



# Integrity Girls Team Handbook

2025 - 2026

## Table of Contents

- 1: Welcome to Integrity Girls Team
- 2: Communication Pathways
- 3: Integrity Rules & Policies for Practices and Competitions
- 4: Pathways and Progress within the Team Program
- 5: Time Obligations
- 6: Financial Obligations
- 7: Volunteer Requirements

# **1: Welcome to Integrity Girls Team**

The Girls Competitive Team at Integrity Athletics is a dedicated gymnastics program designed for athletes committed to training and competing. The program follows USA Gymnastics (USAG) guidelines and offers pathways to suit all athletes and their personal goals.

Our team emphasizes discipline, perseverance, and teamwork, creating a supportive environment where gymnasts grow both athletically and as individuals. Coaches provide instruction to help each athlete reach their full potential while maintaining a well-rounded approach that supports their development in the sport and as a person. Competitive opportunities range from local to regional and national events, based on each gymnast's level and achievements.

Our program is built on key values, expectations, and developmental goals that help athletes build a strong foundation in gymnastics. These principles create a structured and supportive training environment.

## **2: Communication Pathways**

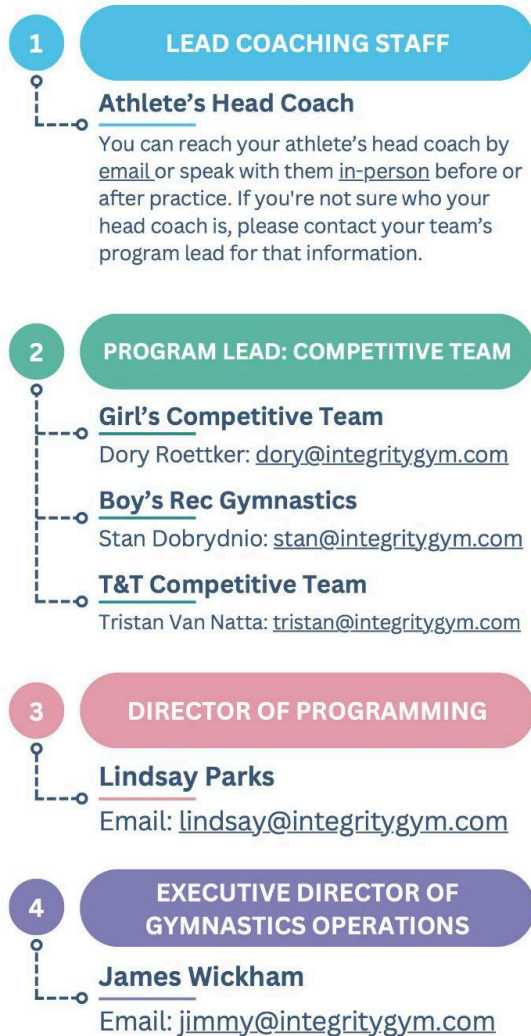
## COMMUNICATION PATHWAYS - INTEGRITY ATHLETICS

### Communication Pathway Directions

We value open, timely, and effective communication. To ensure your questions, feedback, or concerns are addressed by the most appropriate person, we've outlined a clear communication pathway to follow.

Please **begin with section 1** and only move to the next contact if your question or issue is not resolved at that level. This helps us maintain a streamlined approach while ensuring each inquiry is handled promptly and by the right person. Skipping steps in the pathway may delay resolution, as each level is designed to support specific types of communication and decision-making authority.

#### GYMNASTICS RELATED



#### NON- GYMNASTICS RELATED



# 3: Integrity Rules & Policies for Practices and Competitions

At Integrity Athletics, we prioritize structure, consistency, and clear expectations to support every athlete's growth and success. This section outlines the key policies that guide our training environment and competitive readiness. From practice attendance and competition eligibility to private lessons and disciplinary procedures, these standards are designed to ensure safety, fairness, and accountability. By setting clear expectations for athletes and families, we aim to cultivate a positive and productive team culture built on mutual respect and shared responsibility.

☰ GT - Program Expectations

☰ GT - Private Lesson Policy

☰ GT - Competition Expectations

☰ GT - Video Recording Policy

## **Teen Drivers: Under 18**

Since athletes are under the supervision of coaches during practice hours, we ask that if an athlete who drives is leaving early from practice, this is communicated directly to the coach from the parent via email or app messaging.

## **Disciplinary Actions: Athletes**

At Integrity Athletics, we believe that a strong coach–athlete–parent relationship is essential to each athlete's success. Our disciplinary philosophy is rooted in mutual respect, communication, and the athlete's personal development. When behavioral concerns arise, we first address them within the coach–athlete relationship. If a resolution cannot be found or the behavior persists, we will reach out to the athlete's parent or guardian for support.

### **Progressive Disciplinary Actions:**

1. **Verbal Correction** – The coach will address the behavior with the athlete directly and respectfully.
2. **Temporary Removal from Activity** – If the behavior continues or disrupts the group, the athlete may be asked to sit out for a designated period.
3. **Early Dismissal from Practice** – In cases of safety concerns or continued disruptive behavior, the athlete may be asked to contact a parent and leave practice early.
4. **Parent Meeting or Suspension** – If issues persist, the coaching staff may schedule a meeting with the parents or implement a short-term suspension from practice.
5. **Dismissal from the Program** – In cases of repeated or severe misconduct, dismissal from the team may be considered.

### **Zero-Tolerance Behaviors (may result in immediate dismissal):**

- **Athlete-to-Athlete Altercations** – Any form of bullying, harassment, or behavior that creates an unsafe or toxic training environment (in person, via social media, text messages, emails, etc.).
- **Athlete-to-Coach Altercations** – Disrespectful language, gestures, or actions directed toward coaches or Integrity staff (in person, via social media, text messages, emails, etc.).

## **Disciplinary Actions: Parents/Families**

Integrity Athletics expects all parents and guardians to model respectful and supportive behavior. If a

parent or family member is found to be using negative, derogatory, or inappropriate language—whether in person or through any form of communication (e.g., social media, email, text)—toward the coaching staff, other athletes, families, or the Integrity program, the following actions may be taken:

1. **Verbal or Written Warning**
2. **Probationary Period**
3. **Dismissal from the Program** – In serious or repeated cases, the family may be asked to part ways with Integrity Athletics.

#### **Parent Viewing Area Expectations:**

The parent viewing area is a privilege intended to allow families to observe their athlete's progress in a respectful and supportive manner. Parents are expected to remain positive and refrain from coaching, criticizing, or distracting athletes or staff from the viewing area. Any disruptive, negative, or inappropriate behavior observed in this space—verbal or nonverbal—may result in temporary or permanent loss of viewing privileges and/or further disciplinary action as outlined above.

All disciplinary decisions are made in the best interest of the athletes and the team culture. Integrity reserves the right to determine the appropriate course of action based on the severity and frequency of the behavior.

---

#### **Competition Preparedness**

To be eligible to compete:

- Athletes must attend **at least 75% of practices** in the two weeks leading up to a meet.
  - Exceptions may be discussed in advance for academic conflicts, illness, or family emergencies.
- Athletes must **complete all required assignments** during practice.
  - Assignments may include skill benchmarks, consistency goals, or routine performance requirements.
- Coaches may pull an athlete from an event or skill at their discretion if the athlete's **safety is at risk**. Coaches will communicate these decisions with the athlete and family.
- Last-minute illness or emergencies must be communicated to your coach **as soon as possible**.

#### **Postseason Eligibility**

In addition to meeting the **USAG score requirements**, Integrity Athletics has its own standards that athletes must meet to be eligible for postseason competitions, including State and Regional meets.

- Athletes must attend **at least 75% of practices in the two weeks** leading up to State and/or Regional competitions.

#### **Vacation Considerations**

We recognize that **State and Regional meets often coincide with spring break**, a common time for family travel.

- If your family is planning a vacation during this time, please notify us well in advance.
- Be aware that choosing to travel over spring break may **impact your athlete's eligibility** to compete in State and Regional competitions.

# 4: Pathways and Progress within the Team Program

## Explanation of Gymnastics Levels: USAG Competitive Programs

Xcel Program (Bronze, Silver, Gold, Platinum, Diamond, Sapphire)

Developmental Program (Levels 4–10)

### What's the Difference?

USA Gymnastics offers two main competitive tracks: the Developmental Program and the Xcel Program. Each is designed to meet the needs of different athletes based on their goals, commitment level, and progression style.

### Xcel Program

The Xcel Program offers a more flexible and individualized approach to gymnastics training and competition. It allows coaches and athletes to tailor routines and skill selection based on each gymnast's strengths and development pace. Xcel is ideal for athletes who love gymnastics and want to compete in a fun, lower-pressure environment without the time demands of the more intensive Developmental Program.

### Developmental Program

The Women's Development Program is a more structured and aggressive path, focused on technical mastery and long-term development. Designed for athletes with higher-level gymnastics goals, such as competing in college, this program features a clearly defined level structure, skill progression, and specific requirements. The Developmental Program emphasizes consistent growth, strong fundamentals, and preparation for higher-level competition.

## Competitive Gymnastics Pathways at Integrity Athletics

### Shared Beginning:

#### Pre-Competitive Levels of Gymnastics:

#### ➡ **Pre-Team (Ages 4–6)**

Our Pre-Team program is designed to prepare young athletes for competitive gymnastics by focusing on developing strength, presentation, and body control. Introducing gymnastics vocabulary and following a structured practice routine are integral to learning basic gymnastics skills. In addition to honing physical abilities, we emphasize the importance of discipline, teamwork, and perseverance. Instead of full competitions, athletes will participate in exhibitions, allowing them to build confidence and gain experience performing in front of an audience. This program provides a well-rounded foundation for both athletic and personal growth.

#### Competitive Levels of Gymnastics:

➡ **Xcel Bronze** This introductory level focuses on fundamental gymnastics skills while introducing athletes to competition. Gymnasts at this level participate in local USA Gymnastics (USAG)-sanctioned meets in Columbus and surrounding areas.

➡ **Xcel Silver** As the next step in the competitive pathway, athletes refine their techniques and build on their foundational skills. Competitions take place at local and state levels, with the season culminating in a State Meet.

---

## Pathway 1: Xcel Program (Individualized Routines, More Flexibility)

- Xcel Gold
- Xcel Platinum
- Xcel Diamond
- Xcel Sapphire

- Personalized routines
- Focus on fun, flexible skill development, and confidence
- Platinum - Sapphire have the opportunity to qualify for the Xcel Regional Championships

---

## Pathway 2: Developmental Program (Compulsory to Optional Levels)

- Level 4 (Compulsory)
- Level 6 (Optional)
- Level 7
- Level 8
- Level 9 (*can qualify for Eastern Nationals*)
- Level 10 (*can qualify for Developmental Nationals*)

- Structured progress through standardized routines (Levels 4–5)
- More complex, individualized routines starting at Level 6
- Opportunities for State, Regional, and National qualification

---

Each level is designed to progressively develop your child's skills, confidence, and competitive experience. As they advance, they'll encounter more complex routines and higher levels of competition, all aimed at fostering their growth and passion for gymnastics.

By understanding these levels, you can better support your child as they embark on this rewarding journey in competitive gymnastics.

## How We Track Progress

Coaches regularly assess each athlete's progress to ensure they are developing the necessary skills to advance safely and confidently. During the off-season, we conduct two formal skill evaluations using our skill tree—one in July and another in September. These evaluations help guide our summer training and group placement decisions.

Once the competitive season begins, athlete evaluations shift to performance at meets. Competition scores and placements become valuable tools for assessing an athlete's readiness, consistency, and overall progress. Our goal is always to strike a balance between challenging athletes and helping them find success in competition.

While meet scores can vary for many reasons and are not the sole indicator of success, they do offer insight into an athlete's proficiency at their current level. Below is a general guide to interpreting all-around scores:

- **34.00** – Lacking Proficiency
- **35.00** – Below Average
- **36.00** – Average Performance
- **37.00** – Above Average / Competitive Proficiency
- **38.00** – Exceeds Expectations / Mastery of Skills

Please note: these scores are benchmarks, not guarantees. Achieving a particular score does not automatically result in level advancement. Similarly, excelling at a current level does not always mean an athlete is prepared to safely and successfully progress to the next.

As we head into summer training, coaches begin evaluating athletes for both their summer training group and potential level for the upcoming season. In some cases, coaches may recommend that an athlete repeat a level. These decisions are made with great care, always keeping the athlete's best interest, safety, and long-term development in mind.

We understand that being asked to repeat a level can be disappointing—especially after a strong competitive season. However, our evaluations consider more than meet scores. We look at execution, confidence, consistency, and the ability to build toward the next level's demands. Our philosophy prioritizes long-term success over short-term advancement. We want every athlete to thrive in training and competition, and we are committed to making decisions that support that goal.

#### GT - Group Placement Procedure

## 5: Time Obligations

Gymnastics is a unique sport that requires a significant time commitment, often beginning at a young age. Before accepting a spot on the Integrity Girls Team roster, we ask that families fully understand and embrace this responsibility.

### **Year-Round Commitment**

Team gymnastics is a year-round commitment. Consistent training throughout both the school year and summer is essential to an athlete's development and success. If your family anticipates needing extended time away, please inform the coaching staff in advance. Athletes who take extended breaks will be re-evaluated upon their return to determine appropriate placement.

### **Absences**

Regular attendance is expected. We understand that occasional absences may be unavoidable due to illness, family obligations, or school events. If your athlete will be late or absent, please notify us as soon as possible.

Please note: Make-up practices are not available for missed team practices, and athletes may not attend another group's practice as a substitute.



## Training Schedule

Team athletes train between 2 to 5 days per week, with each session lasting 2 to 4 hours depending on level. While we value attendance, we also understand that conflicts may arise. We appreciate timely and respectful communication regarding any absences.

## Annual Calendar Overview

### June

- **Trial Month for New Athletes** – Trial period to ensure the program is a good fit.
- **Updated Handbook & Agreements** – Families will receive the handbook for review and signatures.
- **USAG Registrations Open** – Instructions for USA Gymnastics (USAG) athlete registrations.
- **All-Parent Meeting** – General updates and Q&A session.

### July

- **End-of-July Skill Evaluations** – Mid-summer check-in to assess progress.
- **1:1 Parent Meetings** – Individual meetings to discuss athlete progress and goals.
- **Team Uniform Orders** – Information on ordering competitive uniforms.
- **Competition Schedule Release** – 2025–2026 competitive season schedule.
- **Fall Schedule & Updated Tuition** – Fall schedule and tuition rates.
- **Uniform Sizing** – Dates for athletes to be sized for uniforms.

### August

- **Fall Schedule Begins** – Training transitions to fall schedule.

### September

- **September Skill Evaluations** – Coaches assess athlete preparation for competition season.
- **Mandatory 1:1 Parent Meetings** – Finalize season preparation.

### October

- **Preseason All-Parent Meeting** – Key updates for the competition season.
- **Holiday Schedule Released** – Practice schedule for Trick-or-Treat, Thanksgiving, and Winter break.

### November - March

- **Competition Season** – The competitive season officially kicks off!

### February

- **Summer Schedule Released** – Updated summer training schedule.

### April

- **Coach Evaluations & Group Placements (End of April)** – Coaches assess athletes and determine placements for summer training and next season.

### May

- **Mandatory 1:1 Parent Meetings** – Individual meetings to discuss progress, level placements, and goals for the next season.

## 6: Financial Obligations

There are three types of Financial Obligations required by Integrity Girls Team members.

- 1) Tuition
- 2) Apparel, equipment, and other applicable membership fees
- 3) Competition Fees

### 1. Tuition

#### Team Payment Policies

Team tuition is paid monthly and is due by the 1st of each month.

- If your account balance is overdue more than 30 days your athlete will not be allowed to attend practices until the account is brought current. A late fee of \$30 will be added to your account if tuition is not paid in full by the 7<sup>th</sup> of the month.
- Integrity reserves the right to require automatic payments for any family that is late on payments twice within the same Competitive Season (June – May).
- Integrity reserves the right to automatically run any overdue charges on accounts (unless prior arrangements have been made.) This includes but is not limited to tuition, competition fees, and apparel fees.

Absences: Team tuition is based on a 12-month, 4-week schedule, covering 48 weeks of training per year. This structure accounts for missed days due to competitions, camps, clinics, holidays, and scheduled gym closures.

Make-up practices are not offered for team programs. With the number of athletes training each day, we are unable to accommodate make-up sessions.

We understand that special circumstances may occur. For extended, non-injury-related absences, please reach out to our Billing Director at [billing@integritygym.com](mailto:billing@integritygym.com). All situations will be considered on a case-by-case basis.

**\*\*We will not pro-rate any tuition due to missed classes. We have a set number of athletes at each level and therefore must staff these levels properly. If you commit to a given team level, you are responsible for that monthly tuition regardless of any other conflicts.**

Injury Tuition Adjustment: If an athlete is injured and has restrictions prescribed by a doctor or licensed physical therapist, tuition may be adjusted on a case-by-case basis, depending on the severity and scope of those restrictions. In most cases, injured athletes are still able to participate in a modified training plan, and we strongly encourage continued attendance in this capacity.

A written note from a medical professional is REQUIRED both for any tuition adjustment and for the athlete to resume full participation without restrictions.

Withdrawing from the Team Program: If a situation arises in which an athlete must withdraw from the team program, we require written notice provided to the Billing Director, [Billing@integritygym.com](mailto:Billing@integritygym.com) or your head coach by the 24<sup>th</sup> of the month.

-Any tuition collected up to the end of the final training month will be forfeited, unless in the case of injury, in which case we will require a physician's note.

## Girls Team Monthly Tuition Pricing- begins September 1<sup>st</sup>, 2025

### Girls Team Tuition Competitive Year 2025-2026

| Level               | Hours/WK | Monthly Tuition |
|---------------------|----------|-----------------|
| Pre-Team            | 2        | \$188           |
| Bronze              | 4        | \$246           |
| Silver              | 9        | \$335           |
| Level 4 and Gold    | 12       | \$368           |
| Level 6/7/XP/XD     | 15       | \$394           |
| Level 8-10/Sapphire | 19       | \$435           |

\*\*Tuition is based on actual training hours and will be adjusted to reflect the most up-to-date practice schedule.

## 2. Apparel, Equipment, and Other Fees

### Uniforms:

Each family is responsible for the uniforms that the program will use for the given year. Each year is different, and the program director will disseminate the appropriate fees and required items for the year's apparel when it is picked out.

### Choreography Fees:

- Pre-Team, Bronze, and Silver: Choreography fee will be included in their competition fee pricing.
- Levels 6-10, Gold, Platinum, Diamond, Sapphire

Each gymnast will need a choreographed floor and beam routine. Athletes are responsible for selecting a choreographer and coordinating with them directly. We have several recommended choreographers and are happy to provide their contact information.

Please note the following:

1. Floor Music Approval: Floor music must be approved by the athletes head coach before it is purchased or choreographed.
2. Choreographer Communication: Discuss prices, scheduling, and payment details with your chosen choreographer.
3. Payment: Be prepared to pay in full on the day of choreography. Payments will be processed through iClass..

### Equipment:

Each family is responsible for equipment required to participate in the team program.

- Workout apparel: Please make sure your daughters are coming prepared to work out with a leotard and hair pulled back neatly. No jewelry or watches. Form-fitting (lycra/spandex) shorts or pants are allowed but no baggie shorts, joggers, or sweatpants.
- Grips: Athletes will start using grips at the discretion of the coaches. DO NOT purchase grips on your own without first talking with the coach. If you do, they will still have to wait until the coach has decided they are ready for grips. Also, they will require a specific type of grips. Please wait until the coach gives you grip information before ordering any.
- Tape: Each athlete should carry tape with them. If they need tape and do not have any, they can purchase it from the front desk, and it will be charged to their account.
- Braces/Wraps/Ace Bandages: Must be recommended by a physician and athletes must have knowledge of how to wear it properly.

### USAG Membership Fee:

Each competitive athlete (Level 4-10, Bronze, Silver- Sapphire) must be a member of USA Gymnastics and renew their membership annually.

- Annual membership due by August 1<sup>st</sup> each year is approximately \$73.

## 3. Competition Fees

Charged on the 15th of each month in addition to tuition for a portion of the year, typically August-March (April for higher levels).

Yearly Competition Fees include Meet Entry Fees, Coaches Fees, Banquet Fees, Administration, and other costs associated with competitions. Fees are calculated for the year and broken into equal monthly payments that are charged in addition to monthly tuition from approximately August- April. Yearly costs are estimated based on the previous 3 seasons and reflect the number of meets each level attends and coaches attending meets.

- *Meet Entry Fees:* Costs associated with entry into each competition. Meet entry price is set directly by the host gym of each meet. Refunds are only given if the athlete scratches (informs coaches of non-participation) before the refund deadline set by the host gym. Unfortunately, Integrity does not receive a refund for late scratches due to injury, illness, or other events so we, in turn, cannot refund families.
- *Coaches Fees:* Cost associated with sending coaches to competitions. Hotel, mileage, session fees. Athletes will only be refunded coaches fees for mandatory meets if a competition is missed due to injury, illness, or emergency. The refund provided will be a flat dollar amount estimated at the beginning of the season during the budgeting process. Typically this refund ranges from \$30-\$50 for a required competition depending on the travel obligations for the coaches.
- *Banquet Fees:* Portion of the annual fee dedicated to expenses incurred for the annual team banquet
- *Administrative Fees:* Portion of the annual fee dedicated to the administrative expenses of competition entry, billing systems, and management.

Each level will have a specific number of required competitions. If the athlete attends more than the required number, they will be charged the additional associated competition fees. This information will be noted on the competition schedule each year.

At the end of each season, each family's Competition Fees will be adjusted to reflect additional meets

attended, missed competitions, earned credits, etc.

**No adjustments to Competition Fee accounts will be made until the end of the competition season.**

After October 1<sup>st</sup>, no refunds of Competition Fees already paid will be given. Families will still be responsible for any additional meet entry fees Integrity has paid that are not covered by previous payments.

## **7: Volunteer Opportunities**

Families can earn account credits by working any of the Integrity-hosted competitions throughout the year.

- Girls with Grit- November 14-16, 2025
- Blaine Wilson Sports Fest (BWSF) -February 13-15, 2026

Information regarding volunteer times and duties available will be sent out closer to each competition.