**Expectations/Coaching Philosophies and Practice**

#1. **Consistent and clear standards and values** – The swim team will establish their own identity. There will be a *team culture of excellence*.

#2. **The team members feel a collective responsibility to learn and follow the team values** – Swimmers will commit to the team values and live it in their actions. "*This is the way we do things around here*" is something the team members are proud to express. The feeling will be that "we don’t want to do anything that would let down the coaches, the team and each other". Everyone is accountable.

#3. **Master Coaches – Creative Motivators** – Coaches gain credibility through trust and respect. They will hold the team to the standard, while motivating and inspiring each swimmer to strive for more. Coaches have a thorough knowledge of the sport and how to coach athletes in it. Coaches must consistently live team values in their actions

#4 **Positive role models** –.The seniors are the best examples of team values. Underclassman can be told, "If you are not sure how hard to work or how to act in any situation, just watch our seniors and follow their lead". *Your older swimmers and most talented swimmers must be your best workers.*

#5 **All roles are valued** – *Everyone who contributes to the team is shown value*. Credit is shared. When all roles are valued, swimmers are more willing to accept roles and the team is more successful.

#6 **Positive rites of passage** – Intentionally created positive traditions provide a path for athletes to be welcomed, and to grow into leadership. Nothing that could be considered hazing is ever present.

#7 **Consistent performance feedback** – Coaches will hold each swimmer to the standard of excellence at every single practice. Coaches will balance praise and correction. Athletes take correction as a compliment – they are coachable.

#8 **Trust** – Swimmers trust each other and their coaches. They trust their training. Mutual trust allows direct, open, honest communication and *fearless swimming*.

#9 **Sense of Urgency** – There will be a high energy level. Individual and team discipline is visible in the focused attention and focused effort of everyone. Details are important. *Only disciplined teams have a chance to win championships.*

#10 **Impact the swimmer’s lives** – Swimmers in this program will treasure the experience so much that they carry the lessons and values over beyond the season and into their lives. *They will not only be good athletes, but they will be good people*. They build successful teams of their own in college, the workplace, or athletics.