails to any PSB staff, coaches, team representatives or fellow parents.



## 7.0 Player Expectations

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Players are expected to maintain a club and team-first attitude. Players should expect to learn and continue to build upon their fundamentals. Likewise, players will learn about the strategic basketball game, including offensive and defensive systems. Most of all, players and teams are expected to **“play tough, play smart, and play together”**.

### 7.1 Overall Commitment

Players are to attend all practices, tournaments, and team/club events.

### 7.2 Player Code of Conduct

1. I understand that I am representing Pro Skills Basketball, and I will always do my best to positively represent the organization and its values.
2. I will demonstrate good sportsmanship, which means I will be respectful of all players, coaches, referees, and parents.

3. I will not whine, complain, make excuses, or pout when things do not go my way.
4. I promise to be as enthusiastic about the success and accomplishments of my teammates as I am of my own.
5. I will abide by the “24 Hour Rule”, which means I will not speak to my coach or any PSB staff member including but not limited to, managers, directors, and other coaches, etc. about playing time or game strategy within 24 hours after a game ends.

### 7.3 Technical Fouls/Ejections

Any player that receives a technical foul will be automatically subbed out of the game by the team coach. It will then be up to the team coach depending on the nature of the technical as to if that player re-enters the game. Any player ejected from the game will be automatically suspended for the remainder of that tournament and further disciplinary action may be taken by PSB.

### 7.4 Communication with Coaches

Players should email, call, or text coaches to set up a time outside of practice and tournaments to discuss skill development, playing time, team chemistry or other issues that may arise. Coaches will talk or meet with players in a public, neutral area to discuss the player’s concerns. Coaches will give direct feedback to players to use as a guideline for resolving the issue. Players are expected to reply to coach emails within a timely manner.

## 8.0 Three-Strike Violation Policy

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As you've seen, PSB has Codes of Conduct for our players and parents, and we require strict adherence to these rules. Along with this, PSB also has a three-strike violation policy for players and parents that violate their respective Codes of Conduct. Please see below.

### **8.1 First Offense - Verbal/Written Warning**

Manager, GM, or Director issues verbal warning/written warning in email form within 24 hours of offense.

### **8.2 Second Offense - Parent Suspension**

The second offense could be the same or a different violation/offense. The Manager, GM, or Director will issue a suspension in written form via email within 24 hours of event. This means that the player/parent/coach is suspended from attending the remainder of the tournament, AND the next tournament. If that parent does attend games, coach should be instructed not to play their child at all during the games in which parent is in attendance. If parent does not adhere to suspension and attends games, they will be expelled from program.

### **8.3 Third Offense - Family Expulsion**

The third offense could be the same or a different violation/offense. In this case, the parent, player, and family are expelled from our program. The Manager, GM, or Director will inform parent/family of expulsion from the program within 24 hours of event. The family will not be allowed back into the PSB program. A refund for the season will not be given.

## **9.0 Risk Management**

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## 9.1 Insurance Policy

All club members are required to have accidental/medical insurance that will cover them in the event of injury or illness.

## 9.2 Release Liability

During the membership purchase process, parents will agree they've read and understand our Club Policies and Procedures Manual agree to the below Release and Waiver. Coaches will also agree to and sign the below Release and Waiver.

*I hereby agree to indemnify and hold harmless Pro Skills Basketball, LLC its parent, subsidiary and affiliated entities and/or any officers, partners, members, directors, coaches, employees, servants, agents, licensees and assigns of any of the foregoing, from and against any and all suits, awards, claims, damages, liabilities, costs and expenses (including reasonable attorney fees and related costs) arising out of injury or damages to participant in connection with his/her participation in any Pro Skills Basketball program or event. I hereby authorize Pro Skills Basketball, LLC to act for me according to their best judgment in any medical emergency situations.*

*Participant agrees that any pictures, audio, or visual recordings taken of him/her in connection with the seminar can be used for publication, promotion, articles, shows and advertisement without additional consent and without compensation at this time or any other time.*

## 9.3 Safety Policies and Procedures

The development of the PSB Safety Policies and Procedures is not meant to be punitive, but rather designed to protect everyone involved. The below points are to be enforced among directors, coaches, players, and parents.

- Directors and coaches will avoid being alone with a player in non-public settings, including but not limited to, cars and hotel rooms.
- At no time will a director, coach, or parent verbally, physically, or sexually abuse a player.
- Directors and coaches will not buy gifts or give money to players.
- Directors and coaches will avoid fraternization with players in non-sanctioned settings.
- Profanity is prohibited.

- Parents and/or guardians of players ejected from games will require written notification by the coach to the director within 24 hours of the incident. Such incidents will be investigated, and suspension or expulsion from the club will be considered.
- Other incidents of inappropriate behavior by coaches, parents, and/or players including physical or verbal altercations, threats, and related activities at games or team events will be reported to the director within 24 hours, and suspension or expulsion from the club will be considered.
- Player and parent personal information including phone number, email, home address, etc. will not be disseminated without prior consent from said player or parent.

#### 9.4 Emergency Procedure

In the event of an emergency, the coach on-site will contact all appropriate medical and protection agencies and then notify the director.

#### 9.5 Grounds for Club Membership Termination

Every effort will be made to ensure the positive experience for all players and parent members involved. Termination of a player is a right reserved by the organization as a last resort when all other resources of conflict resolution have been exhausted.

**Any player terminated by the director through the infraction of the stated organization rules (player or parent), will still be held liable for any and all outstanding membership fees and club dues as outlined at the beginning of the season. Terminated player will not be entitled to a refund of any such fees paid to the organization.**

## 10.0 Parent/Player Acknowledgment

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### **Acknowledgment of Policies & Procedures Handbook**

By checking the acknowledgment box during the PSB Club Team membership purchase process, you (PSB guardian/parent of minor participating player) understand and agree to the contents and provisions of this handbook and any other policy manuals, practices and/or procedures of PSB. Also, you understand and agree that nothing in this Policies & Procedures Handbook constitutes a guaranteed membership. Lastly, by checking the acknowledgement box you further understand that this handbook is the property of Pro Skills Basketball.