

ZIMMERMAN GIRLS BASKETBALL HANDBOOK



Handbook Acknowledgement:

<https://forms.gle/ris9fok8UQz2pYVw8> OR →

ALL athletes & parents **MUST** complete the handbook acknowledgement form, if not completed athletes are not eligible to practice or play.



SCAN ME

* Indicates that there is a change and/or an addition from the previous season.

ZIMMERMAN HIGH SCHOOL INFORMATION

Superintendent: Dr. Daniel Bittman
ISD 728
815 Highway 10
Elk River, MN 55330
763-241-3400 EXT: 1201

Principal: Marco Voce
763-241-3505 EXT: 2801

Activities Director: Jaime Hilyar
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jaime.hilyar@isd728.org

Activities Secretary: Jillayne Reinking
763-241-3505 EXT: 2926
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Head Coach: Nick Levos
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Assistant Coaches: Kim Pintok
763-241-3505 EXT: 2893
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Gabby Weber
763-241-3505 EXT: N/a
gabrielle.weber@isd728.org

Scott Anderson
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School Colors: Navy, Columbia, Gray
***Conference:** Mississippi 8
Section/Class 5AAA

INTRODUCTION

The information in this handbook is an ongoing work. The primary purpose is to try to clarify the role of the Zimmerman High School Basketball program in the lives of its constituents; players, parents, coaches and other supporters. While it is not inclusive of everything that may arise, it should give enough information to determine if team membership is right for a student-athlete and their family. This is a commitment that will need to be supported in order to be successfully upheld. Every eligible student-athlete desiring membership will discover a role on the team. In rare experiences, some have decided that the time and energy invested in team membership may be better invested in some other endeavor. Self discovery and understanding personal limits is a big part of lifelong learning and that should be viewed positively. The team is here to promote learning beyond the classroom. Our hope is that you will decide to join us and experience the best that you can become.

MISSION and PHILOSOPHY

The foundation of Thunder Basketball is defined in the core values of ISD 728: We believe that...

- >All people have value
- >Valuing & respecting differences strengthens the individual and the community
- >People thrive when they feel connected, supported and affirmed
- >Everyone can learn
- >Hope inspires and empowers
- >Lifelong learning is essential for personal growth
- >Change is an opportunity for growth.

When these values are applied and practiced in a team setting, positive outcomes will result. The values foster a team mindset that will promote a championship mentality and allow the victories that come on and off the court to be embraced. While we strive to build teams that achieve winning records, capture conference titles and qualify for the MSHSL State Tournament, focus on the balance of being a successful student-athlete must be maintained. Each member must commit to achieving the highest standards within their ability on the court, in the classroom and in the community.

The team exists to develop winners. Through the recognition of the role that extracurricular activities play in developing student-athletes socially, emotionally, physically, as well as academically, great attention will be given to nurturing attitudes and skills which support and exemplify the core values. In doing so, leadership qualities, healthy habits, ethical behaviors, positive self image, teamwork and goal setting will be learned. These traits will promote winning, now and on into the future. Throughout the year, organized team activities (OTAs) will be planned to strengthen the bonds of team membership and to promote fun for the participants. Often the OTAs will not have any direct relation to basketball but they will support and promote the enjoyment of the experience as a team member as well as develop the core values.

ELIGIBILITY

Determination of student-athlete eligibility is an administrative duty. The Minnesota State High School League has established basic standards which must be met to participate in sanctioned activities (MSHSL.org). ISD 728 has developed a more specific guide to academic eligibility which is published fully in the Student Handbook. In part, the policy states:

"In order to participate on a Zimmerman High School athletic team or in an activity, each participant must have satisfied all of the scholastic eligibility requirements prior to participating. Those general requirements are a GPA of 2.00 or higher and an accumulation of enough credits to be making satisfactory progress towards graduation prior to the beginning of the designated semester."

Any student-athlete with a GPA below the district standard will be placed on academic watch by Administration. While on academic watch, participation will be limited. When they improve their academic standing to no longer be on academic watch, they may be considered for full participation.

Academic awards are designed to recognize exemplary achievement of student-athletes in the classroom. Most require Sophomore, Junior or Senior status as the younger grades have not attained a High School GPA. For younger student-athletes, this is an investment in developing good habits and setting priorities.

(Eligibility chart continued onto the next page)

GRADE 9	END OF SEMESTER I	END OF SEMESTER II
Eligible	5 credits	10 credits
Probation	4 credits	9 credits
Ineligible	3 credits or less	8 credits or less
GRADE 10	END OF SEMESTER I	END OF SEMESTER II
Eligible	14 credits	20 credits
Probation	13 credits	19 credits
Ineligible	12 credits	18 credits
GRADE 11	END OF SEMESTER I	END OF SEMESTER II
Eligible	26 credits	32 credits
Probation	25 credits	31 credits
Ineligible	24 credits	30 credits
GRADE 12	END OF SEMESTER I	END OF SEMESTER II
Eligible	37 credits	43 to graduate
Probation	36 credits	
Ineligible	35 credits	

Our teams have established a tradition of academic excellence and efforts will be made to continue the award winning results. Each practice may begin with a study session intended for academics. The time is designed to be used collaboratively to assure understanding of classroom content and assignments. It also allows student-athletes the possibility to meet with teachers for further explanation when needed. If there is no need for academic focus, the time may be spent reviewing film or investing in other activities to improve the team.

Missing Work- Will be monitored and may result in a student athlete missing practice to fulfill their academic requirements. Once confirmed with the classroom teacher, that student will be readmitted to practice.

****TEAM Policy on Grades/Study Tables-** Any player that is under a 3.00 GPA will be required to attend study table sessions led by the coaching staff on late practice dates until such time that their GPA returns to above a 3.00. Failure to attend our study table sessions may result in potential reduction in game participation and or loss of participation in practice.

Study table sessions will be open to EVERY PLAYER who wishes to participate/partake in them.

Return to play- will be determined by the coaching staff (and the Athletic trainer/Athletic director if needed) this may be after illness over a lengthy duration of time or other circumstances. Players returning to play after illness of more than 4 days, will need to complete 3 practice sessions (or equivalent athletic monitored activities). This also may occur as a result of minor injury or other circumstances.

****Attendance (Practice & Games)-** This is determined by ISD 728 and the district's Student Handbook. If there are questions or concerns for this specific policy please see the student handbook.

ISD 728 schools recognize the direct relationship between attendance and achievement. Regular attendance in class is necessary if students are to receive adequate guidance through their class work and benefit from the instruction. **Per State and District Policy,** all students are expected to attend class every school day.

Students involved in Athletics and Activities must be in school at least half the day of the contest or receive prior permission from the Administration in order to participate. Participation includes practice and competition. Regular school attendance policy applies. Any student who participates in high school league and other school-sponsored activities who are assigned all day in school suspension, dismissal, or suspension from school will be ineligible for practice and/or competition. Students who are truant for any part of the day will be ineligible to participate. Administration may make exceptions in special circumstances.

Athletes, parents, coaches and administration will receive an email at the end of the school day from the Activities Department for students who are marked unexcused absence. If after 24 hours the absence hasn't been excused the student will be ineligible for that day's game or practice.

If a student needs to leave campus for any reason the following must occur prior to the student leaving. Students not following procedures will remain Unexcused and considered truant.

1. Parents or guardians call or send a note to the attendance office and excuse students **PRIOR to leaving**.
2. Students sign out of the building at the front desk.

Attendance Line: 763-241-3505

Jaime Hilyar
Activities Director
Zimmerman High School

Marco Voce
Head Principal
Zimmerman High School

Missing Practices/Games - As coaches we understand that life events happen, with that said our primary focus is the betterment of the student athlete both on and off the floor. We know there will be events that come up in which a player will need to miss a game or a practice or even a combination of the aforementioned. There also is the expectation that athletes are going to be at every practice/game. Communication is key and any communication should have the head coach included and the assistant coach of the players' respective level of play (the assistant coach included if not on the varsity roster).

Below is a chart of what will be considered EXCUSED reasons to miss a practice or a game & UNEXCUSED reasons.

–Excused absences are absences that are unavoidable or unforeseen or academic in nature. –

– Unexcused absences are absences that are avoidable. –

	Reasons	# of practices/games missed	Consequences
EXCUSED	Illness, death in the family, college visits, injuries (that inhibit athletic performance), school work (tests make-up, academic help) (Pre-approved participation in another ZHS activity)	1-2 events ----- 3-4 events ----- 4+	Not starting OR missing a half of the next game <i>The aforementioned will be determined by the amount of games/practices missed. The greater # of events missed that WILL impact play time and may result in additional practice activities to regain good standing.</i>
UNEXCUSED	Club sports (events/practices/tournaments/games) Family vacations, skipping school/classes, Leaving campus w/o permission, voluntary appointments/items that could have been scheduled outside of games/practices (Salon, nails, hair, dinners, Club sport evaluations, etc)	1-2 events ----- 3-4 events ----- 4+	Not starting OR missing a half of the next game ----- Missing the game. ----- Missing the game and each additional day will result in halves missed in future games. <i>The aforementioned will be determined by the amount of games/practices missed. The greater # of events missed that WILL impact play time and may result in additional practice activities to regain good standing.</i>

Examples: The following are contingent upon if the absence is EXCUSED or UNEXCUSED.

- If you **miss practice** on a Monday and the team plays Thursday, expect that you **may not** start in the game.
- If you **miss practice** the day before a game you **will not start** and you **may miss** the first half of the game.
- If you **miss practice** on a Friday and a Monday and the team plays Tuesday, you **will not start** and you **will miss** the first half of the game.
- If you **miss practice** on a Monday, the team plays Tuesday, you **miss the game**, and **miss practice** on Wednesday, and the team plays again Thursday. You **will not play** in the game Thursday and **may not** start the following week and/or you **may not** play in the first half in the next contest.

In signing up to participate in a MSHSL activity you are acknowledging that you are giving time and efforts to a team that is counting on you to fulfill the role designated for you (your athlete) by the coaching staff and your athletic and academic responsibilities. As coaches it is very difficult to plan for a season, game and/or practice if we cannot count on individuals to be present consistently throughout the season.

SCHOLASTIC ELIGIBILITY FOR SPECIAL EDUCATION STUDENTS (ATHLETICS/ACTIVITIES)

1. Students in regularly organized special education classes must be making satisfactory progress toward the school's requirements for the special education programs.(These will be determined by the necessary parties involved as members of the IEP team)
2. For the purpose of administering the policy, only those students with an Individual Education Plan (IEP) will be regarded as special education students. In order to be eligible for athletics/activities, special education students must be making satisfactory progress toward graduation.
3. The present Academic Eligibility policy applies to all students, including special education students. However, these guidelines could be waived based upon the IEP statement of progress toward graduation. An eligibility committee shall be called by the principal to hear appeals for waivers of the academic eligibility guidelines for students with an IEP. The eligibility committee shall consist of the principal, the special education representative, and the athletic director.
4. All students out for activities will be expected to abide by the attendance and training rules as established by teams, coaches, and ISD 728.

EXPECTATIONS

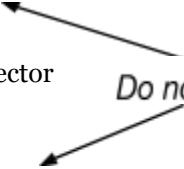
A student-athlete's primary function is to attain the highest level of learning possible while completing the rigorous study required to earn a High School diploma. By participating in extracurricular activities, the course of study is diversified to include many lessons that are not part of the standard workload. Success comes much easier when you practice "The Thunder Way"--Be Ready, Be Responsible, Be Respectful. More specifically, Thunder Basketball student-athletes are expected to:

Academics come FIRST!
Balance team membership with the rigors of school
Sacrifice individuality for the good of the team
Give your best effort at everything you do
Attend every OTA, practice or game possible
Be early
Arrange transportation as needed ahead of time
Communicate proactively.

Following the chain of command is absolutely essential in any organization. The following is recommended to resolve communication issues and to ensure concerns are resolved at the appropriate level. If resolution of the issue is not achieved at the first level of communication, the next level of the protocol is followed.

Level 1-Player to Coach
Level 2-Parent/Player to Coach
Level 3 -Parent/Player/Coach to Activities Director
Level 4-Parent/Player/Coach/AD to Principal
Level 5-All Parties to Superintendent
Level 6-All Parties to School Board

Do not pass any steps in the chain of command



Social media is a wonderful tool but it also presents real pitfalls for its users. Remember, EVERYTHING you do via the internet is public. Speak to people face-to-face. Promote the core values in your actions. If you "post", "like", "tweet/retweet", "share", etc., you are taking a stand on an issue. Humor and sarcasm do not come through the internet very well. You will be held accountable for your activity and as a team member, you represent the entire program. Stop and think!

ROLES

Each season starts a new process of identifying roles. There is no promise or guarantee of team placement or position from season to season. Player evaluations are ongoing throughout the season and movement across levels is common. Decisions are made with the best interest of player development and overall team success in mind. If a player is not getting play

time, they may be moved to another level where their playtime will be substantially greater. Illness and injury frequently play a role in player movement.

It is a growth process for players to learn their role(s) and the coaching staff strives to help players understand how decisions are made and why they affect some players. At times, emotions and ego can cloud situations and open communication is necessary to grow through the changes.

The team promotes a very unified structure. The OTAs include all members. Whether you are a starter, a reserve or a manager, you are vital to the continued development and success of the program. Everyone's role is to learn daily and make a teammate better.

CAPTAINS

For the betterment of Zimmerman Girls Basketball leadership is a MUST! The way that the program would like to exhibit these leadership roles is via team captains.

The way the above will be carried out is through the following within the captain's role: (1) ***to lead the team in all areas; (2) be the link between the players and the coaching staff, and vice-versa; and (3) represent the team at school/official events.***

Like any leadership position, captaincy is challenging and is not for everyone. The captain simultaneously faces a number of stressors and high demands, with most captains confronting several performance and organizational pressures. The captain needs to be professional at all times, regardless of the situation. They need to lead by example and maturity. There are a variety of leadership styles and many exhibit more than one of the following:

There are within the leadership role of the captain five major areas:

1. ***Task/ Locker Room Leaders (Culture)***—to focus team goals and behaviors to reach team objectives;
2. ***Motivation/Performance Leaders (Competition)*** —to encourage and engage teammates to perform at their peak;
3. ***Social/Social Leaders (Chemistry/OTAs)*** —promoting harmony and cohesion within the team; and
4. ***External/ Organizational Leaders (Campus/School/Halls)***—to communicate with all outside influences.
5. ***Reserve Leaders (Step-up, in the moment, any person at any time)*** — can exhibit leadership without the title of "Captain".

The above mentioned are valuable to the success of a team and they help build and maintain a team's positive culture. Zimmerman Girls Basketball is looking for quality people to continue and help in new aspects of building a positive culture that will last from season to season.

Requirements to be considered for Captainship:

1. _____ ***Academics: Maintain a 2.5 GPA minimum & be making progress towards graduation.***
2. _____ ***Be in good behavioral standing in the school and community. (Have NO violations of ISD 728's Chemical substance/abuse policy, MSHSL or Code of Conduct outlined by the School District)***
3. _____ ***Be on time or early to ALL team events***
4. _____ ***Agree to follow the athletic department training rules in and out of season (i.e.: found in the team handbook).***
5. _____ ***Be willing to put the wellbeing of the team before yourself.***
6. _____ ***Be willing to take an active role in carrying out Game plans, Practice Plans and expectations set by the coaching staff.***
7. _____ ***Look to better teammates, help younger players and be a middle person for the team and individual players to the coaching staff.***
8. _____ ***Be willing to Follow ALL levels of the Chain of Command,***
Level 1-Player to Coach, Level 2-Parent/Player to Coach, Level 3-Parent/Player/Coach to Activities Director, Level 4- Parent/Player/Coach/AD to Principal, Level 5-All Parties to Superintendent, Level 6-All Parties to School Board
9. _____ ***Be willing to hold yourself and other teammates accountable in the Gym, hallways, classroom, weightroom, locker rooms, buses and in our community.***

Athletes that exhibit the above and will positively further the program will be selected as a “Captain” for the Season. Those that wish to apply for consideration for captainship should answer the attached questions with honest answers and should hold a conversation with their families. This is an important role and if an athlete can not have support from their family the role of a captain becomes more and more difficult as the season goes on.

LEADERSHIP

Utilization of research based curriculum from The Academy for Sport Leadership will be in place. This leadership training program takes the place of exclusive team Captains. All of the players will have the opportunity to learn many aspects of what it takes to lead rather than a select few being chosen as Captains. Dr. Cory Dobbs, the founder of the Academy, states that human development should be the organizing principle for student-athletics. “This proposition rests on the positive impact sports participation can have on the young people playing at the high school or collegiate levels. It is broadly accepted that sport can teach participants a wide range of social skills. However, this requires that we pave a road by creating learning environments that are both relevant and stimulating for all student-athletes.”

Other research based leadership curriculum will also be incorporated to foster the development of each player. Lessons from leadership experts such as John Wooden, Jeff Janssen and John Maxwell will help student-athletes discover and define strengths and growth opportunities. It is hoped that implementing the leadership curriculum will broaden the experience from the traditional sport knowledge acquisition, tactics and techniques, to include development of leadership and insights and knowledge into team building.

AWARDS

Student-athletes have the opportunity to earn recognition in a number of areas. Many of the recognition opportunities come from the Coaches’ memberships in professional organizations. The Varsity letter is an award to recognize substantial contributions to the Varsity team. It indicates that, among other accomplishments, the student-athlete::

- Upheld MSHSL and School training rules. Students violating the rules during the season will not be eligible for lettering recognition.
- Participated in 50% of the number of varsity games in a single season --or--
- Maintained good team standing for 4 seasons --or--
- Earned a roster position on a MSHSL State Tournament team --or--
- Displayed exemplary participation in OTAs to promote basketball.

Each athlete is evaluated individually in terms of earning a letter. There are circumstances that may merit a letter award that are not covered herein. Violations of MSHSL or ISD 728 eligibility policies may prevent a student-athlete from earning a letter award. Lettering decisions are made by the coaching staff.

Lettering is not the only possible recognition for student-athletes. Outstanding performance is recognized through a variety of post season awards: academic achievement, Granite Ridge Conference distinction, MSHSL honors, MSHSSCA and occasionally national recognition through professional memberships held by coaches.

Zimmerman Basketball has established a tradition of academic excellence and efforts will be made to continue the award winning results. Late week practices begin with a study session intended for academics. The time is designed to be used collaboratively to assure understanding of classroom assignments. It also allows student-athletes the possibility to meet with the teacher for further explanation when needed.

Academic awards are designed to recognize exemplary achievement of student-athletes in the classroom based on High School Grade Point Average. For the younger student-athlete this is an investment in developing good habits and setting priorities.

PARENTS

Parents are a vital component to a successful program. Without parental support, student-athletes would have very little chance of success. The most important thing parents can do is show enjoyment of your student-athlete’s experience. Encourage best effort and understand that sometimes others may be more capable in given situations. Model respect and show support for game officials, rules, opponents and coaches. Refrain from negative comments as they can become the way the game is perceived by the student-athlete. Promote self advocacy when there is a lack of understanding; either in how to do something or why a decision was made. Be a good listener for your student athlete while encouraging them to advocate their concerns/questions using the chain of command. Disappointment is part of life and moving beyond it

quickly is a great skill. Demand performance in the classroom so eligibility does not become jeopardized. Cheer for the entire team and the opponents when appropriate.

Do your best to foster a love for the game that you can share with your student-athlete. Even if you never played the game or think it is boring, learn to love it for what it offers. Learn to love it for what it can do for your student-athlete. This is their experience, their chance for memories. Enjoy it with them.

COACHES

A continual effort is made to assemble and retain highly qualified coaches for school activities. There are standards in place to promote safety for participants from the MSHSL, ISD 728 and ZMHS. Expectations and requirements for ongoing training and education for coaches are in place and monitored. Coaches report to the Administrative team at the school, specifically Mr. Hilyar, Activities Director.

Banquets

These will be set forth by the Half Court Club in conjunction with the head coach. Parents the end of the season banquet is voluntary. Parents you are responsible for your children at the banquet, this includes any dietary or allergy restrictions. The end of season banquet is set to honor students and their accomplishments. It is the coaches desire to have all student athletes be recognized at the banquet.

****Booster Club (Half Court Club “HCC”)**

The booster club is a and will act as a financial group, and has responsibilities that are defined by ISD 728, these are defined as follows:


- Volunteering time and raising money by printing promotional items like team schedules, programs, and yearbooks.
- Contribute funds to better enhance the team or organization's performance including additional funding to hire coaches, staff, and event workers.
- Organizing team events, such as pre- or post-game dinners or social events during the season.
- Listen and work closely with the head coach.
- Performing, meeting, or organizing in any way, in accordance with the above stated definition, that supports or 'boosts' the program they are formed to support.

Booster clubs are a means to help address and take care of the needs of the team that are deemed at “extras” that are NOT deemed necessities or basics for the program to function at a competitive level.

****STAY IN THE KNOW**

Here is a list of some of the ways you can stay updated on team happenings:

- 1.) Official Game schedule (This is the ONLY place for reliable game/contest information): www.mississippi8.org
- 2.) General Information + links to specific information: www.zhsgirlsbasketball.com
- 3.) Last minute messages: 2022 GBB Parent Remind & 2022 GBB player

REMIN D APPS JOIN THE RESPECTIVE REMIND CHATS This will be the primary means of communication with Players & Families from the coaching staff.	PLAYER ONLY REMIND: TXT--81010 MSG-- @2022GBBPL	
	PARENT ONLY REMIND TXT--81010 MESSAGE--2022GBBPA	