



Dancer and Parent Handbook

Director's Statement

Welcome to Revolution Dance Company.

Over time, I have made the intentional decision to evolve Revolution Dance Company from a recreational-based program into a full professional training environment. This change was made with great care and purpose. My passion has always been centered on training dancers who are serious about their growth, discipline, and future in dance—and this structure allows me to fully dedicate my time, energy, and expertise to those dancers.

This transition allows RDC to focus on:

- * Strong technical foundations
- * Professional-level expectations
- * Meaningful performance opportunities
- * Accountability for dancers and families alike

While every dancer has a place at Revolution Dance Company, participation in Company and Pre-Company is a commitment to excellence, not casual participation. These programs are designed for dancers who are ready to train with focus, consistency, and respect, and for families who are prepared to support that level of dedication.

My goal is to create confident, disciplined performers who understand what it means to be professionals in training—on stage, in the studio, and in the community.

Thank you for trusting me with your dancer.

Challis Tallman
Director, Revolution Dance Company

Welcome

Welcome to Revolution Dance Company (RDC). This handbook outlines the standards, expectations, and commitments required of all dancers and families participating in Company and Pre-Company programs.

Revolution Dance Company operates with an elite, professional mindset. While every dancer has a place at RDC, participation in Company and Pre-Company is a privilege that requires discipline, respect, and accountability from both dancers and parents.

Enrollment signifies full agreement to all policies outlined below.

Mission & Philosophy

Revolution Dance Company is committed to developing technically strong, versatile, and confident performers while instilling professionalism, integrity, and responsibility. Our dancers are professional performers in training and are expected to conduct themselves accordingly at all times.

PROGRAM STRUCTURE

Company Program

Season Commitment

- * Year-round commitment required
- * Season runs June through May
- * Company dancers are expected to prioritize RDC above other extracurricular activities

Events & Performances

Company dancers participate in 4-6 events per year, which may include:

- * Dance competitions
- * Dance conventions
- * Cruise line or travel-based performances
- * Community and special performance opportunities

All scheduled events are mandatory unless approved by the Director.

Evaluations & Placement

- * RDC does not hold auditions; every dancer has a place at RDC!
- * Placement is determined through evaluations
- * Teams are based on age, technical level, performance quality, and experience

Placement decisions are final.

Rehearsals

- * Two rehearsals per week
- * One choreography rehearsal (1 hour Thursdays)
- * One technique-focused rehearsal (1.5 hour)

Attendance is mandatory.

Required Training Styles (Company)

- * Ballet
- * Jazz
- * Hip-Hop
- * Tumbling & Acro
- * Lyrical
- * Contemporary

****No exceptions**** will be made for styles not preferred.

Pre-Company Program

Season Commitment

- * Season runs August through May
- * Summer participation optional unless a solo is requested and approved

Rehearsals

- * One rehearsal per week
- * 1.5 hours per rehearsal
- * Includes technique training and choreography

Events

- * Participation in 2–3 events per year, including one competition

Required Training Styles (Pre-Company)

- * Ballet
- * Jazz

- * Tap
- * Tumbling

Dress Code & Shoes (All Programs)

- * All required shoes must be owned for each style
- * Solid black leotards
- * Black crops and shorts permitted (Teen and Senior Teams)
- * Skin-tone tights required at all times unless otherwise instructed
- * Hair secured in BUN at all times unless specified.

Attendance Policy (All Programs)

- * Maximum 3 absences per semester

Excused Absences:

- * School events required for a grade
- * Family death or funeral
- * Illness or medical necessity
- * Approved emergencies

Attendance Consequences:

1. Probation
2. Removal from choreography or performances
3. Removal from program

➡ Removal from Company due to attendance violations results in no refund of tuition or fees paid.

Philanthropy & Community Service

- * RDC provides **5 philanthropy opportunities** per season
- * Company dancers must participate in **at least 3**
- * Pre-Company dancers must participate in **at least 1**

Examples include Kraft Bolognafest, Main Street Kirksville Whiskey & Turkey Festival, food drives, and charity events.

CODE OF CONDUCT

Zero-Tolerance Policy

Revolution Dance Company enforces a ZERO-TOLERANCE POLICY for drama, poor sportsmanship, gossip, bullying, intimidation, or disrespectful behavior.

This policy applies to dancers AND parents.

Dancer Code of Conduct

Dancers are expected to:

- * Treat instructors, staff, teammates, competitors, and event personnel with respect
- * Accept corrections professionally and without attitude
- * Demonstrate good sportsmanship at all times
- * Refrain from gossip, negative talk, or disruptive behavior
- * Remain focused, disciplined, and respectful in rehearsals and at events
- * Maintain D or above average in all classes. Failure to do so will result in a study hour during practice.

Any behavior that reflects poorly on RDC will not be tolerated.

Drug & Alcohol Prohibition (Dancers)

The use, possession, distribution, or being under the influence of drugs, alcohol, vaping products, or any illegal substances by dancers is strictly prohibited at all Revolution Dance activities. This includes, but is not limited to, classes, rehearsals, competitions, performances, conventions, travel events, and any studio-sponsored function.

Dancers are expected to arrive at all studio activities free from the influence of drugs or alcohol at all times. Any violation of this policy will be considered a serious breach of the Code of Conduct and may result in immediate dismissal from the program without refund.

This policy is in place to maintain a safe, professional training environment and to uphold the standards and values of Revolution Dance.

Parent Code of Conduct

Parents are expected to:

- * Communicate respectfully with RDC staff at all times
- * Refrain from negative talk, gossip, or drama involving dancers, parents, faculty, or other studios
- * Support all placement, casting, and disciplinary decisions
- * Address concerns privately and professionally

Public confrontations, social media conflicts, or unsportsmanlike conduct will result in disciplinary action.

Competition & Travel Conduct Clause

When attending competitions, conventions, performances, or travel-based events, dancers and parents represent Revolution Dance Company at the highest level.

Expectations include:

- * Professional behavior at all times
- * Respect toward judges, staff, competitors, venues, and hotel properties
- * No inappropriate language, gestures, or conduct
- * Compliance with all curfews, supervision rules, and dress expectations
- * No negative or inflammatory online commentary before, during, or after events

Competition and Studio Viewing Policy

- * Parents may observe events respectfully from designated audience areas only
- * No coaching, correcting, signaling, or communicating with dancers during performances
- * No approaching judges, staff, or event personnel regarding scores, placements, or results
- * No negative discussion of results, judges, or other studios in public or online spaces

Violations of the viewing policy will result in disciplinary action.

➡ Misconduct during competitions or travel may result in immediate consequences without warning.

Immediate Dismissal Clause

Revolution Dance Company reserves the right to immediately dismiss a dancer and/or family from the program without probation for severe misconduct, including but not limited to:

- * Bullying, harassment, or intimidation
- * Aggressive or threatening behavior
- * Public or online behavior that damages the reputation of RDC
- * Severe unsportsmanlike conduct at events
- * Repeated violations after prior warnings

Immediate dismissal results in no refund of tuition, fees, or expenses paid.

Social Media & Intellectual Property

- * Posting choreography, routines, costumes, or concepts is strictly prohibited
- * All choreography and creative works are the property of Challis Tallman & Revolution Dance Company

Violations will result in disciplinary and/or legal action.

Fundraising & Parent Attendance

- * At least one parent must attend all fundraising opportunities for credit
- * Examples include burlesque events and poker runs
- * Volunteering beyond attendance is optional but encouraged

Fundraising Policy & Accountability

Our studio is committed to making dance accessible by using fundraising efforts to directly support dancers and their families. Because these funds are intended to reduce financial barriers, integrity and transparency are essential.

Participation Expectations

- At least one parent/guardian as well as the dancer (when appropriate) must attend all fundraising opportunities for a dancer to receive credit.
- Examples include burlesque events, poker runs, and other studio-sponsored fundraisers.
- Volunteering beyond attendance is optional but strongly encouraged and appreciated.

Use of Fundraised Funds

- Funds earned through studio fundraising may only be applied to approved dance-related expenses, as determined by the studio director.

Accountability & Misuse

- Any misuse, misrepresentation, or unauthorized handling of fundraising funds—including but not limited to falsifying participation, redirecting funds for non-approved purposes, or violating studio procedures—will be taken seriously.

Consequences

- Consequences for misuse may include:
 - Loss of access to fundraising opportunities
 - Forfeiture of existing fundraising credits
 - Temporary suspension from studio activities
 - Dismissal from the program in severe or repeated cases

The studio reserves the right to review all situations individually and determine appropriate action based on the circumstances

Revolution Dance Company

Program Tuition, Fees & Billing Policies

Monthly Program Tuition

Company Program

\$65 per month

Pre-Company Program

\$45 per month

Solo Training Add-Ons

- **Weekday Solos (Monday–Thursday): Additional \$85 per month**
- **Sunday Solos: Additional \$100 per month**

Solo training fees are add-on fees and are charged in addition to Company tuition.

Duet / Trio Training

\$60 per month, per dancer

Duet/Trio fees are add-on fees and are charged in addition to Company or Pre-Company tuition.

Unlimited Dance Pass

\$20 per month

The Unlimited Dance Pass provides access to the secondary studio space for unassisted individual practice during regular business hours.

- **No instructor supervision is provided.**
 - **Studio space is subject to availability.**
 - **This pass is intended strictly for independent rehearsal and skill development.**
 - **Dancers must follow all studio safety rules, code of conduct, and facility expectations while using the space.**
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Competition Fees

Competition fees vary based on the event, location, number of routines, and registration requirements.

- **Competition fees are not included in monthly tuition or add-on fees.**
- **Families will receive advance notice of all competition costs and payment deadlines.**
- **Payment plans may be available upon request and approval by studio administration.**
- **All competition fees must be paid in full by the assigned due date for a dancer to remain eligible to compete.**

Failure to submit competition fees by the stated deadline may result in removal from a routine or competition without refund of prior payments.

Billing & Payment Policy

All tuition and applicable fees are processed through the Jackrabbit Class Management System.

- **Accounts are billed automatically on the 1st of each month.**
- **A five (5) day grace period is provided.**
- **Payments not received by the end of the grace period will incur a \$15 late fee.**
- **Accounts with outstanding balances may result in suspension from classes, rehearsals, and/or competition participation until the account is brought current.**
- **It is the responsibility of the parent/guardian to maintain accurate billing information within the Jackrabbit system.**

Tuition is charged monthly regardless of attendance, holidays, or studio closures unless otherwise stated by Revolution Dance Company administration.

Revolution Dance Company

Tuition & Policy Agreement Form

By signing below, I acknowledge that I have read, understand, and agree to all tuition rates, add-on fees, competition fees, billing policies, and studio expectations as outlined in this document and the Revolution Dance Company Handbook.

I understand that:

- **Tuition and add-on fees are billed monthly through the Jackrabbit system.**
- **Payments are due on the 1st of each month with a five (5) day grace period.**
- **A \$15 late fee will be applied to overdue balances.**
- **Add-on programs (Solos, Duet/Trio, Unlimited Dance Pass) are billed in addition to base program tuition.**
- **Competition fees are separate from tuition and must be paid by assigned deadlines for participation eligibility.**

I agree to maintain current payment information and remain financially responsible for all charges associated with my dancer's enrollment.

Revolution Dance Company

Competition Rules & Expectations

The following rules and expectations are mandatory for all Revolution Dance Company dancers and families while attending competitions. These policies exist to ensure professionalism, unity, discipline, and to uphold the reputation of Revolution Dance Company.

Registration & Documentation

* Birth certificates are required upon registration and must be emailed to revolutiondancemo@gmail.com.

Health & Physical Requirements

To prioritize the safety, longevity, and overall well-being of our dancers, Revolution Dance Company requires all dancers to have a current sports physical on file.

Dance is a physically demanding and athletic art form that requires strength, endurance, flexibility, and resilience. This requirement ensures that each dancer is medically cleared to participate in the physical demands of training, rehearsals, and performances.

Policy Requirements:

- A completed sports physical must be submitted prior to the start of the season.
- Physicals must be updated annually and kept current on file.
- Dancers will not be permitted to participate in classes, rehearsals, or performances without a valid physical.

This policy is in place to:

- Promote dancer health and injury prevention
- Ensure physical readiness for high-level training
- Support a safe and professional training environment

Revolution Dance Company is committed to developing strong, healthy dancers and taking proactive steps to protect their well-being in this physically demanding art.

Attendance Requirements

* All dancers must attend all scheduled classes and rehearsals during the week of competition.

* Any unexcused absence during competition week will result in the dancer's routine being pulled from competition with no refund.

Arrival & Team Unity

* All dancers must arrive at the competition together as a team at the time designated by the Dance Director.

* Dancers must arrive wearing required team attire: Revolution Dance jacket, pants, bow, earrings, and carrying their team backpack. (First Comp RDC shirts or hoodies and solid colored bags)

* Hair must be styled in a low bun upon arrival.

Dressing Room Policies

* One female parent or guardian must be present in the dressing room to assist with hair, makeup, and costumes.

* Dressing rooms must remain clean, organized, and respectful at all times. NO HAIRSPRAYS!

* Rehearsing in the dressing room is strictly prohibited.

* Stretching is allowed and encouraged once the dancer is fully ready.

* All rehearsals will be conducted by the Dance Director only, at designated times.

Costume & Appearance Standards

* No eating or drinking while in costume. Water only is permitted.

* All tights must be run-free; dancers must bring an extra pair.

* No underwear is to be worn under tights.

Photography & Videography

* Videotaping and flash photography are strictly prohibited at all competitions.

Communication Protocol

* All questions and concerns must be directed to the designated competition parent volunteer.

* Chain of Command for questions and concerns- Darcia—Jake—Challis.

* Jorhdon is not there for answering questions. She is taking care of the books. DANCERS SHE IS WORKING NOT THERE TO PLAY!

* The Dance Director is not to be approached unless the matter is private or an emergency.

Team Conduct, Sportsmanship & Internal Competition

Revolution Dance Company values healthy competition, respect, and team unity. While dancers may compete against one another in solo, duet, or trio categories, all dancers and parents are expected to uphold a positive, professional environment.

Dancer Expectations

* Dancers must support, encourage, and celebrate their teammates, regardless of placements or results.

* Negative behavior, jealousy, gossip, exclusion, intimidation, or unsportsmanlike conduct toward teammates will not be tolerated.

* This includes behavior in person, backstage, in the audience, and on social media.

Parent Accountability

* Parents are expected to model respectful behavior and reinforce these values with their dancer.

* Any parent behavior that contributes to negativity, comparison, gossip, pressure, or conflict between dancers will be addressed by the Dance Director.

* Parents may not discuss placements, scoring, or perceived favoritism with or around dancers other than their own.

Consequences

* Any dancer demonstrating poor sportsmanship toward teammates during solo, duet, or trio competition may be ineligible to perform a solo at the following competition, at the discretion of the Dance Director.

* Repeated or severe behavior—by the dancer or parent—may result in further disciplinary action, including removal from competitive opportunities.

Individual excellence should never come at the expense of team integrity. Revolution Dance Company expects all members and families to compete with confidence, humility, and respect.

Awards & Professional Conduct

* All dancers are required to remain for awards and sit together as a team.

* Revolution Dance jackets must be worn during awards. Jackets may be paired with pants, costumes, or Revolution Dance apparel. Street clothes are not permitted.

- * Dancers must demonstrate outstanding sportsmanship, including applauding other studios and congratulating fellow competitors.
- * Dancers are expected to be polite, appreciative, and respectful of all awards received.

Food & Breaks

- * Snacks will be organized and provided.
- * Dancers may not leave the competition venue to eat unless a break has been scheduled and approved by the Dance Director.
- * It is strongly preferred that dancers remain on site throughout the competition day.

Parent Expectations in the Audience

- * Parents must wear Revolution Dance apparel or red, white, and blue while attending competitions.
- * Parents represent Revolution Dance Company just as dancers do.
- * Parents are expected to give all Revolution Dance dancers a standing ovation, demonstrating full support of the entire team.

Dismissal Policy

- * The conclusion of awards does **not** dismiss dancers.
- * Dancers are dismissed **only by the Dance Director**.

Revolution Dance Company

Awards & Recognition Policy – Company Program

At Revolution Dance Company, awards are used to celebrate excellence, reinforce teamwork, and motivate continued growth. This policy establishes consistent expectations for how awards are managed throughout the competitive season to promote fairness, professionalism, and positive studio culture.

General Philosophy

Awards represent the discipline, dedication, and commitment of our dancers. Individual achievements are honored while maintaining a structured system that encourages motivation, accountability, and respect for collective success. Displaying awards within the studio provides inspiration for current and future company members and preserves the integrity of team-based recognition.

SOLO AWARDS

Medals & Pins

- All **solo medals and pins** are distributed directly to the dancer and may be taken home immediately.

Crowns, Trophies, and/or Plaques

- Any **crowns, trophies, and/or plaques awarded for solo performances will remain on display at Revolution Dance Company throughout the competitive season.**
- The dancer's photo will be displayed alongside their award(s) for recognition.
- These displays serve as motivation and professional recognition within the company environment.

Release of Solo Awards

- **Solo crowns, trophies, and plaques will be released to the dancer at the beginning of the following competition season (Approximately January or February).**
- If a dancer does not return for the following season, arrangements for award pickup must be coordinated with the studio.

DUET / TRIO AWARDS

Medals & Pins

- Individual medals and pins earned by duet/trio dancers will be distributed immediately and may be taken home.

Trophies, Plaques, and Specialty Awards

- **All duet and trio trophies, plaques, and physical awards will remain at Revolution Dance Company.**
- These awards represent a shared achievement and will be displayed to honor the collaborative effort of the dancers.

Photos & Recognition

- Award photos may be taken and shared with families for keepsakes and studio promotion.
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GROUP AWARDS

Medals & Pins

- Any medals or pins awarded individually to dancers will be distributed immediately and may be taken home.

Trophies, Banners, and Specialty Awards

- **All group trophies, banners, plaques, and specialty awards remain at Revolution Dance Company.**
- These awards belong to the team as a whole and are displayed to recognize collective accomplishment.

Purpose of Studio Display

- Encourages unity, accountability, and pride.
- Serves as motivation and inspiration for all dancers.
- Maintains consistency and fairness across the company.

Photos, Media & Documentation

- Revolution Dance Company may photograph dancers and awards for studio displays, marketing materials, and social media.
- Soloist photos will be displayed alongside crowns, trophies, and plaques.
- Group and duet/trio awards may be included in rotating or archival studio displays.

End-of-Season & Award Management

- Awards remain under studio care while displayed.
- Displays may be rotated or archived as needed for space and presentation.
- Final decisions regarding display duration and award handling remain at the discretion of Revolution Dance Company.

Acknowledgment & Agreement

By enrolling in the Revolution Dance Company Company Program, families acknowledge and agree to comply with this Awards & Recognition Policy.

This policy supports professionalism, positive competitive culture, and team-centered values.

For questions or clarification, please contact the studio directly.



Informed Consent for Participation

Revolution Mindset is a Revolution Dance exclusive mental health and wellness **psychoeducation program** designed to support competition team dancers by building skills that promote emotional well-being, resilience, and balance both in and out of dance.

The program will include age-appropriate education and group discussion around topics such as, but not limited to:

- Goal setting
- Self-esteem/confidence
- Body Image
- Growth Mindset
- Sleep hygiene
- Stress management
- Coping skills
- Balancing responsibilities
- Additional wellness-related topics as appropriate

Nature and Scope of the Program

Revolution Mindset is developed and facilitated by **Brenna A. Newberry, MA, LPC**, a Licensed Professional Counselor with a background in working with children and adolescents (hereafter referred to as *Mindfulness Coach*).

This program is **not therapy or counseling**. Dancers will not receive individual mental health treatment, assessment, diagnosis, or ongoing therapeutic services through Revolution Mindset. Participation in this program does not create a therapist-client relationship between Mindfulness Coach and any dancer and/or family.

The program is strictly **psychoeducational and skills-based**, delivered in a group format. Dancers will learn general information and coping strategies intended to support overall wellness and performance. In addition to group work, individual coaching will be available at the recommendation of RDC Director Challis Tallman.

If a dancer appears to need individualized mental health support beyond the scope of this program, Mindfulness Coach may assist the dancer and their parent/guardian with appropriate

referrals to outside providers, but will not provide therapy services now or in the future to participants of this program.

Confidentiality

While coaching services provided through Revolution Mindset are not protected under HIPAA and do not involve the creation of formal medical records, the Mindfulness Coach is committed to respecting the privacy of dancers and their families. Information shared with the Mindfulness Coach will be treated with care and discretion and will generally remain private between the dancer and the Mindfulness Coach, with the following exceptions:

- **Dance-related information that may help studio leadership better support a dancer** may be shared with Revolution Dance Company leadership only with the dancer's knowledge and permission. When appropriate, the dancer will have autonomy in deciding how this information is communicated, whether independently or with support from the Mindfulness Coach.
- **Information involving safety concerns or situations that fall under mandated reporting requirements** cannot remain confidential. As a mandated reporter, the Mindfulness Coach is legally required to report concerns involving suspected abuse, neglect, or risk of harm to self or others.

Mandated Reporting and Duty to Protect

Although Revolution Mindset is not a therapy program, Brenna Newberry is a **mandated reporter** under Missouri law and is ethically bound by the **American Counseling Association (ACA) Code of Ethics**.

This means that confidentiality is limited. The Mindfulness Coach is legally and ethically required to take appropriate action if:

- There is reasonable suspicion of child abuse or neglect, or
- A dancer is believed to be at **immediate risk of harming themselves or others**

In such cases, Mindfulness Coach may need to share relevant information with parents/guardians and/or appropriate authorities in order to protect the safety of the dancer and others, and to support access to immediate care if necessary.

Outside of these legally mandated circumstances, the program does not involve individualized mental health intervention.