

CGS Coaching Staff CODE of CONDUCT

Mission: Carmichael Girls Softball (CGS) values participants of all skill levels, and strives to teach character, confidence and courage in a fun environment through quality instruction using the principles of Positive Coaching. *Our mission is to provide opportunity for every player to develop her softball skills, have respect for her teammates and competitors, and achieve her individual goals. We will strive to teach life lessons along the way.*

CGS values coaches as mentors. Many coaches get started in coaching because they are excited about helping kids develop their potential. Often they get caught up in a win-at-all-cost mentality, and their original motivation gets clouded. They begin to see their job as simply building a winning team and focus exclusively on their win/loss record. This limited goal is not nearly as satisfying as coaching to win and to help young people develop into successful citizens.

It's important to remember that being selected as a Coach or Manager for CGS is a privilege, not a right. Each volunteer becomes the face of CGS to our community, and therefore is expected to exemplify CGS's mission, goals and bylaws to the best of their ability. Please note that prior to being selected as a coach or manager, each volunteer must read and acknowledge the following Coaching Staff Code of Conduct:

1. Coaches and Managers shall always represent CGS with the highest level of integrity and conduct, and **strictly adhere to CGS's Mission Statement** in all interactions with players, parents, officials and competitors. Winning at all costs is not the main goal; instead, inspiring each individual to return the following season to continue to develop, improve and enjoy the game of softball is the ultimate measure of a coaching staff's success.
2. **Equal playing time for equal registration fees.** CGS is a recreational league, NOT a competitive league. Therefore, coaches will do their best to ensure that ALL players receive equal playing time (offensive and defensive) in games throughout the season. Exceptions can be made at the coaching staff's discretion for repeated practice/game absences due to reasons other than school/religious functions, major family event, and/or injury/player request.
3. **Opportunity to learn/experience different positions.** All girls will be provided opportunity to learn/experience any position they express interest in, including pitcher and catcher. Coaches should strive to expose and inspire each individual to expand their comfort and experience levels. For 10u and above, every effort should be made to continue to provide these opportunities, but safety concerns may limit these opportunities to practice situations.
4. Coaches and Managers are expected to **maintain exemplary levels of behavior at all times** while engaged in any CGS activity. Unacceptable behavior includes, but is not limited to, smoking or drinking alcohol in the players' presence, swearing, uncontrolled temper, inappropriate contact with the players, and rude or disrespectful treatment of the parents, officials and volunteers. Coaches and Managers are expected to express any dissatisfaction with an umpire's call calmly and quietly with the umpire. Public displays of displeasure - before, during, or after a game - are not acceptable behavior.
5. Coaches and Managers **will not teach their players tactics or skills designed to circumvent the intent of the rules.** The rules exist to protect the players and provide a common standard by which final results will be determined. Coaches and Managers should not attempt to "beat the rules" or take any unfair advantage over an opponent.
6. Coaches and Managers are **responsible for the conduct of their players and respective family members** while engaged in CGS activities. Should a player or her family member exhibit

unsportsmanlike behavior, it is the responsibility of the coaching staff to immediately address that behavior and put an end to it. Use this as a teaching moment.

7. Coaches and Managers will **support and attend all CGS activities** including Coach and Manager clinics, player clinics, field cleanup days, Umpire clinics, and fundraising events.
8. Coaches and Managers shall **take care of CGS fields and equipment**. Coaches and Managers are encouraged to get parent and player assistance in this responsibility. All equipment shall be cleaned and returned in good condition to the Equipment Manager as soon as possible after the season ends.

Nonobservance of this Code of Conduct may be brought before the CGS board and may result in disciplinary action up to and including dismissal from coaching and/or managing and/or exclusion of the Coach or Manager from being considered as an All-Star or Fall Ball coach. At the end of each season, the Board may conduct a Survey to assess Coaches and Managers' teaching, communication and interpersonal skills. The results of this survey may be shared with the respective Coaches and Managers and may be used for future coach/manager selections.

By signing below, I acknowledge that I have read, understand, and agree to abide by the CGS Coaching Staff Code of Conduct set forth by Carmichael Girls Softball:

Print Name : _____

Signature : _____

Date : _____

Division : _____