



PROGRAM ATHLETIC HANDBOOK

For Parents and Athletes

Updated for 2023

OUR MISSION

The FHN Jr. Huskies Cheerleading mission is to uphold the pride and tradition of Forest Hills Northern school district.

Cheerleading is a sport that requires hard work, dedication, and commitment to self and to the team. Our program emphasizes and teaches the importance of safety, discipline, hard work, dedication, and teamwork in addition to basic tumbling, jumps, and related skills.

We strive to develop young athletes to believe in themselves, their team, their school, and their community, all while supporting their goals and potential.

Our role is to provide a safe, enjoyable, and rewarding experience for our athletes at all times.

OUR PHILOSOPHY

At our core, FHN Jr. Huskies Cheerleading is founded on support, hard work, and spirit. Our athletes will develop a sense of integrity, pride, and enthusiasm through the rigor of this program.

JR. Huskies Cheerleading concepts of learning to cheer is designed to instill discipline, tradition, honor, and commitment in our athletes – both in the sport and in the classroom.

Teams are built on trust and loyalty. As a program, we commit ourselves to live this through organization, consistency, and support to make this an exemplary program and positive experience for all.

JR. HUSKIES CHEERLEADING

OUR PURPOSE

FHN Jr. Huskies Cheerleading is a volunteer-led youth organization formed to provide interested athletes an opportunity to learn and love the sport of cheerleading. Qualified athletes are in third through eighth grades in the Forest Hills Northern school district. Whether, through state-sanctioned competitions or football games, we support as many athletic events as possible and promote a positive game-day atmosphere for Forest Hills Youth Football League (FHYFL).

Our program is meant to prepare athletes for high school cheerleading and strengthen the overall cheer program at Forest Hills Northern High School.

We have one of the best youth cheer programs in the area – both in competitiveness and values. Our success depends on a commitment to excellence from our coaches, our support staff, and our athletes and their extended family members.

Our job as a parent, coach or athlete is to facilitate a fun learning experience and to lead by example. Being volunteer-based, we rely on parents donating their time and talents to make this organization successful.

A 501(c)(3) non profit organization

JR. HUSKIES CHEERLEADING

EQUAL OPPORTUNITY POLICY

No person shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any program or activity available at Junior Huskies Cheerleading on the basis of race, color, sex, religion, creed, political belief, national origin, linguistic and language difference, sexual orientation, socio-economic status, height, weight or familial status, or disability.

Junior Huskies Cheerleading does not discriminate against any applicant or employee with regard to hiring, retention, promotion, benefits or compensation because of race, national origin, ethnicity, citizenship, gender, age, marital status, creed, sexual orientation, disability, or any other characteristic protected by law. Similarly, Junior Huskies Cheerleading does not discriminate against any client or applicant for services on any of the above criteria, and is committed to the promotion of diversity and inclusion in all of its programs. All staff are expected to uphold and further this policy.

JR. HUSKIES CHEERLEADING



JR. HUSKIES BOARD

juniorhuskiescheerleading@gmail.com

Program Director	Gabby Saum	616 550 7945	
President	Jenna Quist	248 961 4974	juniorhuskiescheerleading@gmail.com
Vice President	Open		
Treasurer	Open		
Secretary	Open		
Director	Open		
Director	Open		
Director	Open		

COACHES

Coach (7/8)	Open
Coach (5/6)	Open

STUDENT FIRST, ATHLETE SECOND

The FHN Jr Huskies Board recognizes the value of a program, which provides youth athletes the opportunity to exercise and test their athletic abilities. Games, competitions, activities, and practice sessions should provide many opportunities to teach the values of competition and good sportsmanship. All athletes who elect to participate in the FHN Jr Huskies program is therefore committing to be a model student first and athlete second.

A well-organized program meets the athlete's needs for self-expression, mental alertness, and physical growth, as well as promotes the enhancement each student's educational maturity. Participation in athletic programs is, however, a privilege, which must be earned by the student by continuously adhering to the standards of conduct described in the Student Code of Conduct, the Athletic Handbook, and the Team Expectations, both in and out of school. Failure to comply with the School Student Code of Conduct, the Athletic Code, or team expectations will result in disciplinary action, up to and including removal from the team and participation in any future seasons.

MESSAGE TO PARENTS/GUARDIANS

Parents/Guardians of this athlete also commit themselves to certain responsibilities and obligations, which are outlined in this Athletic Handbook. Your signature on the Code of Conduct, along with the signature of your athlete, indicates that you understand and accept those responsibilities and obligations and agree to cooperate with the FHN Jr Huskies board and coaches in enforcing this athletic code.

As fans and spectators at athletic events, parents/guardians of athletes play a special role in supporting their athlete, the coach(s), and the team. Parents/Guardians of athletes are expected and encouraged to always model good sportsmanship during athletic events. Failure to adhere to acceptable standards of adult behavior at events may result in removal from the event and/or future events.

MESSAGE TO ATHLETES

When you wear our colors as an athlete, you are expected to understand the traditions and understand the responsibilities they represent. In every situation, participation in our athletic program is regarded as a privilege that is earned through hard work in the classroom and in practice and through adherence to the high standards of conduct outlined in this handbook.

The conduct of an athlete is closely observed by other students, staff, parents/guardians, and the community. His/her behavior should be above reproach in all areas. All athletes are expected to follow this handbook.

Athletes make a commitment to always follow these rules, including when they are out of season and when they are off school property. The athlete agrees to abide by the following code of conduct, which prohibits illegal or inappropriate actions including:

- Use or possession of tobacco in any form.
- Use, possession or being under the influence of alcohol in any form.
- Use, possession or being under the influence of a controlled substance (illegal or prescription drug) other than as prescribed by a physician.
- Actions, in or out of school, which would bring disfavor upon the program, including hazing, bullying, harassment and
- Actions, in or out of school, which would be deemed felonies under the criminal code.

MESSAGE TO ATHLETES - CONTINUED

Soliciting, encouraging, aiding, or engaging in hazing is prohibited. "Hazing" means any intentional, knowing, or reckless act directed against a student for the purpose of being initiated into, affiliating with, holding office in, or maintaining membership in any organization, club or athletic team whose members are, or include other students.

After formal investigation has been completed:

- Student athletes engaging in hazing will be subject to disciplinary action according to Group II Penalties (page 15).
- Student athletes engaged in any form of bullying or harassment will be subject to disciplinary actions according to Group III penalties (page 15-16). This could result in removal from the team and future seasons.

In addition to the FHPS Middle School Student Code of Conduct and the FHPS Middle School Athletic Code, athletes will be expected to adhere to the team expectations rules established in this handbook. Failure to abide by FHPS Middle School Student Code of Conduct, the FHPS Middle School Athletic Code, this handbook and/or the Team Expectations will result in disciplinary action up to and including suspension from the team, suspension from competition, and/or removal from the program.

TEAM EXPECTATIONS

Team expectations will be presented at the start of the season and will be distributed to athletes at the first tryout or practice (if there are no tryouts scheduled). Parents/Guardians will receive a copy of the team expectations during the required Parent Information Meeting at the beginning of the season. Penalties for violating team expectations may not be more severe than the penalties approved in the Athletic Code.

VIOLATION OF TEAM EXPECTATIONS

Each coach shall be afforded a reasonable amount of discretion, subject to final approval by the Husky Board, in determining whether an expectation has been broken and setting the appropriate penalty or discipline for the athlete who has broken a team expectation. The explanation of the infraction and the ruling will be communicated to the parent(s) or guardian and the athlete within five school days after the decision is made.

Discipline imposed by a coach and approved by the Husky Board, which results in suspension or removal from the team, should be communicated directly with the athlete and parent in person.

PROGRAM ATHLETE EXPECTATIONS



CORE COVENANTS - H.A.I.L

Hard-work. Accountability. Initiative. Leadership.

Coaches will coach an athlete with zero skill, but we will not coach an athlete with zero work ethic. You get what you give - this sport and the skill level required to advance can be learned. Work ethic and commitment to improving go a long way with coaches, more so than an athlete's natural talent!

All athletes within our program should follow the expectations of H.A.I.L

ANY CHEERLEADER WHO DOES NOT ACT IN AN APPROPRIATE MANNER TO BE REPRESENTING FHN JR HUSKIES CHEERLEADING PROGRAM AND THIS COMMUNITY (INAPPROPRIATE LANGUAGE, ILLEGAL USE OF ALCOHOL OR OTHER ABUSIVE SUBSTANCES, SMOKING, VAPING, INSUBORDINATION, BULLYING OR ANY OTHER BEHAVIOR DEEMED INAPPROPRIATE) WILL BE SUBJECT TO DISCIPLINARY ACTION AT THE DISCRETION OF COACHES AND COULD INCLUDE IMMEDIATE DISMISSAL FROM THE PROGRAM. THIS INCLUDES INAPPROPRIATE PICTURES OR INFORMATION POSTED ON SOCIAL MEDIA.

"IN THE CLASSROOM" ACADEMIC ELIGIBILITY:

Athletes are expected to be hard working students who put academics first. Parents should promote this same ideal. Parents and athletes should be open and honest about their academic standing with their FHN Jr Huskies coaches. Coaches reserve the right to ask parents if their athlete is within good academic standings.

Good academic standing expectations:

- Must have a passing grade (C or above) in all class. If an athlete does not, a plan must be put in place to get the athlete back on track. Performance and practice time will be affected until the athlete is back on track or there is proper communication otherwise.

USING PROGRAM EQUIPMENT & UNIFORMS:

Each athlete is financially responsible for all equipment and uniforms issued to him/her. All equipment and uniforms must be cleaned and returned to the coach at the coach's request. Any equipment and uniforms not returned and/or paid for will result in the athlete not being allowed to practice or participate in the next season of competition until said equipment and uniforms are returned or paid for.

DROPPING OUT OF OUR PROGRAM:

Quitting a team is a serious matter. No athlete should quit a team without first discussing his/her intention to do so with his/her coach. Quitting a team during a season may affect that athlete's ability to come back to future seasons within our program. There are no refunds for the season if an athlete chooses to drop out.

EXPECTATIONS

Continued

ATTENDANCE:

Attendance is vital to our sport and our team's success. Coaches must be notified, either by a parent/guardian, whenever an athlete will miss practice, a competition, a game, or an event. Missing team events without good reason and communication may result in reduced performance time. Communication is KEY.

There are 3 types of absences: Excused, unexcused, and no-call/no-show.

1. Excused: This means that the coach(s) are aware the athlete will not be in attendance and has approved your absence. There is no penalty for this type of absence. Pre-arranged absences and doctor's visits are the only excused absences.
2. Unexcused: This means that the coach(s) have been made aware prior to practice but has decided that the reason for absence does not warrant it to be excused. Athletes and parents will be notified of this when the request has been communicated. Example of this would be a nail appointment, someone's birthday dinner, a concert, and so on.
 - a. Penalty for this type of absence:
 - i. One: Loss of mat time during competition
 - ii. Two: Loss of performance time in one or more competitions
 - iii. Three: Removal from the program
 - iv. Tardies: 2 Tardies is seen as equal to one unexcused absence
3. No-call/No-show: This means that an athlete and/or parent has failed to communicate an absence to a coach PRIOR to the designated meeting time. Coaches will communicate with parents immediately if this happens.
 - a. Practice penalty: Communication and/or meeting with athlete and parent. If there are more than one occurrence, athlete could be removed from the program.
 - b. Competition penalty: Communication and/or meeting with athlete and parent. This also could result in removal from the program.

Athletes must also be in school for more than 4 hours and be in good academic standing to be eligible to participate in a scheduled practice, game, competition, or program/team event.

Before registering for our program seasons, athletes and their parent(s)/guardian(s) should carefully evaluate schedule conflicts which may arise due to other school activities, jobs, or family vacations. If a family vacation is scheduled during a designated Forest Hills Public Schools break, such as Thanksgiving vacation, the holiday break in December, the midwinter break in February, or spring break, the athlete will be excused from scheduled practices and/or contests by the coach, if and only if the athlete communicated this information to the coach in a timely manner prior to the scheduled family vacation.

Athletes should arrive to practice on time (15 mins before posted start time) for every practice, game, and team event, unless communicated and approved by coaches. Athletes will also arrive at all events prepared to succeed - with all necessary items and dressed according to our scheduled team outfit or uniform. This includes removing all jewelry and keeping nails short and filed no longer than fingertip length.

EXPECTATIONS

Continued

ATTENDANCE:

Athletes and parents understand that failure to meet the above standards will result in reduced performance time.

TRANSPORTATION:

No transportation will be provided by the Jr Huskies Program. Arriving to practices and events on time is the responsibility of the athletes and the parents. A timely pick of each athlete at the end of a practice or event also falls under the responsibility of the athletes and parents. Athletes should be to all events 15 mins before the start time communicated and picked up within 15 mins of the end time. While at events, athletes are the responsibility of the coaches, until each athlete is returned to their guardian, coaches cannot leave the athlete without adult supervision.

PERFORMANCE:

At the start of each season, each athlete will be observed and evaluated on attitude, skill, and the presence of our core covenants (H.A.I.L.). As the season continues the athlete's performance time depends on the following:

- Athlete displays a drive to improve upon their individual skill set and not remain complacent.
- Athlete displays a positive attitude and strong work ethic during practices and games. Aligning with our core covenants.
- Athletes hold themselves accountable to our standards of performance as it relates to specific skills or areas of cheer.
- Athletes' attendance and academics are within good standing.

Athletes and parents are to understand that round placement is also determined based on the choreography needs of the team. All alternate athletes will be assigned a part to learn and are expected to know their parts to compete for performance time. Factors such as attendance, work ethic, attitude and commitment may also impact performance time. Athletes who feel they may be injured will follow our injury protocol and communicate with their Coach to develop a return to play plan.

EXPECTATIONS

Continued

GENERAL CODE OF CONDUCT:

A major component of our program and its success is to provide a safe and nurturing learning environment for ALL athletes. We also want to aid in preparing our athletes to become responsible workers and citizens by learning how to conduct themselves properly and in accordance with established standards. As a program working within the Forest Hills community, we align most of our standards within Forest Hills Middle School Handbook and the FHPS Middle School Athletic Handbook (links below). We have highlighted our main focuses as a program below; this is a working document, the Jr Huskies Board and hired coaches reserve the right to update, add, or change any policies or information within this document. All athletes must follow the code of conduct present here, along with the Forest Hills Middle School Handbook and the FHPS Middle School Athletic Handbook (links below).

Forest Hills Middle School Handbook:

<https://www.fhps.net/documents/middle-school-handbook.pdf/>

FHPS Middle School Athletic Handbook:

<http://www.fhps.net/wp-content/uploads/2015/08/MS-Athletic-Hndbk-Complete-2011.pdf>

Each athlete shall be expected to:

- Have a WE over ME mindset.
- Practice our core covenants H.A.I.L every day, in and outside of practice and events.
- Follow coaches' directions without talking back or showing disrespect.
- Actively listen while coaches, athlete, and approved guest are talking.
- Obey all school rules, along with following all state and local laws.
- Always show respect and positivity to others.
- Practice KINDNESS ALWAYS. We are all here for the same reason.
- Takes corrections and feedback from coaches or other athletes positively.
- Help maintain a safe and clean environment during all team events.
- Act, at all times, in a manner that reflects pride in self, family, community, our program, and our core covenants.
- Communicate with an adult when these expectations are not met, the athlete feels unsafe, or the athlete feels that someone is not acting within the best interests of the program.

EXPECTATIONS

Continued

GENERAL CODE OF CONDUCT:

Athletes will NOT:

- Put others down or use threats of any kind.
- Use negative and harmful critiques. Corrections/feedback should always be positive. If an athlete would like to communicate a correction or feedback but do not want to risk hurting another's feelings, communicate this information to a coach. Input is valued, but delivery of that input is vital.
- Form cliques. This is a team sport. Each athlete should try their best to get to know everyone and bond with their team. Only so many team bonding activities can be organized. Being a team is also up to the athlete(s).
- Side conversations. Side conversations at practice or any team events that exclude a group or individual from the team are harmful and distracting. If you cannot say it to everyone, then do not say it at all.
- Bully, harass, haze, or harm.

CONCERN COMMUNICATION:

When concerns arise, parents should follow the procedure outlined below for efficient communication. If the Husky Board feels that a form of public communication provided by the program is being misused, the Husky Board reserves the right to shut the communication down.

1. Use the 24-hour rule unless direct safety of an athlete is at risk.
 - a. Please allow 24 hours after an issue occurs before contacting a coach or the board.
2. Contact your athlete's coach (or team parent) directly about the concern.
3. If further discussion is needed or you feel the concern has not been addressed correctly, please contact the Husky Board.

If this is a situation that involves bullying, harassment, hazing, or harm to an athlete please contact the coach and the Husky Board immediately through email, text, and/or phone call.

EXPECTATIONS

Continued

DISCIPLINE CODE:

It is the Husky Board and the coaches' responsibility to provide a safe and positive learning environment. Certain actions are not compatible with the environment we are trying to create. When these actions occur, discipline is within the discretion of the coaches and the Husky Board. Every effort shall be made by all to resolve problems through investigation, with the cooperation of the athlete and his/her parent or guardian. After the investigation is complete the proper communication to all parties will be sent out. Description of an action plan or consequences moving forward will also be communicated. Decisions made by the Husky Board are final. If a parent or athlete has questions or concerns about the decision made, he/she can communicate via email to the Husky Board. Depending on the severity, frequency, and nature of a behavioral infraction, an athlete can face one or more of the following:

- Incident report filed
- Loss of practice time
- Loss of performance time
- Suspension from events
- Removal from the program/team

If an athlete is involved with a crime or anything resulting in school disciplinary actions the Husky Board reserves the right to know and receive basic information regarding the event. After the proper information is gathered, the Husky Board will determine if the athlete(s) involved are eligible to participate in any program activities or are eligible to be a part of the program.

An Incident Report is a form issued when an athlete's behavior is not in accordance with the code of conduct, exceptions of the athlete, or our core covenants. This form will be filled out when the incident happens by the coach or team parent present. The form can be view below in this document. A portion of this form will be sent home with the athlete for the parent. If a form is filled out the parent will also receive communication regarding the incident. All incident reports are saved by the coach, team parent, and Husky Board.

Confidentiality:

Every reasonable effort will be made to maintain confidentiality during all investigations. However, a proper investigation will, in some circumstances, require the disclosure of names and allegations. Proper communication will follow is this is the case.

Respect:

Athletes are reminded that being respectful of self and others is of value daily in life. Put-downs, name calling, and profanity are unacceptable actions. Intimidation or harassment of other is unacceptable behavior. Any fighting and/or physical conflict between athletes or parents will result in suspension or removal from the program to both parties involved.

EXPECTATIONS

Continued

DISCIPLINARY STEPS BASED ON ATHLETE INFRACTION:

Allegations about infractions must be presented to the Husky Board who will determine the validity of the allegations and administer any disciplinary actions. The athlete, athlete's parents/ guardians, coach, and school principal will be advised of the disposition of the case within five working days.

The high school cheerleading program will be made aware of any eighth-grade athletes who violate our athletic code. Infractions other than academic or eligibility deficiencies shall fall into the following categories:

Group I Violation:

- Actions, in or out of school that would look dis-favorably on our program or are not aligned to our core covenants and/or expectations.

Group I Penalties:

- First violation will result in an incident report filed and communication to parents.
- Second violation will result in loss of practice and/or performance time.
- Third violation will result in suspension from practice and events.
- Fourth violation will result removal from the program.

Group II Violations:

- Actions, in or out of cheer, which would bring disfavor upon the program including hazing.
- Actions, in or out of cheer, which would be deemed misdemeanors under the criminal code.

Group II Penalties:

- First violation will result in exclusion from competition for up to 25 percent or a maximum of three contests of the scheduled competitions in that sport. If the suspension is not completed in one sport, it will be carried over to the next sport in which the athlete participates.
- Second violation will result in elimination from athletics for one calendar year.
- Third violation will result in elimination from participation in athletics for Forest Hills Public Schools; and in addition, with any of the penalties listed above, the athlete will lose the privilege of attending other athletic or co-curricular activities for up to one month. The Head Coach, in consultation with the Director of Athletics, may withdraw or remove any team honors or awards and impose penalties, which do not exceed the Athletic Code.

Group III Violations:

- Use, possession of tobacco in any form or being under the influence of alcohol.
- Use, possession or being under the influence of a controlled substance (other than as prescribed by a physician).
- Sale or distribution of a controlled substance, alcoholic beverages, or tobacco in any form.
- Actions, in or out of cheer, which would bring disfavor upon the school, bullying and/or harassment, and
- Actions, in or out of cheer, which would be deemed felonies under the criminal code.

EXPECTATIONS

Continued

DISCIPLINARY STEPS BASED ON ATHLETE INFRACTION:

Group III Penalties:

- Violation will result in dismissal from the program, communication to principal of the athlete's school, disqualification of any future program involvement, and if the violator is an eighth grader, communication to the high school cheerleading program of the infraction.

General Provisions:

- An athlete shall not play in a contest or practice with the team while serving a school suspension. Parents are expected to communicate if their athlete is serving a suspension.
- The Husky Board does reserve the right to discuss an athlete's grades, disciplinary infractions, and attendance with school officials, like a principle or counselor if needed. Communication to the parent will come before this contact is made. By signing the athletes code of conduct waiver form, you are therefore agreeing to this.
- Failure to complete the season in good standing will result in forfeiture of any claim to athletic awards for that season or participation in seasons upcoming.
- Upon completion of any penalties prescribed in this code, other conditions may be required as a condition of reinstatement. These may include restitution plan and/or the imposition of a probationary period.

INJURY PROTOCOL:

- If athletes are potentially injured or feel they are not able to perform fully at practice or a game, they need to see a doctor for evaluated. They can evaluate the athlete and may give restrictions or recommends for our sport. Please be sure to describe exactly what our sport requires for performance; some doctors know, and some don't. After visiting a doctor, a note from a doctor will be needed for the athlete to be able to participate in practices or events. A note from the parents cannot be used to allow or prohibit activity. This helps us get plan for recovery and helps communicate what they can and cannot or should not be doing.
- Injured athletes are still required to attend all scheduled events (practice/games/competitions) in support of their team and participate to the level they can. Exceptions may be made for doctor's appointments/physical therapy if necessary for your recovery and if it is pre-arranged with your Coach.
- Athletes who have a diagnosed injury, and therefore cannot participate fully, should have specific orders and a strengthening or stretching plan to help them return. Injured athletes are expected to participate or help the team to the extent that they are able. There is always something they can be working on OR helping the team with.

EXPECTATIONS

Continued

MISCELLANEOUS

The following points listed a miscellaneous expectation, not related to conduct.

- Friends/boyfriends and family are NOT ALLOWED AT PRACTICE AT ANY TIME.
- Any visitors will communicate with the team prior to attendance.
- A healthy snack is allowed at practice. Be sure this is not distracting from practice and does not contain any nuts or other foods teammates may be allergic to. Snacks (including water and drinks) should NEVER be shared between teammates.

AT PRACTICES:

- Athletes are a part of a team. They will be expected to be fully engaged at practice 100% of the time which means they are expected to be prepared, bring water bottles, and turn off or silence cell phones during practice time.
- We expect athletes to attend all practices and competitions on time. Please ensure that the practice and competition schedule can be accommodated.

AT COMPETITIONS:

- Athletes are expected to be 100% focused on their team. They are not allowed to socialize with the crowd and are expected to be with their team from the time we arrive as a team up through the post-meet team meeting.
- Parents, the best way to support your athlete in the stands is to GET LOUD! Coaches always video from behind the judges (which is the best view) so you don't have too.

ACKNOWLEDGEMENT

As always, we look forward to having a GREAT season with all our amazing athletes. By adhering and playing by these expectations there is no doubt all will have a safe and positive experience.

By signing below, you are stating that you have read and agree to fully cooperate with all Junior Huskies Cheerleading rules and expectations. Please sign both the top and bottom lines. You may keep your copy along with this document for any future reference. Please return the signed bottom have to our athlete's coach or the Husky Board.

Parent/Guardian Signature

Date

Athlete Signature

Date

CUT HERE

HANDBOOK ACKNOWLEDGEMENT

As always, we look forward to having a GREAT season with all our amazing athletes. By adhering and playing by these expectations there is no doubt all will have a safe and positive experience.

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