

N E A D

NEW ENGLAND ACADEMY OF DANCE

MISSION STATEMENT FOR COMPANY MEMBERS

The Company of New England Academy of Dance (NEAD) is a pre-professional program that provides advanced students with a professional-level performance experience. Dedicated to excellence in classical ballet and diverse dance forms, the Company inspires dancers to share their passion for dance with the community.

Company members perform original works by professional choreographers, collaborate with guest artists, and participate in high-caliber productions, outreach programs, teaching opportunities, and workshops.

Through these experiences, the Company seeks to enrich audiences, nurture future artists, develop leadership and professional skills, and strengthen our community through the art of dance.

NEAD COMPANY MEMBER COMMITMENT

Membership in the NEAD Company is both an honor and a significant commitment. Each dancer and their parent/guardian is expected to understand and support the responsibilities outlined in this document.

Company members are expected to demonstrate professionalism, responsibility, respect, commitment, and a positive attitude in all classes, rehearsals, performances, events, and interactions representing NEAD.

The following policies outline the expectations and responsibilities of all Company members.

1. DANCE CLASSES

Company dancers are required to attend a minimum of four ballet technique classes per week at New England Academy of Dance, including Company Class.

Consistent class attendance is essential to developing strength, technique, musicality, and artistry. Class attendance is mandatory, and dancers who miss a class are expected to make up the missed class whenever possible.

N E A D

NEW ENGLAND ACADEMY OF DANCE

Company members are expected to arrive prepared and on time for all classes and to participate fully and professionally.

2. REHEARSALS

Attendance at all Company rehearsals is essential to the success of the Company and its productions.

Dancers are expected to:

- Attend all scheduled rehearsals.
- Arrive on time and prepared to work.
- Know their choreography and assigned material.
- Bring all required shoes, rehearsal skirts, and other necessary items.
- Demonstrate focus, professionalism, and respect toward choreographers, directors, guest artists, and fellow dancers.

Company rehearsals are generally scheduled on Saturdays immediately following Company Class until 6:00 p.m. and Sundays from 11:00 a.m. to 5:00 p.m. Additional rehearsals may be scheduled as performance dates approach.

Tech Week and all required technical/dress rehearsals are mandatory for Company members.

Repeated absences may result in casting changes or replacement. Three or more missed rehearsals may result in disciplinary action and/or removal from a production at the discretion of the Artistic Directors.

3. CHOREOGRAPHY

All dancers are expected to learn choreography through instruction from the choreographer, rehearsal director, assistant, video, or other designated resources.

Attendance and active participation in all choreography sessions are required.

If a dancer misses a choreography session, it is the dancer's responsibility to independently learn the material, review what was covered with another Company member, and utilize any available video or other resources.

N E A D

NEW ENGLAND ACADEMY OF DANCE

Dancers should understand that an absence from a choreography session may affect casting or choreography. The choreographer and Artistic Directors reserve the right to make changes in casting or choreography, or to remove a dancer from a work, when absences interfere with the dancer's ability to adequately learn and perform the material.

4. ABSENCES

Dancers who are unable to attend a class, rehearsal, choreography session, or Company event must notify the Artistic Directors by email at neadinfo@aol.com at least 24 hours in advance, whenever possible.

In the event of a last-minute emergency, dancers must call the studio and receive verbal approval from a Director or designated staff member.

Because one dancer's absence can significantly disrupt a rehearsal schedule and affect other Company members, choreographers, and guest artists, all absences must be communicated in advance.

Failure to notify the Directors of an absence, excessive absences, or repeated attendance issues may result in disciplinary action, casting changes, or removal from a production.

5. LATE ARRIVALS

Dancers are expected to arrive 10–15 minutes before their scheduled rehearsal time, dressed appropriately, with shoes on and ready to begin.

A dancer who arrives more than 15 minutes late without a legitimate excuse may not be permitted to join the rehearsal unless approved by a Director.

Dancers who are running late must call the studio to notify the staff and Directors.

A dancer who arrives late without notifying the studio may be marked absent.

N E A D

NEW ENGLAND ACADEMY OF DANCE

6. PERFORMANCES AND COMPANY EVENTS

All dancers who are cast in Company productions and events are expected to participate fully.

Company performances and events may include, but are not limited to:

- The Nutcracker
- Spring Performance
- Lecture Demonstrations
- Community Outreach Performances
- Fundraisers
- Company Presentations
- Special Events
- Guest Artist Workshops and Performances

By auditioning for a production, dancers are committing to participate in the production regardless of the role in which they are ultimately cast.

Performances are generally scheduled on weekends but may occasionally occur during school hours.

When attending Company events, dancers are expected to wear their NEDT Company jacket to and from the event unless they are in costume or otherwise directed by the Artistic Directors.

7. LOWER SCHOOL SPRING PERFORMANCE ASSISTANCE

As part of their leadership and service responsibilities, all Company dancers, with the exception of graduating seniors, are expected to assist with the NEAD Lower School Spring Performances.

Dancers will be assigned responsibilities based on the needs of the production. These responsibilities may include:

- Assisting with their assigned Lower School classes
- Helping teachers during rehearsals
- Assisting younger dancers backstage
- Helping with costumes and quick changes
- Assisting with organization and transitions
- Other duties as assigned by the Artistic Directors, faculty, or designated staff

N E A D

NEW ENGLAND ACADEMY OF DANCE

Company dancers are expected to approach these responsibilities with the same professionalism, patience, and positive attitude expected in all Company activities.

Graduating seniors are exempt from this requirement.

8. CASTING

Casting is the responsibility of the Artistic Directors and is determined based on the artistic and production needs of the Company.

Casting decisions may consider a dancer's technique, artistry, musicality, maturity, attendance, work ethic, rehearsal behavior, and the specific requirements of each production.

Dancers are expected to accept the roles for which they are cast and to approach each production as a collaborative experience rather than focusing solely on individual roles.

Questions or concerns regarding casting may be discussed with the Artistic Directors no sooner than three days after casting has been posted. An appointment may be arranged through the NEAD office.

9. MEMBERSHIP FEES

NEAD Company is a year-long commitment running from September through June.

The Company membership fee for the 2026–2027 school year is \$2,086, divided into two semester payments.

The Company fee covers:

- Weekend Company rehearsals
- Performance fees
- Required Company productions
- Costumes required for productions

Dancers must also be registered students of New England Academy of Dance.

N E A D

NEW ENGLAND ACADEMY OF DANCE

Company fees are due at the beginning of each semester. Dancers with outstanding balances may not be listed on official cast sheets or participate in Company activities until their account has been addressed with the NEAD office.

10. COMMUNICATION

Rehearsal schedules, performance information, call times, production updates, required paperwork, and other important information will be communicated through designated NEAD communication channels, including email, the BAND app, the NEAD website, and studio call boards when applicable.

NEAD will use the BAND app as a primary communication platform for Company members. Important announcements, schedule updates, rehearsal reminders, call times, and other Company-related information will be posted through BAND and communicated to all students. Dancers and parents/guardians are expected to join the designated NEAD Company BAND group and enable notifications to ensure they receive timely updates.

Dancers and parents/guardians are responsible for checking BAND, email, and other designated communication channels regularly and remaining informed of schedule changes, deadlines, and program requirements.

Dancers are expected to take increasing responsibility for managing their own schedules and communications as part of their pre-professional training. Company members should develop the professional habit of checking communications regularly, responding when required, and taking responsibility for knowing where and when they are expected to be.

11. COSTUMES

Dancers are responsible for the care and safekeeping of all costumes, shoes, accessories, and other items issued to them.

Failure to bring the proper costume pieces, shoes, or accessories to a performance or photo shoot may result in the dancer being unable to perform or participate in photographs.

All dancers must attend scheduled costume fittings for their assigned roles. Missing a required costume fitting may be treated as an absence.

N E A D

NEW ENGLAND ACADEMY OF DANCE

To ensure proper costume maintenance and accurate inventory, NEAD-owned costumes will remain at the studio and will be transported directly to performance venues. Costumes will not be taken home before performances unless specifically authorized by NEAD staff.

12. REHEARSAL SKIRTS

Rehearsal skirts are a required uniform item for Company dancers and are available to any NEAD student who wishes to purchase one.

The ordering link will be provided in the Company Welcome Email.

NEAD also maintains a limited inventory of rehearsal skirts that may be rented by NEAD students for the academic year for a fee of \$50.00.

Rental skirts must be checked out through the NEAD costume room and returned to NEAD on or before the last day of classes of the academic year.

A rental skirt form is available through the NEAD office.

13. PHOTO SHOOTS

NEAD schedules four official Company photo sessions each year:

1. Nutcracker Publicity Photos
2. Spring Performance Publicity Photos
3. Individual Headshots
4. Company Photo

Dancers are required to arrive on time with hair, makeup, and attire fully prepared according to the instructions provided by NEAD.

Official photo sessions are intended for NEAD publicity, promotional materials, programs, websites, and social media.

Personal photo sessions are the responsibility of the individual dancer and must be arranged separately.

N E A D

NEW ENGLAND ACADEMY OF DANCE

For private sessions, please contact Sarah Starling directly.

14. JURIES

Juries are individual evaluations designed to assess each dancer's technique, artistry, attitude, work ethic, and overall progress.

During juries, dancers receive verbal feedback from the Artistic Directors and have an opportunity to:

- Discuss their progress
- Ask questions
- Establish personal and artistic goals
- Address concerns
- Receive guidance for continued development

Juries take place throughout the spring semester.

15. INJURIES

The health and safety of our dancers is a priority.

Any dancer who sustains an injury that affects their ability to safely participate in class, rehearsal, or performance may be required to provide documentation from a qualified medical professional outlining the injury and recommended restrictions.

A dancer may not return to full participation until they have been medically cleared, when applicable, and the Artistic Directors determine that it is safe for the dancer to resume activity.

Injuries may require casting changes. A dancer who is unable to safely catch up with choreography or rehearsal material may not be able to participate in a performance.

When medically able and approved by the Directors, an injured dancer may be expected to attend rehearsals as an observer in order to remain familiar with choreography, spacing, and production changes.

N E A D

NEW ENGLAND ACADEMY OF DANCE

16. PARENTS' COMMITMENT

Parent/guardian involvement is an important part of the success of the NEAD Company.

Each Company family is expected to volunteer for both The Nutcracker and Spring Performance.

Volunteer opportunities may include:

- Serving on or leading volunteer committees
- Organizing or staffing fundraisers and special events
- Performance set-up and strike
- Backstage assistance
- Costume assistance
- Makeup
- Dancer supervision
- Other production-related responsibilities

For additional information regarding volunteer opportunities, please contact the Volunteer Coordinator, Sarah Shubert.

Parents and dancers are also expected to support the Company, NEAD, and fellow Company members in a positive and respectful manner.

If a parent/guardian has a concern regarding their dancer, they should contact the Artistic Directors directly to schedule a meeting rather than addressing concerns with dancers, other parents, faculty, or staff.

17. PROFESSIONAL CONDUCT

Company members are representatives of New England Academy of Dance and are expected to always conduct themselves appropriately.

Dancers are expected to:

- Treat faculty, staff, choreographers, guest artists, volunteers, parents, and fellow dancers with respect.
- Follow directions promptly and appropriately.
- Maintain a positive and professional attitude.
- Respect studio property, costumes, props, and facilities.

N E A D

NEW ENGLAND ACADEMY OF DANCE

- Demonstrate appropriate behavior at rehearsals, performances, workshops, and Company events.
- Represent NEAD positively in the community and on social media.
- Take responsibility for their actions and commitments.

The NEAD Company Code of Conduct is incorporated into and considered part of this Company Member Commitment.

18. DISCIPLINARY POLICY

Dancers who violate the terms of this Commitment, the NEAD Company Code of Conduct, or other Company policies may be subject to disciplinary action at the discretion of the Artistic Directors.

Depending on the nature and severity of the situation, possible disciplinary actions may include:

1. Parent/Student/Director meeting
2. Written notice to the parent/guardian outlining the concern
3. Mandatory additional rehearsal or work time
4. Written or verbal apology to appropriate parties
5. Assigned work duties
6. Casting changes or removal from a specific production
7. Suspension from the Company, including participation in The Nutcracker, Spring Performance, Lecture Demonstrations, or other Company events
8. Expulsion from the NEAD Company

The Artistic Directors reserve the right to determine the appropriate response based on the circumstances of each situation.

N E A D

NEW ENGLAND ACADEMY OF DANCE

ACKNOWLEDGMENT AND AGREEMENT

By signing below, the dancer and parent/guardian acknowledge that they have read, understand, and agree to the expectations and responsibilities outlined in the NEAD Company Member Commitment & Expectations.

We understand that membership in the NEAD Company is a year-long commitment and that continued participation is dependent upon meeting the expectations outlined in this document, the NEAD Company Code of Conduct, and other applicable NEAD policies.

DANCER

Student Name: _____

Student Signature: _____

Date: _____

PARENT/GUARDIAN

Parent/Guardian Name: _____

Parent/Guardian Signature: _____

Date: _____