

Expectations of Professional Staff

All Professionals on staff with the Eden Prairie Figure Skating Club must maintain a PSA membership, a USFS membership, carry liability insurance, be CER Category B compliant and undergo a background check every other year through the PSA. Each Pro will also participate in an annual review, if requested by the board, of their Professional Staff status.

Section 1.

I will be a role model and facilitate:

1. Individual growth and excellence in skating for all members of the Club.
2. Positive and constructive interaction between all skaters, parents, and Pros in the Club.
3. Respect and appreciation for the individual skater's unique personality, skating ability and developmental age.
4. Feeling of "belonging" to the club, Club unity and working together to accomplish Club goals.
5. Support and respect for all skaters participating in competitive events.

Section 2.

I will support and respect other Pros and their philosophy, work and disciplinary procedures, and treat all skaters fairly.

Section 3.

I will cooperate with other Pros and skaters regarding space on the ice by moving around and using the whole rink, and holding meetings with groups of my skaters off the ice.

Section 4.

I have the authority to maintain a positive training atmosphere on the ice.

Section 5.

I will provide all of my students with written documentation of my fees and expectations upon contracting services with them.

Section 6.

I will talk to each of my students about proper skating procedures and behavior on the ice, following all EPFSC Ice Rules and demand proper behavior at all times.

1. All Pros are responsible to be observant for inappropriate skating etiquette.
2. If inappropriate skating etiquette is observed, the Pro of the skater involved and the Pro who observed the behavior will meet off ice and all parties will address and resolve the problem. This will take place at the time of the incident.
3. If the skaters Pro is not present, the issue will be discussed with the skater, and the skater's Pro will be notified as soon as possible.

Section 7.

If I need help with a problem, I will follow the appropriate Grievance Procedure, as outlined by the Board. I will first try and work out my differences one-on-one with the person involved, but if this does not work, I will file a grievance. I realize that the "options" listed under the grievance procedure are simply that- options. The board has the authority to use any or all of these depending on the severity of the problem.

Section 8.

I will conduct myself chemically free (alcohol, illicit drugs) whenever participating in a Club skating session or skating competition.

Section 9.

I will respect and support the decisions made by the EPFSC Board in my interactions with skaters, parents and other Professionals.

Section 10.

I will meet with the EPFSC Pro Staff and the Board of Directors as determined by the Board and as necessary to fulfill my responsibilities.

Section 11.

The EPFSC board wants to foster good communication between ALL parents, skaters, board members and Pros. Pros do not have the authority to dictate who another Pro can have a conversation with. However, Pros are reminded that conversations with students of another Pro may be improper in certain contexts.

Section 12.

Pros on staff cannot request skaters to become home club members elsewhere. Pros who repeatedly do this are subject to losing their teaching status at the EPFSC.

Section 13.

Solicitation of skaters who are under contract with another Pro is not allowed.

Section 14.

I realize that all skaters and parents have the right to switch Pros at any time for whatever reason as long as PSA guidelines are adhered to. Nobody, ex-Pros, current Pros, parents, or skaters have the right or authority to criticize this decision.

Section 15.

I have reviewed the above expectations and agree to fulfill each and all of them as the basis for initiation and maintenance of Professional Staff status at the Eden Prairie Figure Skating Club.

Printed Name of Professional

Signature of Professional

Date
