

KETTLE MORAINÉ GIRL'S BASKETBALL CLUB

BY- LAWS

KMGBC Program Philosophy

WIN in Basketball WIN in Life

The KMGBC believes in not only in teaching girls to succeed in basketball but also in life. The focus of our club is teaching girls to develop a positive mindset by focusing solely on the things that are under our control: our attitude, our effort and our aggressiveness. On the court, we teach an aggressive attacking style. In school and in life we strive for our girls to have that same aggressiveness by having them sit in the front of class, being an active participant and advocating for themselves every chance they get. We want our girls to develop and learn the confidence they need to take on all the challenges of school, basketball, and life.

Our Core Pillars:

Leadership-Influence the people around us in a positive way.

Aggressiveness-Program-wide attack mentality, eyes in front.

Service-Helping others without the need for personal recognition.

Effort-Always working hard and never giving up.

Responsibility-Accepting what is expected of us.

Sacrifice-Learning to put the TEAM before yourself.

KMGBC Mission

To build and maintain a positive culture that consistently competes for championships and is recognized in our community for excellence.

KMGBC Vision

For all girls to develop into strong and confident leaders on and off the court.

Age Levels

The KMGBC is designed to provide girls who reside or attend a school within the KM District the opportunity to participate in a basketball program that has a higher level of skill and competition for a select program. We encourage and welcome all girls to

tryout and teams will be formed at the 3rd - 8th grade levels.

Open Enrollment

The KMGBC board of directors can allow open enrollment participation in the club based on parent declaration. This is for players living outside KMSD boundary lines and not currently enrolled in a KM school. The Program Director must be notified of this consideration and a questionnaire will need to be filled out and reviewed by the board of directors.

High School Declaration

During online registration, all 7th and 8th grade players will have to declare their anticipated high school choice. Participation levels (A or B levels) will be determined by the board/ coaching coordinator and coaches' input.

Playing Time

We believe that each player should have a positive experience and that these experiences include playing time. We will always strive to give equitable playing time to all players on each team. A goal of 50% minimum playing time over the course of the season is encouraged for all girls in 3rd-5th Grade. A goal of 25% minimum playing time over the course of the season will be encouraged for all girls in 6th-8th Grade. As girls reach the upper grade levels playing may be based on attitude, attendance, effort and performance in practice and games. All questions about playing time and the reason for the amount can be discussed with the coaching staff and the Coaching Director.

Team Selection

There is a standardized system to pick the teams. Players will be evaluated and selected by a team of evaluators that will make up the selection committee appointed by the Coaching Director and approved by the Advisory Board.

We will attempt to fill two teams per grade. While every effort is made to allow all players to join a team, especially at the 3rd- 6th grade level, we cannot guarantee that all players trying out will be selected. For those players not selected, the LYBA

league is open for any girl. Girls may participate in both leagues at one time.

Player selection will be determined by the results of tryout evaluations, combined with position considerations and past coaches' evaluations.

Tryouts are held each year in mid- to late-August. Practices will begin in mid-October and the league season typically starts the first week in November.

"A" team / "B" team philosophy in grades 5-8. Navy (A Teams) teams will play in the YGSBL league located at Waukesha South for 5th & 6th Grade and at Waukesha West for 7th & 8th Grade Teams. Gold (B Teams) teams will play in the LCGBA league hosted at Kettle Moraine High School.

At the 3rd and 4th grade level, if there are sufficient numbers for two teams, they will be evenly divided. 3rd and 4th Grade teams will play in the MGBCBL hosted at Mukwonago.

League play and tournament play will coincide with the "A/B" selection system.

Practice times and schedules will be determined by the Head Coach.

Based on evaluator consensus, if a player demonstrates significantly advanced skills within their age group, they may be invited to play up a grade. This will be at the discretion of the Advisory Board.

Refund Policy

If a player is not selected for a team, their registration fee will be returned in the mail to them. Once a player is placed on a team, there will be no refund of the registration fee.

Expectations of Players

Please refer to the Kettle Moraine Girls Basketball Club Code of Conduct. This is a form that must be signed by all players before they may play on a team. All players must abide by the code in order to be a member of a team for the KMGBC. The Kettle Moraine Girls Basketball Club endorses and supports the principles of the Kettle Moraine High School Code of Conduct. The full code of conduct can be found at www.kmsd.edu/athletics.

Expectations of Parents

Please refer to Kettle Moraine Girls Basketball Club Code of Conduct. This is a form that must be signed by all parents before their daughter may play on a team. All parents must abide by the code in order to have their daughter participate on a team for the KMGBC.

Sweetheart Tournament and Lake Country Girls Basketball Association (LCGBA)

Each year the Board will be responsible for organizing the Sweetheart Tournament in February. This tournament will be open to 3rd, 4th, 5th, 6th, 7th and 8th grade “A” and “B” teams. 3rd grade teams will play in the 4th grade B division.

All KMGBC teams will participate in the Sweetheart tournament.

The Tournament Director is responsible for the planning and execution of the tournament.

The LCGBA league is run by the KMGBC and runs on select Sunday's (8 in total) from November-February. All Gold level teams will play in the LCGBA league which is hosted at KMHS.

Parents are REQUIRED to volunteer in the concession stand for the LCGBA League and/or concessions and/or admissions at the Sweetheart Tournament.

The Sweetheart Tournament and the LCGBA are the main fundraising functions for the KMGBC, hence the need for the requirement of parents volunteering time. These fundraisers help to keep the registration fees for KMGBC low as compared to neighboring clubs and prevent our families from having to personally fundraise for the club. **Parents are required to volunteer at least 4-5 hours per athlete registered.** *Note that this does not include parent volunteering for the scorekeeping table for their athlete's team, which is an extra requirement that each league has for every team.* Failure of parents to participate, or find a suitable replacement in the Sweetheart Tournament and/or LCGBA may result in assessment of additional player fees not to exceed an amount equivalent to the player entry fee and subject to Board vote.

Coaches

Quality of basketball coaching is one of the most critical components of a successful basketball program. Head coaches must be able to work with youth players and have

an appropriate level of knowledge and expertise for the age and ability level of the team they are coaching. Demonstrated past experience in coaching and playing will be strongly considered. Anyone interested in coaching must submit a completed Coaching Application to KM Community Education which can be found on the website – *kmgbc.com*.

The Coaching Director along with the Board will identify potential candidates, interview the new candidates, and make the final coaching decisions. Coaches selected the previous year do not automatically qualify to coach the current year and must reapply each year; however, interviews of prior coaches reapplying may be waived unless the Coaching Director determines it necessary to re-interview based on coach evaluations from the prior year or to arrive at an informed selection. The most qualified applicants at each grade level will be selected.

All coaches will have a background check conducted prior to the season starting. If an issue arises during the background check and the issue cannot be resolved, the individual will not be allowed to coach.

One Assistant Coach will also be required for each team. Assistant coaches must also be approved by the Coaching Director and Board, and must undergo standard background checks.

Coaches' Expectations

The following performance areas outline the major expectations and responsibilities of all coaches in the Kettle Moraine Girls Basketball Club:

- Leadership

- Provide a positive learning experience not necessarily a winning experience

- Be a positive and mature role model for the players
- Give ALL players the opportunity to improve

- Exhibit diligence, enthusiasm, honesty, and a love for the game

- Rapport

- Represent Kettle Moraine in the basketball community

- Respect the players, parents, referees, and opponents
- Maintain open and timely communication with players, parents, and the Board
- Organization
- Take care of the equipment provided for your team
- Conduct a parent meeting at the beginning, middle, and end of the season
- Complete a year-end player evaluation no later than two weeks after the season end for every member of your team, and submit one copy of each evaluation to the Board for consideration in next year's selections.
- Be available to answer questions of the tryout committee on any player trying out for next season that you coached in the previous season.

Coaching Techniques

- Run challenging, well-organized practice sessions that emphasize skill/fundamental development necessary to meet the expectations of each grade level as set forth in the Coaches Manual provided.
- Become current with coaching techniques and strategies as required by the Board
- Attend mandatory coaches' meetings/clinics
- Attend coaching seminar provided by the Board
- Utilize the "Coaches' Library" housed in the Community Education office
- Provide to the Coaching Director a written report explaining the circumstances on any technical fouls called on the coach or the assistant coaches
- Stress the fundamentals and coaching strategies established by the High School Varsity Coach

Grievance Procedure

The purpose of this procedure is to resolve disputes between players and coaches and/or parents and coaches.

It is a step by step procedure to try to come to an equitable resolution to problems.

The following steps, in order, are to be followed:

1. A player and/or parent must first contact their coach verbally and in writing of the complaint... Try and be as specific and objective as possible about the issue(s). Give yourself at least 24-48 hours after a game to “cool off” prior to beginning the process of contacting the coach.
2. The coach has 3 days to respond to the parent/player with his or her answer. A copy of the complaint and response must be forwarded by the coach to the Program Director.
3. If the player/parent is not satisfied with the coach’s response or the coach has failed to respond in a timely manner (as noted in item 2 above), the player/parent must submit a written grievance to the Grievance Committee within three (3) days. The Program Director will select (3) non-conflicting board members who will make up the Grievance Committee.
4. The Grievance Committee will review the grievance within 5 days and:
 - a. Have the coach and parent/player come before the 3 person Grievance Committee for a hearing. The Committee will listen to each party’s case and make a decision within 3 days of the hearing. The decision will be communicated to both parties verbally and in writing.
 - b. This decision will be final & binding.

Everyone should try and resolve their problems at step 1. Good verbal

communication between all parties should resolve most issues at step 1. Trying to jump steps will only delay resolution. The Coach must always be the first contact in any problem except if there is physical abuse of a player.

The Board

The Advisory Board is responsible for establishing the direction, policy, structure and management of the KMGBC. The Advisory Board is a board of elected or nominated individuals who will make recommendations to the Kettle Moraine School District on behalf of the club.

The Board shall be made up of nine (9) voting individuals (listed below).

All decisions shall be made by majority vote, and must have at least a majority of filled voting board positions to be binding. Voting via email is acceptable as long as all board members are copied on the email.

Board members are expected to attend all monthly meetings. There are exceptions to this requirement for obvious personal obligations; however, failure of an individual Board member to attend three consecutive Board meetings may be grounds for termination or considered a resignation from the Board.

The Board may establish special committees as needed.

The Board is made up of the following positions:

BOARD COMPOSITION

1. Program Director
2. Coaching Director
3. League Director
4. Sweetheart Tournament Director
6. Treasurer

7. Secretary
8. Events & Equipment Director
9. Social Media Director (non-voting)
10. High School Girls Varsity Coach (on going)
11. Community Education Representative (on going)

Board Terms are as follows: April 1st of Odd Years (2019, 2021, 2023, etc...) for: League Director, Treasurer, and Secretary

April 1st of Even Years (2020, 2022, and 2024 etc...) for: Program Director, Coaching Director, Sweetheart Tournament Director, Events and Equipment Director.

A description of these board positions including their responsibilities is contained in a supplemental document to these bylaws and available upon request.

Board Responsibilities:

- Establish policy for the KMGBC.
- Manage all financial aspects of the program.
- Select the coaches for the program. Establish expectations for the coaches and hold the coaches responsible to meet these expectations.
- Provide adequate training for coaches.
- Select tryout evaluators and establish expectations for the players.
- Assist coaches in securing tournament play for each of the teams.
- Provide equipment required for practice and games.
- Organize the Sweetheart Tournament each year.

- Hold monthly Board meetings and special session when necessary.
- Coordinate the year-end annual Player Banquet.
- Support the players, coaches, parents, and KM High School program.
- Coaches' packet of information.
- Enforce grievance procedure.
- Distribute and collect both player and coach surveys at end of year.

Board Meetings

All board meetings will allow a specific time for attendance and input from the community. It is recommended to call the Community Education Office to confirm a meeting date.

A board member may motion for an "Executive Session" in order to discuss a sensitive subject or a topic that is private. A motion to go into an executive session shall be approved by a majority vote of the present board members. The secretary will note the time of the executive session but minutes will not be taken. Anyone who is not a current board member will be asked to leave the meeting at this time.

Meeting dates are set one year in advance and are subject to change. All meetings are scheduled in the high school Laser Room (or alternate location determined by Community Ed.) between 5:30-6:30 p.m. Meetings typically are held on the 3rd Monday of the month.

Any of the rules and regulations in this entire document may be changed at any time with a majority vote by the Board.

For questions/concerns/comments regarding the KM Girls Basketball Club, please contact Kelly Donaldson in the Community Education Office at 968- 6273 x4641 to be referred to one of the board members or email her at Kelly@kmsd.edu.

The KM Girls Basketball Club operates under the School District of Kettle Moraine. The School District of Kettle Moraine does not discriminate on the basis of religion, sex, race, color, national origin, age, ancestry, creed, political affiliation, membership in the National Guard, state defense force or any reserve component of the United States Military or state military forces, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional, or learning disability or handicap or other basis prohibited under state or federal law.

(Updated 11/2023)