



# SCHROEDER YMCA SWIM TEAM HANDBOOK

**Mission:** “Promote excellence, prepare youth for college & ultimately, prepare them for success in life”

**The Schroeder Way:** Be Great. Act with Integrity. Expect Success. Team First.



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[WWW.WSACLTD.ORG](http://WWW.WSACLTD.ORG) | 414.377.4740

## **A WELCOME TO THE TEAM FROM THE COACHING STAFF**

Thank you for considering the Schroeder YMCA Swim Team or for recently joining the team. We are looking forward to getting to know you and your family better and helping you to either get started in competitive swimming or raise your swimming to a higher level at the Walter Schroeder Aquatic Center and Ramirez Aquatic Center.

You are joining the best youth-serving organization in the Milwaukee metro area. Schroeder's culture is strong and getting stronger. All of our athletes are challenged to work very hard and engage during training sessions regardless of swimming speed. Additionally, each will be challenged to relate the lessons in the pool to future challenges they will encounter in school and life. Practical mental skills, simple core values to live by, challenges outside the pool, and exposure to acclaimed programming are all part of each athlete's experience.

### **WHY CHOOSE THE SCHROEDER YMCA SWIM TEAM?**

Our facilities are the finest in Wisconsin. We boast an expert staff that is stable, caring, and led by a team of full-time coaches. Our coach-to-athlete ratio is low and our swimmers have prime training times between 3:30 PM and 7:30 PM. The Schroeder YMCA Swim Team is focused on quality. Schroeder's athletes enjoy training without compromise and our team is coach-led and athlete-centered. The team's mission is performance excellence and to fully prepare our athletes for college participation and for life.

These factors, plus hard work on the part of our families and staff, make the Schroeder YMCA Swim Team one of the best in the country. Our athletes improve at a faster rate and remain in the sport longer. For these reasons, area athletes turn to the Schroeder YMCA Swim Team to accelerate their improvement or rejuvenate a stagnant career.

Our team is also fully committed to following the Safe Sport procedures implemented by USA Swimming, and recognizes athlete safety as our top priority. Our staff is dedicated to creating a safe and supportive environment for our members.

Our goal for you or your swimmer is to have each athlete enjoy a long career of sustained performance improvement and to enjoy a positive sporting experience.

Sincerely,

David Anderson

Head Swim Coach

Schroeder YMCA Swim Team

E-mail: [danderson@wsacltd.org](mailto:danderson@wsacltd.org)

Mobile: 414 364 0275

## **FUNDRAISING**

The Walter Schroeder Aquatic Center, Ltd. is a non-profit corporation that operates and is charged with the renovation and ongoing maintenance of the Walter Schroeder Aquatic Center.

We asked our families to make large contributions in 2008 to help with big capital expenses associated with the purchase of the pool and funding phase 1 of our capital campaign. You answered! Our first 15 years of operation have been challenging and exciting, but our financial needs will not diminish over time.

## **BUILD THE FUTURE CAMPAIGN**

The Schroeder Swim Team is a non-profit youth-serving organization with the goal of promoting excellence, preparing youth for college, and ultimately preparing them for success in life. We know that maintaining a strong financial base is essential to fulfilling our mission of helping to deliver life-changing experiences and lessons to the youth and families we serve.

The Build the Future campaign is our annual fundraiser intended to help offset our operating expenses. The campaign is an athlete-driven fundraiser; our athletes are the number one priority of our organization, so we ask each year for their help to “Build the Future” of Schroeder. This will be an optional fundraiser; participation is encouraged but not mandatory, and this event will represent our main fundraising event each year.

Further details are sent out before the start of each long course season. We will be asking you to consider supporting us with a gift to help sustain our programs. If you have any additional questions about the program, please contact Coach David Anderson.

## **TRAINING GROUPS**

The Schroeder YMCA Swim Team's coaching staff has adopted a progressive training group structure to further the mission of the Schroeder programs which is to: "Promote excellence, prepare youth for college and ultimately, prepare them for success in life."

The groups are designed to allow each athlete to train and compete at the level best suited to his or her ability, not by age. The training group structuring will provide athletes with more individual attention. Further, the addition of group-specific meets will offer the opportunity for athletes to compete in meets best suited for their stage of development.

The organizational model has four levels which cover the full range of swimmers from no previous competitive experience through highly committed training and international level competition.

1. Swimmers with little or no previous experience

- Super Stars                      Age 6 - 8 (*WSAC Only*)
- Schroeder Stars    Age 9 - 13 (*WSAC Only*)
- Lions                                      (*RAC Only*)

2. Athletes with Some Prior Experience and a Modest Level of Commitment

- Super 8                      Age 8 & U
- Age Group 3                      Age 9 - 12

3. Committed Athletes with Strong Skills and Experience

- Junior 2                      Age 11 - 14 (*WSAC only*)
- Senior 2                      High School-age athletes

4. Very Skilled and Highly Committed Athletes

- Age Group 2                      Age 8 - 10
- Age Group 1                      Age 11 - 12
- Junior 1                      Age 13 - 14
- Senior 1                      High School-age athletes

## **TRAINING GROUP DESCRIPTIONS**

**- Swimmers with little or no previous experience**

**Super Stars (8 & U), Schroeder Stars (9-13), and Lions:** are for young swimmers new to the sport, who want to test the competitive waters and get a taste of organized swimming fun. Youth do not have to be able to perform all strokes; they must be safe in the water and must be able to swim at least 20 Meters / 25 Yards without stopping or assistance.

1. Regular practice attendance is encouraged
2. Participation in the [Schroeder Conference Program](#) is mandatory
3. Training is offered in sessions
4. Billing is a flat fee per session

**- Athletes with Some Prior Experience and a Modest Level of Commitment**

**Age Group 3:** for team's 9-13-year-old swimmers who are eager to learn, open to making changes, and working hard. Athletes should be able to swim all strokes.

1. Regular practice attendance is encouraged
2. Participation in USA & YMCA meets is encouraged
3. Participation in the [Schroeder Conference Program](#) is mandatory
4. Training is offered in sessions
5. Billing is a flat fee per session

**- Committed Athletes with Strong Skills, Lots of Enthusiasm & Energy**

**Super 8:** Group is for the team's 8 and under swimmers who are very good young swimmers. Often these swimmers can do things that would kill their parents in an hour of practice. Super 8s can swim all four strokes & put together an individual medley.

1. Regular practice attendance is encouraged
2. Participation in USA & YMCA meets is encouraged
3. Participation in the [Schroeder Conference Program](#) is mandatory
4. Training is offered in sessions
5. Billing is a flat fee per session

**Junior 2:** Group is ideal for 13 & 14 swimmers who have busy schedules, and some experience but are pretty new to competitive swimming. This group works on skill development, working hard as a team, having fun, and getting ready for school team participation.

1. Regular practice attendance is encouraged
2. Meet participation is strongly recommended
3. Participation in the [Schroeder Conference Program](#) is mandatory for 12&U athletes
4. Swimmers are encouraged to train year-round
5. Billing is monthly on a year-round basis

**Junior 2 to Age Group 1 Advancement Criteria (WSAC ONLY)**

Must be 12 through the end of the SC or LC season

Coach's discretion - Are they physically/mentally ready and mature enough?

Must complete 2 out of 3

1. 70% Seasonal Practice Attendance
2. 3 Races that total 1100 PP
3. Complete both of the following training set:
  - a. 10 x 100 \* 1:45
  - b. 6 x 100 IM \* 2:00
  - c. 8 x 100 \* 2:15 kick (average under 2:00)

**Junior 2 to Junior 1 Advancement Criteria (WSAC ONLY)**

Must be turning 13 before December 1st (SC season) or June 1st (LC season)

Coach's discretion - Are they physically/mentally ready and mature enough?

Must complete 2 out of 3

1. 75% Seasonal Practice Attendance
2. 3 Races that total 1400 PP
3. Complete all of the following training set:
  - a. 10 x 100 \* 1:30
  - b. 6 x 100 IM \* 1:45
  - c. 10 x 100 \* 2:00 kick (average 1:45)

**Senior 2:** Group is for athletes in high school. Most have been swimming for multiple years, are varsity-level swimmers on their school teams or working toward varsity squads. Athletes identify themselves or are known to their friends as "the swimmer". Team culture is emphasized. Training sessions are challenging, complicated and engaging.

1. Regular practice attendance is encouraged
2. Meet participation is the norm
3. Swimmers are encouraged to train year-round
4. Billing is monthly on a year-round basis

**- Very Skilled and Highly Committed Athletes**

**Age Group 2:** Group is for the team's most enthusiastic 8-10 year-old swimmers which is reflected by their training ability, technique, practice/meet attendance, and attitude

1. Regular practice attendance is required 3-5 x a week. Families plan vacations around the competitive calendar.
2. Meet attendance is a must
3. Participation in the [Schroeder Conference Program](#) is mandatory until a state qualifier, many are aiming at Zone level swimming
4. Year-round training is required
5. Billing is monthly on a year-round basis

**Age Group 2 to Age Group 1 Advancement Criteria (WSAC ONLY)**

Must be turning 11 before December 1st (SC season) or June 1st (LC season)

Coach's discretion - Are they physically/mentally ready and mature enough?

Must complete 2 out of 3

1. 60% Seasonal Practice Attendance
2. 3 Races that total 1000 Power Points
3. Complete both of the following training set:
  - a. 8 x 100 \* 1:45
  - b. 5 x 100 IM \* 2:00
  - c. 6 x 100 \* 2:30 kick (average under 2:10)

**Age Group 1:** Group comprises the team's top 11 & 12 year old swimmers. They have great training habits, are willing to make changes and they really love swimming.

1. Regular practice attendance is required 4-5 x per week. Families plan vacations around the competitive calendar.
2. Local competition and travel meets
3. Year-round training is required
4. Billing is monthly on a year-round basis

**Age Group 1 to Junior 1 Advancement Criteria (WSAC ONLY)**

Must be turning 13 before December 1st (SC season) or June 1st (LC season)

Coach's discretion - Are they physically/mentally ready and mature enough?

Must complete 2 out of 3

1. 75% Seasonal Practice Attendance
2. 3 Races that total 1400 PP
3. Complete both of the following training set:
  - a. 10 x 100 \* 1:30
  - b. 6 x 100 IM \* 1:45
  - c. 10 x 100 \* 2:00 kick (average 1:45)

**Junior 1:** Group is for the team's most engaged 13 & 14 year-old swimmers; Jr 1 athletes are able to handle a substantial amount of sustained work and they are highly skilled. Athletes in this group are usually scoring at state-level competition and are looking toward Sectional or National level competition.

1. Most athletes will swim a minimum of 5 times each week and participate in dryland sessions. Most will find it hard to continue to do other sports or other activities. Families plan vacations around the competitive calendar.
2. State and higher-level competition is the norm along with travel
3. Billing is monthly on a year-round basis

***Junior 1 to Senior 1 Advancement Criteria (WSAC ONLY)***

Must be a Freshman in High School

Coach's discretion - Are they physically/mentally ready and mature enough?

Must complete 2 out of 3

1. 80% Seasonal Practice Attendance
2. 3 Races that total 1600 PP
3. Complete both of the following training set:
  - a. 10 x 100 \* 1:20
  - b. 8 x 100 IM \* 1:30
  - c. 10 x 100 \* 2:00 kick (average 1:30)

**Senior 1:** Group is for athletes 14 & up. Schroeder is one of the best teams in the region and the athletes in the group are superb. Athletes really enjoy participating in all aspects of training and competition. They are driven, goal-oriented, universally excellent students and frequently obsessed with achievement and perfection - and they like to have fun.

1. Regular practice attendance is expected and necessary to remain in the group
2. The team and individuals travel multiple times per year all across the country.
3. Billing is monthly on a year round basis

**BECOMING A MEMBER OF THE SCHROEDER YMCA SWIM TEAM**

***USA Swimming Registration***

USA Swimming, Inc. is the national governing body for swimming. Membership is required to swim in any USA-sanctioned competitions and every team member must be registered.

***Meet Fees***

Entry fees are detailed in meet information. Fees will be paid from the Team Unify Team Management platform when you sign your athlete up and the fees go on your monthly account. Families are responsible for paying facility surcharges and WI swim splash fees.

***Training and Membership Fees***

Please ask for current rates.

## **COSTS AND DUES**

There are three primary costs associated with joining the swim team. Membership and training group fees can be paid by monthly bank draft (EFT) or in a lump sum - regardless, a credit card must be on record.

Annual membership and training fees are divided into 12 equal parts.

### ***IMPORTANT FINANCIAL NOTES***

- All AG2, AG3, Super 8, Super, and Schroeder Stars swimmers must pay a mandatory upfront Schroeder Conference Entry Fee of \$30 which covers 2 conference dual meets and the conference championship meet. A team cap and awards are included.
- Billing records are reviewed quarterly. Swimmers will not be allowed to participate in competitions if they have not made a payment in more than 60 days, unless alternative arrangements have been made with the team billing coordinator.
- At the beginning of each season (September and April) account balances must be paid in full; if this is not done, swimmers will not be allowed to participate in any Schroeder programs unless alternative arrangements have been made with the team billing coordinator.
- Schroeder does not prorate monthly dues. If a swimmer is registered and/or participates during the first 15 days of any month, the full monthly dues installment is required.
- For session-based programs, we do not credit for individual sessions missed. Billing will only be prorated based on the time of registration. If you register for a program within the first third of the season, you will pay the full amount. If you register during the middle third, the cost is two-thirds. If you register during the final third of the season, the cost is one-third.
- A swimmer is not withdrawn from the program until the billing coordinator has received email notification of the departure. This must be received at least 10 days prior to the next invoice posting date, which always falls on the 1<sup>st</sup> of the month. Without this email notification being received by the billing dept, billing will not be stopped or refunded. Please do not rely on a coach to relay this type of information to the billing coordinator; it is the member's responsibility to contact [Beth Hartlieb](#), who handles team billing, with a request to suspend a swimmer.

### ***REDUCED RATES FOR HS SWIMMERS***

- SR1 & SR2 HS swimmers who train primarily with their school team may pay a reduced rate of \$40 a month for the 3 months of their HS season. This will allow them to attend any practices they can make during their HS season, race with the club, receive communication
- HS girls would pay \$40 per month for September, October, and November - regular monthly fees would begin on December 1st HS boys would pay \$40 per month for December, January, and February - regular monthly fees would begin on March 1st

## NOTICE OF INTENT TO WITHDRAW

Notice of intent to withdraw from a Schroeder YMCA Swim Team or Masters program must be submitted to Beth Hartlieb, Team Administrator, no later than the 20th of the month in order to avoid being charged for the following month (i.e. if you plan to withdraw effective October 1st, you need to submit by September 20).

**Phone or email notification without submission of this form is not acceptable.**

Members are responsible for all fees/account balance when the form is submitted.

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*Account Holder Name*

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*Athlete Name(s) ( may be the same as account holder)*

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*Month you Intend to Withdraw*

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*Today's Date*

*Reason for Withdraw*

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Please scan and email to Beth Hartlieb [bhartlieb@wsactd.org](mailto:bhartlieb@wsactd.org)



**Walter Schroeder Aquatic Center**

WSAC programs promote excellence, prepare youth for college and ultimately, prepare them for success in life  
The Schroeder Way: Be Great. Act with Integrity. Expect Success. Team First.  
9240 North Green Bay Rd, Brown Deer, WI 53209

## CODE OF CONDUCTS & POLICIES

### ***SOCIAL MEDIA & ELECTRONIC COMMUNICATION POLICY***

As representatives of the Schroeder Swim Team / Schroeder Dive Team (“SST/SDT”), - athletes and parents/guardians have the responsibility to portray their team, SST/SDT, and themselves in a positive manner. In addition to the agreed upon behaviors in the Athlete and Parent/guardian Codes of Conduct, if you participate in any electronic communications (e.g., texting, e-mail), interact on a social networking site(s), or use social media (e.g., Twitter, Facebook, Instagram, Snapchat) you must avoid inappropriate and offensive behaviors. If an athlete's social media profile and its contents or other electronic communications are found to be inappropriate in accordance with the behaviors listed below, he/she will be subject to disciplinary action in accordance with the club's Code of Conduct.

Examples of inappropriate and offensive behaviors may include, but are not limited to:

- Sending or posting of photos, videos, comments, messages, or links to content depicting
  - sexual conduct, including pornography;
  - Use of alcohol, drugs, tobacco, and/or smoking/vaping devices;
- Behavior that is unsportsmanlike, derogatory, demeaning, defamatory, or threatening toward any other individual or entity (for example, derogatory comments regarding another athlete or club).
- Sending or posting any photos, videos, comments, messages or links to content depicting or encouraging violent or illegal activities (for example, sexual harassment, vandalism, bullying, hazing, underage drinking, or illegal drug use).

Any form of electronic communication between athletes and coaches must follow USA Swimming’s MAAPP - (Minor Athlete Abuse Prevention Policy), guidelines. Whether a coach initiates contact with an athlete via electronic communication, or replies to contact from a minor athlete, the coach's communication must include either another coach or a parent/guardian. Parents/guardians acknowledge that being included in any electronic communication with a coach is for transparency and informational purposes only — it is not an invitation to respond.

- **Example of a coach initiating electronic communication with an athlete:** At a national meet, a coach may need to text an athlete that he/she has advanced to a finals evening session due to scratches. This policy requires that the communication from the coach must directly include another coach or one of the parents/guardians of the athlete.
- **Example of an athlete initiating electronic communication with a coach:** An athlete knows that he/she will be late to practice after school and decides to text the coach. If the athlete texts the coach, then any reply from the coach must include the athlete's parent/guardian OR another coach, the coach may not be able to reply if the communication from the athletes doesn't include an adult.

*Remember:*

- Always present a positive image and don't do anything to embarrass yourself, your team, your family, or the Club.
- The internet is permanent. Anything posted online is available to anyone in the world. Any content you post is completely out of your control the moment it is placed online, even if you limit access to your page.
- Don't post anything you wouldn't want your coaches or parent/guardian to see.
- Your social media content can and likely will be reviewed by colleges/universities and potential employers.

**ANTI BULLYING POLICY**

Action Plan of the Schroeder YMCA Swim Team to Address Bullying

PURPOSE

Bullying of any kind is unacceptable at Schroeder YMCA Swim Team (the "Club") and will not be tolerated. Bullying is counterproductive to team spirit and can be devastating to a victim. The Club is committed to providing a safe, caring and friendly environment for all of our members. If bullying does occur, all athletes and parents should know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a coach, board member or athlete/mentor.

Objectives of the Club's Bullying Policy and Action Plan:

1. To make it clear that the Club will not tolerate bullying in any form.
2. To define bullying and give all board members, coaches, parents and swimmers a good understanding of what bullying is.
3. To make it known to all parents, swimmers and coaching staff that there is a policy and protocol should any bullying issues arise.
4. To make how to report bullying clear and understandable.
5. To spread the word that Schroeder YMCA Swim Team takes bullying seriously and that all swimmers and parents can be assured that they will be supported when bullying is reported.

WHAT IS BULLYING?

Generally, bullying is the use of aggression, whether intentional or not, which hurts another person. Bullying results in pain and distress.

Bullying is the severe or repeated use, regardless of when or where it may occur, by one or more USA Swimming members of an oral, written, electronic or technological expression, image, sound, data or intelligence of any nature (regardless of the method of transmission), or a physical act or gesture, or any combination thereof, directed at any other member or Participating Non-Member that to a reasonably objective person has the effect of causing physical or emotional harm to the other member or damage to the other member's property;

- Placing the other member in reasonable fear of harm to himself/herself or of damage to his/her property;

- Creating a hostile environment for the other member at any USA Swimming activity;
- Infringing on the rights of the other member at any USA Swimming activity; or
- Materially and substantially disrupting the training process or the orderly operation of any USA Swimming activity (which for the purposes of this section shall include, without limitation, practices, workouts and other events of a member club or LSC).

## REPORTING PROCEDURE

An athlete who feels that he or she has been bullied is asked to do one or more of the following things:

- Talk to your parents;
- Talk to a Club Coach, Board Member, or other designated individual;
- Write a letter or email to the Club Coach, Board Member, or other designated individual;
- Make a report to the USA Swimming Safe Sport staff.

There is no express time limit for initiating a complaint under this procedure, but every effort should be made to bring the complaint to the attention of the appropriate club leadership as soon as possible to make sure that memories are fresh and behavior can be accurately recalled and the bullying behavior can be stopped as soon as possible.

## HOW WE HANDLE BULLYING

If bullying is occurring during team-related activities, we STOP BULLYING ON THE SPOT using the following steps:

1. Intervene immediately. It is okay to get another adult to help.
2. Separate the kids involved.
3. Make sure everyone is safe.
4. Meet any immediate medical or mental health needs.
5. Stay calm. Reassure the kids involved, including bystanders.
6. Model respectful behavior when you intervene.

If bullying is occurring at our club or it is reported to be occurring at our club, we address the bullying by FINDING OUT WHAT HAPPENED and SUPPORTING THE KIDS INVOLVED using the following approach:

## FINDING OUT WHAT HAPPENED

1. First, we get the facts.
  - a. Keep all the involved children separate.
  - b. Get the story from several sources, both adults and kids.
  - c. Listen without blaming.
  - d. Don't call the act "bullying" while you are trying to understand what happened.
  - e. It may be difficult to get the whole story, especially if multiple athletes are involved or the bullying involves social bullying or cyber bullying. Collect all available information.
2. Then, we determine if it's bullying. There are many behaviors that look like bullying but require different approaches. It is important to determine whether the situation is bullying or something else.
  - a. Review the USA Swimming definition of bullying;
  - b. To determine if the behavior is bullying or something else, consider the following questions:

- i. What is the history between the kids involved?
- ii. Have there been past conflicts?
- iii. Is there a power imbalance? Remember that a power imbalance is not limited to physical strength. It is sometimes not easily recognized. If the targeted child feels like there is a power imbalance, there probably is.
- iv. Has this happened before? Is the child worried it will happen again?
- c. Remember that it may not matter “who started it.” Some kids who are bullied may be seen as annoying or provoking, but this does not excuse the bullying behavior.
- d. Once you have determined if the situation is bullying, support all of the kids involved.

## SUPPORTING THE KIDS INVOLVED

- 3. Support the kids who are being bullied
  - a. Listen and focus on the child. Learn what’s been going on and show you want to help. Assure the child that bullying is not their fault.
  - b. Work together to resolve the situation and protect the bullied child. The child, parents, and fellow team members and coaches may all have valuable input. It may help to:
    - i. Ask the child being bullied what can be done to make him or her feel safe. Remember that changes to routine should be minimized. He or she is not at fault and should not be singled out. For example, consider rearranging lane assignments for everyone. If bigger moves are necessary, such as switching practice groups, the child who is bullied should not be forced to change.
    - ii. Develop a game plan. Maintain open communication between the Club and parents. Discuss the steps that will be taken and how bullying will be addressed going forward.
  - c. Be persistent. Bullying may not end overnight. Commit to making it stop and consistently support the bullied child.
- 4. Address bullying behavior
  - a. Make sure the child knows what the problem behavior is. Young people who bully must learn their behavior is wrong and harms others.
  - b. Show kids that bullying is taken seriously. Calmly tell the child that bullying will not be tolerated. Model respectful behavior when addressing the problem.
  - c. Work with the child to understand some of the reasons he or she bullied. For example:
    - i. Sometimes children bully to fit in or just to make fun of someone is a little different from them. In other words, there may be some insecurity involved.
    - ii. Other times kids act out because something else—issues at home, abuse, stress—is going on in their lives. They also may have been bullied. These kids may be in need of additional support.
  - d. Involve the kid who bullied in making amends or repairing the situation. The goal is to help them see how their actions affect others. For example, the child can:
    - i. Write a letter apologizing to the athlete who was bullied.
    - ii. Do a good deed for the person who was bullied, for the Club, or for others in your community.
    - iii. Clean up, repair, or pay for any property they damaged.
  - e. Avoid strategies that don’t work or have negative consequences:
    - i. Zero tolerance or “three strikes, you’re out” strategies don’t work. Suspending or

- removing from the team swimmers who bully does not reduce bullying behavior. Swimmers may be less likely to report and address bullying if suspension or getting kicked off the team is the consequence.
- ii. Conflict resolution and peer mediation don't work for bullying. Bullying is not a conflict between people of equal power who share equal blame. Facing those who have bullied may further upset kids who have been bullied.
- f. Follow-up. After the bullying issue is resolved, continue finding ways to help the child who bullied to understand how what they do affects other people. For example, praise acts of kindness or talk about what it means to be a good teammate.
5. Support bystanders who witness bullying. Every day, kids witness bullying. They want to help, but don't know how. Fortunately, there are a few simple, safe ways that athletes can help stop bullying when they see it happening.
- a. Be a friend to the person being bullied;
  - b. Tell a trusted adult – your parent, coach, or club board member;
  - c. Help the kid being bullied get away from the situation. Create a distraction, focus the attention on something else, or offer a way for the target to get out of the situation. "Let's go, practice is about to start."
  - d. Set a good example by not bullying others.
  - e. Don't give the bully an audience. Bullies are encouraged by the attention they get from bystanders. If you do nothing else, just walk away.

## **ATHLETE CODE OF CONDUCT**

All athletes are expected to act in a respectful and responsible manner at all times as their actions, whether positive or negative, are a reflection of SST/SDT. Athletes who knowingly disregard SST/SDT policies, including the Athlete Code of Conduct, may be subject to discipline. This Code of Conduct is in effect throughout the year.

### ***DO's*** (Examples include but are not limited to:)

- Athletes exhibit good sportsmanship at all times. Athletes win gracefully, lose graciously, and congratulate their opponents in either case.
- Athletes are respectful of their peers, coaches, officials, parents/guardians, and facilities at all times.
- Athletes act with honesty and integrity at all times.
- Athletes comply with the SST/SDT Social Media and Electronic Communication Policy
- Athletes live by the values of the Schroeder Way - Be Great, Act with Integrity, Expect Success, Team First.

### ***DON'T's*** (Examples include but are not limited to:)

- The illegal possession or consumption of alcohol, tobacco products, or use of any illegal drug or USOC-

banned substance is strictly forbidden. Further, athletes should not be in the presence of others (regardless of team affiliation) participating in any of the above illegal activities.

- Audio or visual recording by any method (camera, phone, electronic device, etc.) is forbidden in changing areas, restrooms, and locker rooms.
- Hazing, harassment, infliction or threat of bodily harm, and bullying are forbidden.

Any violation of the Athlete Code of Conduct will be brought to the attention of the SST/SDT Coaches or WSAC Swim Director who will issue the appropriate response. This response could include one or more of the following: verbal or written reprimand, probation, expulsion, or temporary/permanent suspension.

## **ATHLETE TRAVEL POLICY**

When traveling as an athlete of SST/SDT you represent yourself, your family, and your team. Therefore, every athlete is expected to conduct himself/herself at all times in an exemplary manner. In addition to additional policies outlined in the Team Handbook, athletes and chaperones must agree to the following prior to participating in team travel events planned and supervised by SST/SDT.

- Athletes should not ride alone in a coach's vehicle without another parent/guardian or athlete present, unless prior parent/guardian permission is obtained.
  - During overnight team travel, if athletes are paired with other athletes they shall be of the same gender and should be a similar age.
  - When only one athlete and one coach travel to a competition a waiver shall be signed by the Parent/guardian to acknowledge and give permission.
- 
- Athletes and staff traveling with the team will attend and be punctual for all team functions including meetings, practices, meals, meet sessions, etc. unless otherwise excused or instructed by the head coach or his/her designee.
  - Athletes are expected to remain with the team at all times during the trip. Athletes are not to leave the competition venue, the hotel, a restaurant, or any other place at which the team has gathered without the permission/knowledge of the coach or chaperone.
  - No athlete may be out of their room after the assigned curfew without permission from a coach or chaperone.
  - Any damages or thievery incurred at a hotel will be at the expense of the athletes assigned to that room, and further disciplinary action will be taken. No loud or boisterous behavior will be tolerated in the hallways or public areas, and such behavior should be kept to a minimum in your rooms. No expenses will be charged to the room by the athletes (phone calls, room service, movies, etc.).
  - The directions and decisions of coaches are final.

## **PARENT / GUARDIAN CODE OF CONDUCT**

SST/SDT's Parent/Guardian Code of Conduct ensures we create a supportive environment for our athletes, coaches, and families so that every athlete can achieve their full potential. All parents/guardians connected to an athlete are expected to act in a respectful and responsible manner at all times. SST/SDT parent/guardians' actions, whether positive or negative, are a reflection of SST/SDT. This Code of Conduct is in effect throughout the year.

### **DO's** (*Examples include but are not limited to:*)

- Parents/guardians are supportive of the Schroeder Way - Be Great, Act with Integrity, Expect Success, Team First.
- Parents/guardians, through their actions and conduct, will exhibit good sportsmanship and encourage athletes to do the same at all times.
- Parents/guardians will serve as positive role models for their children and teammates.
- Parents/guardians will respect and cooperate with coaches, other parents/guardians, team athletes, opponents, spectators, and officials at all times. They will comply with all facility guidelines at events SST/SDT attends.
- Parents/guardians respect the integrity of swim officials by assuming decisions are based on honest, objective evaluations of performance. Only coaches may approach meet officials.
- Parents/guardians recognize SST/SDT coaches as professionals and allow them to coach without interference. Parents/guardians leave coaching to the coaches and respect all coaching decisions such as practice group assignments, meet entries, training focus, developmental process, etc.

- Parents/guardians with a concern related to any coach or official within SST/SDT, should discuss the concern with the athlete's coach privately and in a professional manner. If the matter is not resolved or if the response is unsatisfactory, a parent/guardian may then submit a formal written, signed, and dated statement to the WSAC Swim Director. If allegations are related to the Director, please bring them to the attention of the WSAC Dive Director. The WSAC Director is then authorized to create a panel of three SST/SDT coach members who, at their discretion and not related to the concern at hand, will review the matter and make a decision that is final and cannot be appealed.

Parent/guardians must comply with the SST/SDT Parent / Guardian Code of Conduct

**DON'T's** (*Examples include but are not limited to:*)

- Parents/guardians will not access locker rooms in use by athletes
- Audio or visual recording by any method (camera, phone, electronic device, etc.), is forbidden in changing areas, restrooms and locker rooms
- Hazing, harassment, infliction or threat of bodily harm, and bullying are forbidden.
- Any violation of the Parent/guardian Code of Conduct will be brought to the attention of the SST/SDT Coaches or the WSAC Swim Director, who will issue the appropriate response. This response could include one or more of the following: verbal or written reprimand, probation, expulsion, or temporary/permanent suspension.

## **COACHES' CODE OF CONDUCT**

The purpose of this code of conduct for coaches is to establish common expectations for all members of the coaching staff of the club. It is to be used as a guide to promote a positive team environment and good sportsmanship.

- At all times, adhere to USA Swimming's rules and code of conduct including MAAPP (Minor Athlete Abuse Prevention Policy).
- Set a good example of respect and sportsmanship for participants and fans to follow.
- Act and dress with professionalism and dignity in a manner suitable to his/her profession.
- Respect officials and their judgment and abide by the rules of the event.
- Treat opposing coaches, participants, and spectators with respect.
- Instruct participants in sportsmanship and demand that they display good sportsmanship.
- Coach in a positive manner and do not use derogatory comments or abusive language.
- Win with humility and lose with dignity.
- Treat every athlete fairly, justly, impartially, intelligently, and with sensitivity.
- Always place the well-being, health, and safety of swimmers above all other considerations, including developing performance.
- Continue to seek and maintain their own professional development in all areas in relation to coaching and teaching children.
- Always maintain a professional separation between coach and athlete.

Any complaints of a coach violating this code of conduct will be brought to the attention of his/her supervisor and/or the club's board of directors.

### **SCHROEDER SAFE SPORT POLICIES**

The health and safety of our athlete members is our top priority. To ensure this, the Schroeder swim team adheres to the standards set by USA Swimming. These include:

- All swimming practices are open and observable to parents
- All of our coaches and non-athlete members are certified through USA Swimming, whereby they are required to pass a criminal background check and receive training on Safe Sport athlete protection.
- Schroeder coaches adhere to [USA Swimming Code of Conduct](#)
- Security cameras are maintained throughout the buildings at both WSAC and Prep locations.
- Door security at WSAC during peak practice hours.
- Coaches adhere to locker room policy to ensure athletes and coaches are not changing at the same time but coaches or staff must swing through the locker rooms to make sure the environment is secure and behavior is good.
- All parents and guardians must acknowledge [Minor Athlete Abuse Prevention Policies](#) as mandated by USA Swimming annually.

For further information on our Safe Sport policies, please contact Coach Phil Davies at [pdavies@wsacltd.org](mailto:pdavies@wsacltd.org)

### **NEED TO KNOW:**

#### 1. Meet Entry Procedure

- Meet information is distributed to the team via the team website and team newsletter. Information for meets not hosted by Schroeder are usually found on WI Swimming's website.
- Swimmers and/or parents or coaches choose events to swim and then indicate those choices by declaring their intent to compete or to not participate and then selecting the events they wish to race.
- If you need guidance about your entry talk to your group coach.
- Coaches will email an initial entry to families to check over before the team's entry is submitted to the host team.

#### 2. Time Standards

- Swimmers and Swim Meets are classified by time standards. Athletes progress from the "C" (entry-level) through "B" and onto "A" at the fastest. Swim meets are then rated for all swimmers (ABC) or A/B or A for the stiffest competition. (Some meets have special, meet-specific time standards.) Most time standards can be found through the link on our site to the [Time Standards tab](#)

#### 3. Equipment

- Swimming doesn't require much equipment. Items like buoys and boards will be available for use at the pool. The Schroeder YMCA Swim Team has chosen Speedo to be our equipment provider. Group coaches may require: Fins, Paddles, and Snorkels. Athletes should label their pieces and keep them in a mesh equipment bag. [Elsmore Swim Shop](#) can supply all of your needs. Speedo provides our team with strong support in three ways: outfitting, financial support of the team and Aquatic Center, and through sponsorship of our two biggest meets. Athletes must race in Schroeder apparel and are strongly encouraged to support Speedo products when choosing training gear.

#### 4. New to the Team? Of course, you will have questions!

- Don't know how to fill out an entry form or what meets to attend or who to ask about what? It's not uncommon for new swimmers and their parents to be uncertain about almost everything. Contact your group coach for answers to all questions.

## SWIM TEAM FAMILY WORK REQUIREMENTS

A good portion of the revenue for the swim team comes from hosting meets. You/your family is required to work at all the meets that we are hosting.

During the year we will conduct seven (7) major meets:

GMO	October
Y Invite	November
YMCA Finalist	December
A+	February
Y-State	March
SSTY Dist/Sprint	May
12 & U State	July

Read the details about [Swim Team Family Work Requirements](#)

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## SCHROEDER YMCA SWIM TEAM HISTORY

The Schroeder YMCA Swim Team began in the Fall of 1977 when coach Bob White, Jr. brought a group of about fifty swimmers together to practice at Northridge Lakes, Brown Deer H.S. and at the North Suburban Branch YMCA when it opened. The goals of the Schroeder Swim Team were realized early, as members began to set state records and qualify for national competition.

Joe Schweitz became head coach soon after the Schroeder Center opened in 1979. He served from the summer of 1980 until Rick Klatt took over in the spring of 1981. As the team continued to grow, it became necessary to hire a full-time age group coach. Steve Betts became part of the Schroeder staff, taking charge of the developmental

program. At the time, Schroeder was the only team in Wisconsin with two full-time professional coaches. Steve became head coach in August of 1982. The team's developmental program began to pay off as Schroeder regularly won state championships and began to receive national attention. Team members qualified for national championships and won the YMCA Short Course Nationals back to back in 1985 and 1986, as well as Junior Nationals West in 1986 including former Schroeder coach and swimming superstar Mark Gwidt. John Woods was named Senior Coach in the Fall of 1986. Successes continued, and three athletes qualified for the Olympic Trials in 1988 including past Schroeder Coach, Marsha Hillard. In 1991, Ron Pinkert was elevated to Head Coach, and he coached at the Schroeder YMCA through 1995 during which time K.T. Lee broke National Age Group Records.

David Anderson was named Head Coach in 1995. Lindsey Highstrom represented Schroeder at the 1996 Olympic Trials, and she was also named a member of the USA National Junior

Team. Anderson was named YMCA National Coach of the Year in 1996. Then in 1997, Schroeder returned to the top by capturing the YMCA National Swimming and Diving Combined Team Championship. In 1998, Schroeder took 13 athletes to the summer USA National Championships, the largest team in the club's 22-year history.

Schroeder added another Women's YMCA National Swimming Championship in 1999, and was well-represented by five swimmers at the 2000 Olympic Trials - Sara Petric, Christy Garth, Emily Stapleton, Ben Bartell, and Cortnee Adams. Matt Miller joined the full-time coaching staff in June of 2000 and immediately made a significant impact on the team's top age group athletes. In June of 2001, Matt was elevated to Co-Head Coach and in the spring of 2003, his 12 & Unders won the Wisconsin State Meet. Mitchell Stoehr established three National Age Group Records in freestyle. The summers of 2005 and 2006 brought an additional 12 & Under State Titles to Schroeder.

Two Schroeder athletes, Ben Bartell and Cortnee Adams, qualified for the 2004 Olympic Trials and the Schroeder YMCA has been represented at every USA National Swimming Championship with one exception since 1995. Miller and Anderson established a goal in 2001 to move the Schroeder YMCA Swim Team to be the best team in the Central Zone. Currently, the Schroeder YMCA Swim Team is considered to be a Top 10 team in the Central Zone and it has been annually recognized by USA Swimming as a National Club of Excellence garnering the Silver Medal Team distinction since 2006.

2008 was a year of challenges and continued competitive success. The Walter Schroeder Aquatic Center, Ltd. - a new non-profit organization was established with the mission of preserving the pool for future generations. The new 501(c)3 corporation raised \$2 million to help renovate and preserve the state's finest competitive aquatic facility. Five athletes represented Schroeder in Omaha at the Olympic Trials meet - Josh Baseheart, Kevin Baseheart, Steve Cebertowicz, Chase Gravengood, and Adam Mania. Alex Dionne qualified for the 2008 Beijing Paralympics in the 400m free and represented Team USA in China! Other 2008 summer highlights included William Colbert's USA Junior Team qualifying swim in the 100 M Breast at Jrs as well as Schroeder's NAG Record in the men's 4 x 100 MR at Jrs.

In September of 2008, the Walter Schroeder Aquatic Center reopened with new bulkheads, starting blocks, and filters. 2010 saw Schroeder finish 12th in Men's Team scoring at USA Nationals and a surprise National title in the Men's 4 x 100 Meter Free Relay. 2012 was another successful Olympic Year. Schroeder was well represented at the 2012 Trials with Adam Mania reaching the semis of the 100 M Back along with Mitchell Friedemann, Alex Meyers, Carl Newenhouse and Steve Cebertowicz also raced. Schroeder had two qualifiers for the Paralympic Trials with veteran Alex Dionne in his 3rd Trials and newcomer Jeff Valodine. Triathlete Gwen Jorgensen made the USA Olympic Team in Triathlon. In 2013, SSTY added another USA National title in the 4 x 100 M Free Relay. The team of Friedemann, Cebertowicz, Mania, and Ellis Miller won in 3:22 in Indianapolis. At the 2013 USA Junior Championships, Alex Meyers made the USA National Junior Team that raced in Dubai, UAE at the 2013 FINA World Junior

Championships.

A significant step was taken in the fall of 2012 when Schroeder began a second site on the south side of Milwaukee. Beginning with a handful of committed swimmers and quickly attracting a core of excited new young swimmers, Schroeder now utilizes multiple facilities across the southeast side of Milwaukee County! As of the summer of 2016, 100 athletes were based and training on the south side of town.

In 2015-2016, Schroeder set its sights on becoming a Gold Medal Team, putting an athlete on the Olympic Team and Winning a National YMCA Team Title again. Schroeder's youngest set a new NAG record in the 200 Medley Relay, and a new site is under construction on the city's south side at Ramirez Aquatic Center. Seven Schroeder athletes were in Omaha at the Rio Trials: Adam Mania, Kevin Steel, Nick Petersen, Alex Meyers, Cassy Jernberg, Ashlyn Schoof, and Hannah Saiz made the final in the 200M Fly. Hannah won the US Open and a National Championship in the 200 Fly.

2017 saw the opening of the Ramirez Aquatic Center which serves as the anchor site for Schroeder's athletes on the south side of town and Cassandra Jernberg and Hannah Saiz helped SSTY to its highest finish at a Summer national meet finishing 12th at the US Open in New York. 2019 was filled with success as five first-time qualifiers raced at the USA Summer Jr National Championship in Palo Alto, CA.

2020 was the beginning of a challenging period for everyone. Schroeder was one of the first teams to regain swim training for all levels - novice to highly skilled - and it was also one of the leaders in restarting competition.

In 2021 Schroeder won the multi-site YMCA Swim Festival and was runner up in both the men's and women's division. Schroeder broke several national YMCA relay records in the process. Hannah Saiz represented SSTY at the 2021 Olympic Trials and Ziyad Saleem led the largest team of 18 to a replacement meet for USA National / Junior Nationals with two individual wins. In 2023, SSTY came second in Combined scoring at the National YMCA meet and in 2024 the Boys won and the team was second again in Combined Team scoring. Schroeder also has won LSC championships for 13+ for a couple of years.

2024 also saw Ziyad Saleem race the 200 M Back at the Paris Olympics and Sam Lorenz represented Team USA at the Junior Pan Pacific Championships in Canberra, Australia. Three big capital projects were funded: new athlete seating, new roof on the southern third of the pool, renovation of the Don & Jesse Jackson Locker Rooms.

We look forward to years of improvement, success, and stability based on the waves of great young swimmers coming through the team.

GO SCHROEDER!



## WHO WAS WALTER SCHROEDER?



We are deeply grateful to the late Walter Schroeder. His vision in establishing the Walter Schroeder Foundation made the Aquatic Center possible. The Aquatic Center was built through a grant from the foundation to the YMCA. Walter Schroeder's history is indeed an unusual and interesting one. A native of Milwaukee, he was born on May 19, 1878 to German immigrant parents. Hard work was part of Schroeder's life from childhood. At age 14, Schroeder worked as a clerk in the office of the Milwaukee Register of Deeds for \$3.50 a week. Shortly after, he became a staff member of the Milwaukee Legal News and within two years he helped form the Daily Reporter.

By age 21, Schroeder had joined his father in a real estate and insurance business known as the Chris Schroeder and Son Co. Within a few years Walter had established a record as Wisconsin's most energetic and competent salesmen, and his agency soon became the largest general insurance agency in Wisconsin. Between 1921 and 1924, Schroeder entered into an exciting program of developing a chain of hotels. In 1926, Schroeder started his most ambitious multi-million dollar project, the Schroeder Hotel (now the Milwaukee Hilton), which has become a distinguished landmark

During his lifetime Schroeder made large and frequent contributions to benefit young people. The gift from the Walter Schroeder Foundation to construct the Walter Schroeder Aquatic Center ensured that one of Milwaukee's most renowned citizens will continue to have a profound impact on the community. The Schroeder Aquatic Center opened in 1979 and at the time was the only indoor 50-meter pool in the state. The Milwaukee area competitive swimming community, led by swim team parents John and Anne Hazelwood, recognized the need for a facility of this type and presented the idea to the Schroeder Foundation and the YMCA. This new pool would be associated with the newly opened North Suburban Branch YMCA (1977), which had the land and would serve the entire competitive aquatics community. The foundation approved donating the four million dollars, and also set aside another \$500,000 to be invested to provide for the long-term maintenance of the pool. At the time, this was the largest single donation to a YMCA in the world.

The Walter Schroeder Aquatic Center has fulfilled the early expectations for the pool. The facility has hosted numerous national, regional and state championship competitions. Its water is still known to be among the fastest in the country and is the site of Mary T. Meagher's former World Record butterfly performances. In the 30 years since its construction, the Aquatic Center has been the site of countless local, state, regional and national caliber competitions and continues to serve the competitive swimming community play host to nearly a quarter of all USA Swimming splashes in the Wisconsin LSC annually!



## SCHROEDER YMCA SWIM TEAM HANDBOOK

Please take time to review and discuss the information in the Schroeder YMCA Swim Team Handbook with your child and family. Once you have read the handbook, please sign and return this form to your coach.

**I acknowledge that I have read and am aware of the team policies detailed in the Schroeder YMCA Swim Team Handbook. The account holder is signing off on behalf of all family members and parents/guardians.**

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*Printed Name of Account Holder*

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*Signature of Account Holder*

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*Date*