

Dance Year 2008 – 2009
SELKIRK & DISTRICT UKRAINIAN SCHOOL OF DANCE INC.
(“SELKIRK ZORYA”)

GENERAL DANCE INFORMATION

The Selkirk Zorya Ukrainian School of Dance holds classes on Monday evenings from September to approximately May, at various locations in Selkirk and East Selkirk. The Annual Recital is held usually in the beginning to mid May at Pantages Theater in Winnipeg and is an opportunity for all students to demonstrate what they have learned in the past year.

For as much as possible, dancers are placed according to age and ability with some flexibility of placement to accommodate family and choreography needs.

The school fosters maintaining the integrity of the Ukrainian culture and encourages instructors and costume representatives to uphold this principle with their work. Over the years, Selkirk Zorya has accumulated a variety of costumes that our dancers use and while much of our regional costuming is supplied through the school's wardrobe, there may be some costuming requirements that will be the Dancers' responsibility. Parents will be notified as such. Poltava embroidered shirts/blouses are always the personal property of the Dancer. The costumes belong to the organization but the dancers may use them as they are assigned to them, with the understanding that they are to be returned in the issued condition.

Dance Practice location:

Happy Thought School	East Selkirk, Manitoba
East Selkirk Hall	East Selkirk, Manitoba
Selkirk Healing Centre	Main Street North, Selkirk
East Selkirk Middle School	East Selkirk, Manitoba

Holy Eucharist Hall (used as an alternative venue when needed) Selkirk, Mb.

Cancellation of practices:

If necessary, when classes are to be cancelled, every reasonable effort will be made by the Board to provide the parents, dancers and instructors reasonable notice. This may be difficult to do as the weather may be favourable at 4:00pm in the afternoon but can quickly get worse as the evening sets. If dance classes are cancelled due to weather, the announcement will be made on CJOB as well as posted on our website at www.selkirkzorya.ca. If you are uncertain as to whether or not classes are being held, contact a Board member or your Class Rep.

Registration:

Student registration takes place at an announced location 1-2 weeks prior to the start of the new dance year. Pre-registration for the next dance year will have occurred approximately at the end of April. These dates are announced via a newsletter and/or the website, with returning students given priority. Pre-registration helps the school to draft prospective class lists for the up-coming dance year. At the first dance class in September, providing there is available space, all other registrations will be accepted. Anyone missing pre-registration or registration may contact the President or Vice President.

Dancers' fees are to be determined by the Board of Directors prior to the August registration date. Fees can be paid in full the first dance class in September or they can be paid giving 50% of the amount owed at September registration while also giving, at that time, a post-dated cheque for the balance owed dated January 1st of the following year. If alternate arrangements are required, parents may discuss this with the President or Treasurer. Fees must be paid before the dancer is permitted to dance during class.

Fees for this year have been set as follows:

Beginner classes - 45 minutes	\$120.00
1 hour class	\$130.00
1 hour and 15 minutes class	\$150.00
1 hour & 30 minutes class	\$170.00
1 hour & 45 minutes class	\$190.00
2 hour class	\$210.00
2 hours & 15 minutes class	\$230.00
Fialka - 2 hours & 30 minutes	\$280.00
Adults - 1 hour	\$100.00

Families with more than two dancers will receive a discount, with the exception of the adult class. The third dancer will be half price of the lowest amount paid.

Fees shall be refunded only if withdrawal is prior to 4 weeks of the initial dance class of the year.

Fundraising

Grey Cup Tickets

This is the school's major fundraiser. Each family will receive a package of tickets to sell. The tickets will be pre-paid by the dancer/parent so that when the dancer sells the tickets, they keep the money. We appreciate your full participation.

Easter Kubassa

This fundraiser is optional for dancing families. However, the proceeds go to the school, the kubassa is reasonably priced and very tasty!! Everyone needs kubassa for the Easter basket so why not support the dance school at the same time.

Performance Honorariums

When Selkirk Zorya Ukrainian School of Dance Inc. is asked to perform at an event, an honorarium to our organization is usually received. This is a means of revenue for our organization. We have many opportunities to perform and full participation on behalf of the dancers and parents is encouraged and appreciated.

History of Selkirk & District Ukrainian School of Dance Inc.

Selkirk & District Ukrainian School of Dance Inc was formed in 1972 under the leadership of the late Mary Slogan. In 1972, there were 34 students and 3 instructors and they practiced out of Holy Eucharist hall in Selkirk.

In 1979, from Selkirk & District Ukrainian School of Dance Inc, a senior group evolved and later became their own organization. They are known as Troyanda, meaning "a bed of roses". This group performs publicly and has traveled extensively including:

- Expo '86 in Vancouver
- Expo '88 in Australia
- Disney world in Florida
- Disneyland in California
- New York
- Kiev, Ukraine

In 1985, Junior Troyanda was formed within our school. This group was later named Fialka meaning "violets". Fialka dancers are ages 14 through to 18. This group has performed within our province locally including various Malankas as well as Folklorama and has also traveled to Edmonton, the United States and recently had the honor of

performing in Orlando, Florida at Magic Kingdom.

Our school and our dancers continue to seek the opportunities to perform outside their regular events. The opportunity to perform and travel is a wonderful experience for our dancers to perform and have lasting memories of their youth.

With the celebration of the 35th Anniversary of the school in 2007, Selkirk & District underwent a name change and is now known as Selkirk Zorya Ukrainian School of Dance.

Costuming and Dance Wear

Practice Wear

Dancers are expected to wear appropriate dance attire for practices.

It is very important that they keep their legs covered during practice. This keeps the warmth in the legs which is very important for muscle control and to eliminate leg muscle damage. When leg temperature fluctuates, muscle cramps and leg and knee injuries may occur.

Dance slippers are required for safety and practicing technique.

All dancers are expected to wear black dance spandex slippers, which are available in most dance supply stores. Character shoes are acceptable for older dancers. The instructors will inform you if your dancer does not have the appropriate footwear.

No jeans, jewellery, toys, gum and/or candy allowed during class practice.

Females are expected to have fitted tops and bottoms which can be tights, spandex or bodysuits. Dance skirts or shorts may be worn over the spandex tights.

Males are expected to wear t-shirts and sweat pants or spandex. Please avoid pants with pockets.

Costuming

All dancers must supply their own Ukrainian blouse or shirt. All Senior dancers must supply their own red and/or black leather boots. All female dancers must have their own white slip.

Beginners through to Intermediate girls must have their own 3 strand set of red beads.

Senior and Fialka girls must have their own 5 strand set of red beads.

Other costuming such as skirts, pants, aprons and sashes will be decided by the

instructors for that year.

The costume committee is responsible for getting in touch with the parents via costume committee representatives. All parents are required to find out through the costume rep or via notices/newsletters what extra materials their child/children will need for costumes and make their necessary arrangements for sewing.

Students are responsible for maintaining costumes and all other paraphernalia belonging to the school. All items belonging to dance school shall be returned to the school in issued condition by September 30th of the following year. If the club costumes are not returned in the time frame specified, the Board can/shall require compensation in monetary form in lieu of replacing/fixing costume pieces. A user fee/bond may be implemented as deemed by the Board.

Dancers and/or parents are responsible for advising the costume reps of any costume repairs that are required to the costumes.

GUIDELINES FOR DANCERS AND PARENTS

1. The Executive is the governing body. All issues shall be addressed to them for resolution.
2. Dancers are required to attend all dance classes. Parents are to notify their dance class representative or instructor if their child will not be attending the class.
3. Dancers are expected to be at class on time and ready to dance with their dance slippers/boots on.
4. Dancers are expected to be on their best behaviour during dance class. When there is disruptive behavior going on in the class, the instructor may ask the parents to take turns sitting in on the class. Inappropriate behaviour is disruptive to the instructors and fellow dancers and is unacceptable.
5. Dancers must be dressed properly in t-shirts, spandex tights, body suits, sweat pants (no pockets) or shorts as well as the appropriate black dance slippers or dance boots (as may apply). No jeans, jewelry or toys allowed. Longer hair must be tied back.
6. Dancers are responsible for their own Ukrainian dance shirt/blouse, dance slippers, boots, shoes and beads. Other costuming such as skirts, pants, aprons and sashes are decided by the instructors for that year and the information is passed on to the parents through the costume representative or committee. The costume committee

is responsible for advising the parents. It is the parents' responsibility to inquire as to what costumes and materials they will need for their child.

7. Dancers are required to participate in each class. Exception will be made for a medical reason. Dancers are expected to behave appropriately during class. Repeated disruptive behavior by any dancer will result in disciplinary action by the Instructors and Executive.

8. Many of the main announcements will be posted on the school's website (www.selkirkzorya.ca). Newsletters and other short notices may also be distributed to the dancers and parents as needed, these newsletters will also appear on the website. Please read all information regarding the school's current and future events. If your child is away when newsletters are distributed, the instructors will pass them on at the next dance class. If you do not receive a newsletter, please ask the Instructor or Newsletter Editor for one. Again, all important information will be posted on the website.

9. Dancers will be placed in classes using age as the foremost parameter. Dancer skill, experience, ability, and techniques may also be factors in determining student placement. This may be evaluated through an audition process or by instructor reference. Their decision is binding.

10. If a dancer takes a leave of absence for a year, for a non-medical reason, they will be reinstated into the level that they were at when they left, subject to availability. Each case will be reviewed individually. The final decision will be made by the Executive. If an absence is for more than one year, the dancer must reapply to the school.

11. **Students are expected to perform at the annual recital.** This is the culmination of all the years' hard work and students/parents should respect the concept that dancing is a team activity that works best when all attend and are involved. The school realizes that there will be occasional scheduling conflicts regarding the recital and other student activities. In such cases, if a student foresees not being able to attend the recital, the instructors and Board should be notified at the earliest possible date. Additional performances will be available to those classes that have enough interest and commitment by the dancers. It is the parents' responsibility to get their child/children to these performances or to make alternate arrangements.

12. Dancers are responsible for maintaining costumes and all other paraphernalia belonging to the school. These items are to be returned to the costume committee at the requested time.

13. Failure to comply with any of the above guidelines may result in disciplinary action by the Executive.

GUILDELINES FOR SENIOR GROUPS

1. Dancers must be registered with Selkirk Zorya Ukrainian School of Dance Inc. for a minimum of one year to be eligible to dance in the Senior groups. Students who do not have the one year minimum may apply to the school and will be selected based on availability. This is done to ensure that our own dancers will move ahead to the next level, before a new dancer who just registered with our school.
2. Senior dancers will consist of dancers who are 12 years of age and older. They will practice an average of two hours per week.
3. Fialka dancers will consist of dancers 14 years of age to 18 years of age. They will practice an average of 2.5 hours per week or as decided by the Instructors and Executive. Exception may be given to boys, dependant on their skill level and years of experience, which will be evaluated by the instructors.
4. The maximum number of dancers per group will be determined by class needs and instructors' decisions. The Executive will contact those dancers who may be eligible to enter Fialka.
5. Dancers will be given a one month trial period. If their skills, abilities and attitude are not acceptable to the instructors' expectations, the dancers will be accommodated within the school.

CORRECTIVE DISCIPLINE

Policy

These guidelines are intended to advise and guide the Executive concerning discipline.

Disciplinary action should be progressive in nature and should emphasize rehabilitation so that the dancer may be restored to a level of performance compatible with the requirements of the group. Corrective discipline situations are to be treated consistently and in accordance with the school's policy and practice.

Definition

For the purpose of this policy, the following definitions will apply:

Disciplinary Action - any formal action taken by the Executive as a result of a single or repeated infraction of school policies or conduct on the part of the dancer that is not keeping with reasonable dancer/instructor and executive relationships. Examples of situations that could result in disciplinary action are:

1. refusal to perform legitimately assigned tasks
2. deliberate insubordination
3. harassment of other dancers/instructors/executive
4. failure to observe safety and health rules and regulations
5. intentional damage or disrespect to or theft of the organization's property
6. intentional damage or disrespect to or theft of another dancer's/instructor's/executive's personal property
7. absenteeism or tardiness beyond a reasonable level
8. attending dance class under the influence of alcohol or illegal drugs
9. consumption of or possession of alcoholic beverages or illegal drugs during dance classes or performances
10. deliberate disregard of school's policies
11. intentional damage or disrespect to the locations or venues where the dance school practices

Dismissal or Demotion

Prior to dismissal, dancers are provided with the opportunity to explain their behavior to the instructors and/or Executive.

Dismissal is not a step in the corrective disciplinary process but rather the school's normal recourse should a dancer fail to use the process to re-establish an acceptable working relationship.

In the event that a dancer commits an offense which is serious that it calls into immediate question the continued relationship of the group, e.g. fighting, dismissal may be warranted whether or not there is a previous record of disciplinary action.

In all cases, dismissal will only take place following a full investigation of the incident.

Accountability/Responsibility

Disciplinary action is the responsibility of the instructors. In disciplinary cases that reach Step 2 and are incidents of a serious nature, the dance school's executive are to be consulted.

Instructors are accountable for ensuring that the conditions and provisions of this policy are followed and for providing sufficient documentation to the executive.

Dancers are responsible for their behaviour.

Culminating Incident - an offense which may or may not call for dismissal when looked upon in isolation but which, when examined in light of a long pattern of behavior, makes dismissal appropriate.

PROCEDURE - Discipline Stages

1. Step 1 - Verbal Warning

The instructor verbally brings an infraction or problem behavior to the attention of the dancer and the dancer's parent. The instructor must notify the Board of this matter. The nature of the infraction or problem is explained and the dancer is informed of the improvement required. A note is placed in the instructor's records of the incident.

2. Step 2 - Verbal Warning

This step involves the dancer, the dancer's parent, instructors and an Executive member. The instructor should stress the gravity of this warning and outline the possible consequences of further infractions. A second note is placed in the instructor's records.

3. Step 3 - Warning Letter

This step involves the dancer, instructors, parent or legal guardian of the dancer and Executive members. A review of the case to date is conducted. A written warning noting that further infractions could result in more severe disciplinary measures, up to and including dismissal, is given to the dancer. The dancer and/or parent/legal guardian is asked to sign a copy of the letter indicating that the contents have been read and understood. A member from the Executive is also asked to sign. A signed copy of the letter is then placed in the dancer's file. In the event that the dancer refuses to sign the letter, 2 witnesses will sign indicating that the dancer has received a copy.

4. Step 4 - Suspension

This step normally results in suspension from dance class for 1 or 2 classes as decided by the instructors and Executive.

5. Step 5 - Dismissal

At the final stage, the dancer is suspended for a substantial period of time as determined by the instructors and Executive, or dismissed from the school without a refund.

EXCEPTIONS:

Incidents of a serious nature may require more immediate and severe disciplinary action. Incidents such as fighting, attacking another person, theft or vandalism of school property, theft or vandalism of a dancer's/instructor's/Executive's

personal property, willful and intentional damage or sabotage of school facilities and personal property, outright insubordination, under the influence of alcohol or illegal drugs, etc. may necessitate an immediate removal from the organization and/or facility.

ATTENDANCE POLICY

Policy

These guidelines are intended to advise and guide the Executive concerning attendance.

Several types of leave of absence are available to dancers to cover absences from dance such as vacation, illness and injury and certain other circumstances. All absences are to be approved through the instructor and if a long-term absence is anticipated, the Executive must be made aware of the situation.

Absenteeism is a regular problem at dance, which results in lost productivity.

Definition

For the purpose of this policy, the following definitions will apply:

Absenteeism

Failure of a dancer/instructor to report to class when scheduled.

More than two unexplained absences will be disciplined under the corrective discipline policy. Demotion rather than dismissal is the first course of action, unless certain circumstances warrant dismissal.

Accountability/Responsibility

Instructors are to keep a record of attendance. After two unexplained absences, the instructors are to follow corrective discipline policy.

Leave of Absence

An absence from dance which has been approved by the instructor and executive.

Requests should be directed to the instructor or executive member. If the absence is more than one year, the student must reapply to the school.

Each case shall be reviewed individually. The Executive's decision is final.

