

Welcome



Handbook

Welcome!

TEAM KNW's Mission

Team Kinetic Ninja Warrior's mission is to be an internationally competitive ninja warrior obstacle course training program for both youth and adults. We normally compete around the USA in World Ninja League Tier 1- [and now Tier 2-](#) ninja warrior obstacle course competitions, and occasionally in non-league ninja warrior competitions. [Our Team is in the WNL Northeast Region.](#)

Please pay particular attention to **highlighted sections** as this information is either new for Season XI, or of particular importance to Team KNW Head Coaches, so we want to make sure you are aware of our policies.

NEW FOR 2025-2026 Season XI

NEW FOR 2025-2026 Season XI

- For the 2025-2026 World Ninja league Season XI, Team KNW will be adding Tier 2, an intermediate level of ninja warrior competition! Tier 2 is designed for beginner and intermediate athletes with easier obstacles.
- **Competition Coaching Fee (\$150 annually per athlete ***Reduced for 2025-2026 Season XI due to a lower number of Official Team KNW competitions at each Tier level).** You may choose to do \$15 monthly payments for 10 months, or a flat \$150 charge. EVERY ATHLETE COMPETING ON TEAM KNW AND EXPECTING COACHING AT COMPETITIONS MUST PAY THE COACHING FEE IN FULL. WE CAN'T PRORATE OUR COACHING FEE.
- Team KNW will be offering the following Team KNW levels for Season XI... Tier 2 athlete, and/or Tier 1 athlete, or Elite athlete. If you want to learn more about the different levels of World Ninja League competition, please see the following link: [Rulebook – World Ninja League](#) **You're looking for information about both Competition Circuits and Tiers on page 7 and 8.**
- Team KNW **REQUIRES** reservations for all our programs/practices/competitions. PLEASE make reservations for your athlete(s) for EVERYTHING at KNW! **We can assist you in making recurring reservations if needed. We have been lax on reservations with Team KNW athletes, but with increased participants, spaces will become more limited!** If you are not already making reservations, please form a new habit of always having reservations at KNW.
- We have always had limited spaces on Team KNW, and the addition of a Tier 2 team will make our Tier 1 spaces even more limited.
- We recommend one parent from each Team KNW Tier 1 family consider becoming WNL Coach certified. *This is so your athlete will always have a coach, if needed.*

TEAM KNW's Coaches

TEAM KNW's Coaches

Head Coaches: Paula Morrison and Scott Morrison

Senior Coaches: Mason Trautman, Lee Buxbaum, and Alex Mosely

Junior Coaches: Weston Justis, Becca Tittel, RJ Cadd, Taylor Malloy

Adult and senior Team KNW members also serve as assistant coaches/mentors. TEAM KNW head coaches have many decades of experience in competitive youth sports. We're excited to bring our collective professional coaching experience to the ninja warrior community. Our focus will be to prepare our athletes to have the best competitive experience as possible by practicing physical and mental skills for successful competition.

Several Team KNW parents and athletes are also WNL Coach certified. *Occasionally Team KNW struggles at big events when several athletes may be competing on several different courses at the same time (Regional and World Championships especially), so we like to have a lot of backup options for our athletes.* Almost all ninja warrior gyms hosting qualifier competitions will provide a "House Coach", so parents should feel comfortable reaching out to host gyms for assistance with coaching their athlete, if needed.

All Team KNW coaches are WNL Coach certified to coach on the competition floor at all WNL competitions. WNL Coach certification includes agreeing to follow the WNL Code of Conduct ([Code of Conduct – World Ninja League](#)), as well as SafeSport training to prevent child abuse, and a background check.

Team KNW Coaching Philosophy

Team KNW Coaching Philosophy

We believe in empowering Team KNW athletes by teaching them to take responsibility for their choices, both in competitive preparation and in competitive outcomes. Team KNW coaches strive to build an athlete's confidence through skills learned during team practice sessions, which is why attendance must be a priority. We want our athletes to learn what they choose to do at every practice will determine what they CAN do in the future.

We also encourage our athletes and their families to ask our coaches for suggestions on areas of focus to improve competitive outcomes. If desired, personal training sessions to reinforce areas for improvement are available at an additional cost.

“Being proactive means that instead of reacting to events as they happen, you consciously engineer your own events” - Steve Pavlina

Team KNW coaches will prepare all athletes for competition in such a way that the athlete can compete successfully *REGARDLESS OF THE PARTICULAR COACH*. *Individual coach requests will NOT be considered when assigning coaches for Team KNW Official Competitions*. We believe it is in the athlete's best interest to develop healthy coaching relationships with ALL our certified coaches. This is to prevent development of a perceived need for any particular coach in order to be successful at competitions, as well as avoiding favoritism between any particular athletes and coaches.

In keeping with our mission of being competitive on an international level, we will always push our Team KNW athletes to become stronger, and more courageous. We are always striving to teach Team KNW athletes to get more comfortable with being uncomfortable. The harder we train them, the more successful and resilient they will become, so we have high expectations that continue to get higher as our athletes become more successful. We believe in the power of GRIT, and work to develop athletes who can walk comfortably among other world class athletes. TEAM KNW works to exemplify the “ninja warrior ethic”, which is a competitive environment in which all competitors cheer and support each other toward “beating the course” rather than competing against each other.

In order to build confidence, an athlete must have the power to effect change by claiming responsibility for both success and failure. In terms of competitive outcomes, we want our athletes to learn to focus on the PROCESS of ninja training, rather than the OUTCOME, because the process is where they are empowered to make choices and

changes. We want them to consider every competition as an opportunity to learn more about how they can improve their preparation toward a better future. Our goal is to teach our athletes to develop a growth mindset with time and experience, and to display behaviors which exemplify a growth mindset. This process is ongoing and continuous throughout an athlete's competitive experience.



At competitions, Team KNW coaches want our athletes to try their best, and we will be happy with them, *even if*, and *ESPECIALLY WHEN*, they experience

disappointment and failure. We encourage them to use disappointment and failure as fuel for better future preparation. We understand disappointment and failure can be difficult for our athletes, but our goal is to teach them to show respect for themselves, other competitors, and coaches by maintaining decorum.

Good sportsmanship is easy when everything is going your way, and you're experiencing success. The critical time to display good sportsmanship is when you're experiencing failure and disappointment. All Team KNW athletes should prepare for experiencing defeat, disappointment, and failure. PRIOR TO COMPETITIONS, all Team KNW families should discuss how the athlete will react when experiencing defeat, disappointment, and failure.

We want our athletes to maintain a growth mindset:

- Believe they can develop and improve their skills and talents over time
- Know that continued effort is the pathway to mastery, and that making mistakes is a part of learning
- View failure as temporary, and an opportunity to learn
- Embrace challenges
- Welcome feedback
- Be inspired by other athlete's successes

To be clear, the following behaviors are NOT examples of a growth mindset, and are behaviors to avoid, *especially* in the competitive arena...

- Giving up in the middle of a course run after a mistake/failed obstacle
- Eye rolling in the middle of, or after, a course run
- Negative self-talk
- Emotional outbursts
- Withdrawal from teammates and coaches
- Unwillingness to accept feedback
- Poor sportsmanship toward more successful athletes
- Refusing to accept an award

SPORTSMANSHIP

Sportsmanship is when you are following the rules and being kind and respectful to others whether you win or lose!

Sportsmanship looks like...

- ❖ Shaking hands with the other team, even if you lose
- ❖ Congratulating somebody if they do a good job
- ❖ Being honest and not cheating
- ❖ Being kind and not taunting or name-calling
- ❖ Having a positive attitude even if you lose
- ❖ Not bragging if you win the competition
- ❖ Understanding how the other person is feeling if they lose
- ❖ Using your coping skills if you get angry during the game
- ❖ Giving positive feedback to your teammates
- ❖ Learning how to listen to feedback from others without getting upset
- ❖ Accepting the results if you lose
- ❖ Showing respect to anyone who gets injured
- ❖ Not quitting or giving up when you're losing the game



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TEAM KNW Expectations

TEAM KNW Expectations

1. Athletes joining TEAM KNW will be expected to attend TEAM KNW practice(s) for their age group on a *weekly* basis, one or two practices a week are available. The amount of commitment an athlete chooses to make to the Team KNW program is completely the decision of the athlete and their family. Our athletes who practice and compete more often are more successful, so we encourage as much practice and competition as possible.

If your athlete *doesn't* plan to attend Team KNW practices (even if just occasionally) and/or *doesn't* plan to compete at all, then we suggest our recreational classes and/or ninja open training instead. The Team exists solely to encourage development of success in the competitive arena.

2. Youth Team KNW athletes under 10 yrs of age must have Head Coaches permission to attend ninja open training instead of a class. This determination is based on an athlete's skill set and maturity in the gym, and is made in the best interests of the athlete.

A few of our athletes will only attend one TEAM KNW practice due to other sports or special circumstances. **Occasional absences may occur, but our expectation is a commitment to attending regular Team KNW practice sessions in order to adequately prepare for competitions, and to be considered an active member of Team KNW.**

3. Some veteran Team KNW athletes will occasionally take a break from regular Team KNW practices. *Within reason*, we are committed to being flexible with our athletes' many pursuits. We believe in a balanced lifestyle, and in the importance of healthy priorities. Team KNW veterans who take a season off are allowed to rejoin Team KNW. *Rookie Team KNW athletes, however, must regularly attend Team KNW practices to prepare for the competitive season.*
4. Team KNW members are expected to maintain good grades toward a successful education. Our practices are limited to twice weekly sessions in order to allow athletes to focus on their education, and participate in other activities while they are members of TEAM KNW. We encourage well-rounded athletes participating in multiple disciplines. We work with families to make sure athletes can maintain Team KNW training as well as participating in their other preferred disciplines and activities.

5. **Team KNW Athletes will be expected to maintain behaviors and attitudes which contribute to a safe, healthy, active, and positive lifestyle.** They are expected to serve as role models and examples for youth in all activities. They are expected to contribute to an atmosphere of mutual respect and athletic excellence, especially at competitions. **Team KNW athletes who fail to follow respectful behaviors and/or fail to contribute to an atmosphere of athletic excellence will be strongly reprimanded, and may be removed from future Team KNW activities.**
6. **Team KNW Parents will be expected to maintain behaviors and attitudes which contribute to a safe, healthy, and positive gym environment.** They are expected to serve as role models and examples for youth in all Team related activities. Parents and family members are expected to contribute to an atmosphere of mutual respect while in our gym, and especially at competitions. **Team KNW parents who fail to follow respectful behaviors and/or fail to contribute to an inclusive and supportive atmosphere will be strongly reprimanded, and may be removed from future Team KNW activities.** Team KNW parents who are *also* WNL Certified Coaches have an **additional responsibility** to follow the **WNL Code of Conduct**. [Code of Conduct – World Ninja League](#)
7. World Ninja League competitions are open to all athletes, regardless of commitment to Team KNW.

If an athlete works out at KNW, and competes in WNL competitions, but does not...

- 1. Commit to being a member of Team KNW by paying their Team KNW Coaching Fee**
- 2. Represent Team KNW in competitions by wearing our uniform**
- 3. Practice regularly with Team KNW**

... then the athlete is NOT considered an active member of Team KNW but rather a “friend of Team KNW”. Friends of Team KNW *may* be included in some Team KNW activities. However, Team KNW is not responsible for including athletes in Team KNW activities if an athlete has not made a commitment to Team KNW as outlined above.

Our main focus will be in training and focusing on those athletes who have made a commitment to Team KNW. In short, we will make every effort to be inclusive,

but our commitment to including an athlete can be expected to match an athlete's commitment to Team KNW.

TEAM KNW Practices

TEAM KNW Practices

Day	Time	Team Level Focus
Monday	6-7:30pm	Tier 2, younger athletes
Monday	7-8:30pm	Tier 1 & 2, ages 11 yrs+
Tuesday	5:45pm-7:15pm	Tier 1 & 2, 6-10 yrs
Tues/Thurs	7:30-9pm	Tier 1, 11yrs+
TBD	TBD	Elite Practice ONLY

Some flexibility is available, but in general, we find our athletes are more successful, and enjoy their practices much more if they are with their peer group most of the time.

Deciding on one or two practices per week is completely up to the athlete and their family. The more an athlete practices, the stronger they become, but we understand the commitment must be made by the athlete and their family.

Team KNW Level and Commitment

Team KNW Level and Commitment (Determined by families)

Team KNW offers 3 levels of competitive ninja warrior athlete training...

Tier 2: Less experienced, beginner and intermediate skill level, Standard Tier 2 qualifying competitions are open to all athletes that have **not** placed in the top 25% of their Region at the Tier 1 World Championship or the Tier 1 Regular Season Standings **within their age group for the season**; and **do not** have a power score of 1,574 or higher, qualify to Tier 2 World Championships competing against other Tier 2 athletes

Tier 1: Intended for the most experienced and competitive athletes, year round competitions (Team KNW does not schedule any Team KNW Official Competitions in July/Aug), for athletes who see ninja as their main sport, qualify to the most prestigious World Championship event

Elite: Highest skill, experience, and commitment level, compete against the best ninja warrior athletes in the World, extra training sessions available specifically for Elites, ***Team KNW Elite team is available by invitation ONLY but please let Team KNW coaches know if your athlete desires to move toward the Elite level so we can assist them in preparing for this intense level of competition.***

As we have indicated, we believe athletes and families must decide their commitment for themselves; however, we do want to communicate to everyone that an athlete's results will almost always be in line with their commitment in terms of time and effort. It's unreasonable to expect a small commitment in terms of preparation, and a big result in terms of competitive success. We all get to make our own choices, but we also must accept the consequences of our choices. In general, athletes are happiest when they've made an educated decision about their level of commitment, in consultation with their parents, and their results in the competitive arena are roughly in line with the commitment they've been willing to make to prepare for competition.

Please keep us informed about your athlete's unique situation, and we'll try to work with you as much as possible. However, again, please expect our commitment to be roughly equal to the athlete's commitment to us.

TEAM KNW Uniforms

TEAM KNW Uniforms (\$50-\$200 annually)

TEAM KNW uniforms are currently your choice of yellow/red/black Team KNW shirt/tank, black shorts/pants, and athletic shoes. *It is our expectation that Team KNW athletes represent KNW at competitions by wearing our shield shirt, particularly at Championship events.* Competing in your Team KNW gear shows you want to represent Team KNW, and consider yourself part of our team.

Independent athletes who occasionally train at KNW and/or “friends of Team KNW” can wear whatever they want. Some Team KNW athletes have warm up suits, and some don’t, so those will be worn at your discretion.

Team KNW Boosters has a Team Store with new competition gear for the 2025-2026 season. As new athletes join the team or need new gear, they’ll be able to purchase the current attire. Orders can be placed any time. Competition shirts are approximately \$30 - \$50, competition tanks are approximately \$25, and warmups are approximately \$45 - \$90.

Here’s a link to our Team KNW Uniform Store:

<https://teamlocker.squadlocker.com/#/lockers/team-knw-uniform-store>

Team KNW Tuition and Other Costs

Team KNW Tuition

Competition Coaching Fee:

\$150 annually per athlete (*****Reduced for 2025-2026 Season XI due to a lower number of Official Team KNW competitions at each Tier level**). You may choose to do \$15 monthly payments for 10 months, or a flat \$150 charge. EVERY ATHLETE COMPETING ON TEAM KNW AND EXPECTING COACHING AT COMPETITIONS MUST PAY THE COACHING FEE IN FULL.

Team KNW families must have a credit card on file at KNW, and have the following tuition choices:

- 2025-2026 Team KNW 12 Pack (auto renewal every 90 days, 12 Team practices + 12 age appropriate open gyms) \$299
- Tier 1 Membership (auto renewal every 30 days, 5 passes per month for Team practices or age appropriate open gyms) \$105
- Tier 2 Membership (auto renewal every 30 days, 10 passes per month for Team practices or age appropriate open gyms) \$169
- Tier 3 Membership (auto renewal every 30 days, UNLIMITED passes per month for Team practices or age appropriate open gyms, [non-shareable](#)) \$225

Competition Registration and Travel Costs (Approximately \$1,350 - \$2,000+ annually)

In addition to tuition costs, the approximate costs of attending all the competitions on the Team KNW Official Competition Schedule are between \$1,350 - \$2,000+ per athlete, including all travel expenses for out-of-town comps.

Total Annual Team KNW Costs (approximate, based on length of competitive season)

Team KNW Tuition = \$654-\$2,250 (depending on your tuition choice)

Team KNW Uniform = \$50 - \$200+

Team KNW Competition Registration and Travel Expenses = \$1,350 - \$2,000+

Team KNW Competition Coaching Cost = \$150

Total Team KNW Cost per Athlete = \$2,054 - \$5,000+ (depending on individual choices)

Competition Policies

Competition Policies

- **Official Team KNW Competition Schedule:** At the beginning of each season, the coaches will provide a list of competitions known as The **Official Team KNW Competition Schedule**. These competitions are chosen based on host gym facilities, previous competition experience, overall competitive strategy and travel distance. TEAM KNW members may choose their own competitions to attend. KNW will provide coaching staff **only** at the comps listed on our Official Team KNW Competition Schedule, which will be updated as needed throughout the season.
- **Parent Coaches:** Team KNW encourages one parent from our Tier 1 families to get coach certified with the WNL. Parents are welcome to coach at comps, as well as reach out to coaches from the wider ninja warrior community. Parents are also welcome to request Team KNW coaches reach out to the wider ninja community to support Team KNW athletes if a Team KNW Coach is not able to coach for emergency reasons.
- **REMINDER:** *coaches (including parents serving as temporary coaches) must be certified to coach on the competitive floor at WNL competitions.* Here is a link to the Coach Certification program: [Coaching Certification](#)
- **Communication:** Team KNW parents are expected to maintain open, respectful communication with Team KNW Head Coaches. *Please keep us informed of any concerns and issues related to a Team KNW athlete's ability to successfully compete, as well as any issues related to the wider ninja warrior community.* We cannot help effectively if we are caught off guard by having a lack of information. We have positive relationships with the wider ninja community, and everything almost always gets back to us, so please keep us in the loop.
- **TEAM KNW PARENTS** are **solely** responsible for all competition registrations, open gym registrations at away competitions, and fees. Please get familiar with the World Ninja League website: [World Ninja League](#). The competition schedule for Tier 1 and 2 WNL season XI is listed by region on the WNL website. **Kinetic Ninja Warrior is in the Northeast Region.**
- **The Competition Bubble** is a space where the athlete is able to narrow down their focus on their performance and the competition. In general, it's best to allow the athlete and their coach/teammates to be together in the competition bubble with minimal distractions. It's also best to be careful not to burst the bubble with too much information... athletes can only hold so much information in their heads, and too much information is just as overwhelming as not enough information.

KNW pays coaches for their time and travel while coaching at the competitions on our Team KNW Official Competition Schedule. Team KNW Head Coaches are responsible for assigning and paying coaches for their services at competitions we list on our Team KNW Official Competition Schedule.

Parents/athletes are free to arrange coaching on their own for ALL COMPETITIONS, and in that event, would NOT pay the Coaching Fee. Parents must make their own coaching arrangements for competitions NOT on our Team KNW Official Competition Schedule, and are welcome to approach our certified coaches to ask for their availability. Please keep Team KNW Head Coaches in the loop about outreach to our coaches and the wider ninja warrior community, so we are aware of what's going on.

The minimum compensation for coaches is \$50/competitive wave, plus mileage (\$.66/mile). This compensation expense can be shared among any families attending the wave, and parents are responsible for making these arrangements on an as needed basis. Team KNW is also very willing to contact other gyms to assist you in setting up a coach for your athlete among our wider ninja community, provided you give us enough notice to get it set up in a timely manner - PLEASE, no last minute frantic texts/messages, plan in advance.

Team Communications

Team Communications

Team KNW member families can expect to receive the following communications:

1. Direct Emails from Paula [and/or Nene](#)
2. Posts on our Team KNW Facebook Group *Let Paula/Nene know if you need to be invited!
3. An invitation to join our Team KNW Google Drive
4. Emails from competition host gyms, and from the WNL

Team KNW member families *are expected* to read all emails, and are responsible for knowing the information shared via email from Paula, the hosting gyms, and the WNL. *We highly recommend joining our Team KNW Facebook group, so you can be aware of [time-sensitive](#) Team KNW [events](#) and posts.* Family and friends of Team KNW may request membership in our Team KNW Facebook group.

Please make sure we have your best contact info in case we need to call or text you. Please make sure you take the time to check your email and also read emails in their entirety!

Please communicate directly with Scott or Paula in regards to TEAM KNW. Feel free to contact us anytime via email at paularobertsmorrison@gmail.com or kineticninjawarrior@gmail.com. You can also contact Paula on her cell at 443-616-4668. **Please try to limit direct contact on my cell to necessary issues which need to be dealt with immediately.** TEAM KNW is a unique program, and as such, you'll need to communicate directly with head coaches with any questions. Our regular staff at the gym will NOT be able to help you with Team KNW issues or concerns.

Please try to communicate all important issues in writing via email. Do not expect coaches to remember brief comments in the midst of practices or competitions, to respond to text messages sent while they're busy at practices/competitions, or to follow up on any issue that hasn't been presented in writing. There's usually A LOT going on at any one time, and coaches need to have an opportunity to return to issues at an appropriate time. **If you expect coaches to take any actions or follow up, we'll need something in writing to refer back to when we're able to actually have a moment to focus on the issue.**

Please be aware, at comps, coaches are focused on the athletes and competition. Small talk, questions, discussions often happen on the sidelines, and coaches should **NOT** be expected to remember the minute details of what is discussed. Again, our focus is on the athletes and the competition. If you need any follow up, or want coaches to prioritize any issue, you must follow up in writing at a time OUTSIDE of the competition.

In order to provide the best possible support for Team KNW athletes, it's best to keep lines of communication open between Team KNW Coaches/Athletes/Parents. Together, we are the athlete's support team. **Any issue that could impact the athlete's physical/social/emotional ability to participate fully in Team KNW activities is a reason to touch base with us.** Sooner is better than later, and it's almost always best to just say something! Over many years of coaching competitive athletes, we've learned they're generally **NOT inclined** to say something. The athletes would like their coaches to feel they are perfect, and never have any difficulties. Mostly, they only want us to see their best version of themselves. However, coaches aren't mind readers, and keeping us in the dark about major life events/family stressors/social difficulties/etc will prevent us from providing our best support to your athlete! Issues can snowball quickly when allowed to fester, so please mention something earlier rather than later.

Team KNW Boosters, Inc

Team KNW Boosters, Inc

Team KNW Boosters, Inc, is our non-profit public charity which supports the future development of Team KNW and its athletes. All Team KNW member families are expected to support Team KNW Boosters (TKNWB) with their time, talent, and/or resources, depending on each family's choices.

TKNWB Board meets monthly on rotating days - Mon/Tues/Thur evenings, with occasional additional meetings as needed, depending on where we are in the competitive season. All Team KNW families are welcome to attend the TKNWB meetings, but only Board members are required to attend the meetings.

Our TKNWB Board Members for the 2024-2025 season were:

- President: Kendall Cadd (RJ's mom) kendall.cadd@yahoo.com
- Vice President: Christine Justis (Weston and Norah's mom) christinejustis@gmail.com
- **Secretary: Needs to be filled**
- Treasurer: Julie Tittel (Becca's mom) jdtct@yahoo.com

Our TKNWB Committee Coordinators for the 2024-2025 season were:

- Volunteer Coordinator: Kendall Cadd (RJ's mom) kendall.cadd@yahoo.com
- **Communications Coordinator: POSITION CURRENTLY OPEN - ACTIVELY RECRUITING**
- **Fundraising Coordinator:** Lindsay Lathroum (Blakely and Kieran's mom) lindsay.lathroum@gmail.com
- **Jr Team Parent Representative:** Bill Wiesner psuwiesner@yahoo.com
- **Sr Team Parent representative:** Mike Barton mwbarton@hotmail.com

Over the summer, we determine which board positions will be open during the next season and start recruiting parents who are interested in serving for the next season.

Coaching Standards

Coaching Standards

1. Coaches must have WNL coach certification, and are expected to adhere to WNL code of conduct at all times.
2. Coaches will be expected to maintain behaviors and attitudes which contribute to a safe, healthy, active, and positive lifestyle. They are expected to serve as role models and examples for youth in all Team KNW activities. They are expected to contribute to an atmosphere of mutual respect and athletic excellence, especially at competitions.
3. Coaches are responsible for transporting or making available to Team KNW athletes the competition travel bag including chalk, wipe rag, marking chalk, athletic tape, and basic first aid gear.
4. Coaches travel at their own risk.
5. KNW Coaches and staff must adhere to all KNW Child Abuse Prevention policies. In particular, coaches may not be responsible for providing travel to any minor members of Team KNW unless accompanied by a parent or another adult to ensure the coach is never in a position to be alone with a Team KNW athlete.
Communications should be between adults. Team KNW coaches should not text their students, and all adults should refrain from texting minors, or include an adult in all text streams and phone calls with minors.
6. KNW will pay one coach per wave unless the specific competition format requires additional coaches due to multiple athletes competing at the same time.
7. Arrive at session 15 min prior to start time of wave, wearing KNW or Team KNW gear.
8. During any rules/course walk throughs, the coach will discuss strategies with all Team KNW athletes competing in the wave.
9. All Team KNW athletes competing in the wave have access to the coach within the competition bubble (area around and within the competition course) for strategy discussions.
10. All Team KNW parents have access to the coach within the competition bubble for brief questions, with the understanding that the coach's priority is supporting competing Team KNW athletes.
11. Depending on the athlete lineup for competition, a brief break from the competition bubble is permitted (30 min max). Must be communicated to Team KNW families at the competition so they're aware.
12. Coach will strive to be available to competing athletes at least 15 min prior to the athlete's run on the course for questions and strategies.
13. Coach will stay for the entire wave through to completion of awards, except in cases when all Team KNW athletes have left the competition.
14. Coach will be available to advocate for Team KNW athletes in regards to video reviews/course issues/rule violations.

15. Coaches will be available to assist the broader community with safety, obstacle resets, redemption, and individual athlete coaching as long as it doesn't detract from the experience of Team KNW athletes.
16. Coaches are responsible for signing up to coach at competitions, as well as tracking mileage for reimbursement for coaching duties in a timely manner.

Team KNW Staff Tuition

Team KNW Staff Tuition

REMINDER: KNW staff members do not pay tuition to workout at KNW. They receive a full scholarship from KNW for their Team KNW tuition. However, all competition costs are still the responsibility of the athlete or their family, including competition coaching fees. Athletes on our staff who decide to compete are able to have some support from KNW, as long as they represent KNW at competitions. This support is reimbursed by Scott, so please let him know of any competitions for which staff members require reimbursement.

Maryland Apprenticeship Program

KNW is proud to have been approved as a member of the Maryland Apprenticeship Program in May 2025! It's a Youth Employment Program providing *tools* for Maryland youth starting at the age of 16 to fulfill their educational goals and explore the world of work by providing educational support, leadership development, and work training in a partnership between MD public high schools and approved businesses in MD. <https://www.dllr.state.md.us/employment/appr/youthappr.shtml> High school aged students are able to earn high school credits toward their graduation while being employed at KNW. Please see your athlete's high school guidance counselor to inquire about becoming a part of the MD Apprenticeship program.

As a bridge toward the MD Apprenticeship program, KNW is currently developing a **KNW Volunteer Assistant Program** for middle school aged athletes (13-15 yrs). They are able to apply to be a volunteer assistant at KNW. Our volunteer assistants receive training as a KNW staff member, KNW will track their volunteer hours, provide employer feedback to help them develop good work habits, and provide any required documentation for their high school/scholarship/Honor Society applications. Depending on the number of volunteer hours, KNW may extend an appropriate tuition discount to the athlete based on KNW management's assessment of the volunteer's level of contribution toward KNW business goals. Please communicate directly with Paula about any athlete interested in participating in either KNW's Volunteer Assistant Program and/or MD Apprenticeship program.