

## Orca Cultural Contract: Coaches

As coaches, we recognize the significance of our roles in the lives of children, families, and the Orca Swim Team. The Orca Way—our five fundamental principals—guides us as coaches:

### *Spirit:*

We build team first

We create an atmosphere of mutual respect with swimmers by listening

We act as trusted mentors, and swimmers feel they can speak openly with us

### *Sportsmanship:*

We serve as stewards of the sport of swimming

We create goodwill between competitors and perfect strangers

We engender an undeniably positive and spirited tone on deck

### *Motivation:*

We coach with enthusiasm; we are always fully engaged and excited to coach

We make no presumptions and seek the full potential in each swimmer

We build confidence and competence through structure and success in practice

### *Dedication:*

We make fact-based coaching decisions and pay attention to the details

We recognize swimmers' performance and seek continual improvement

We pass down, share, and create team traditions alongside the Orca Way

### *Excellence:*

We develop principled individuals who grow into successful athletes

We grow into better coaches and more responsible, effective individuals daily

We shape children, families, and our community for the better