

N E A D

NEW ENGLAND ACADEMY OF DANCE

Mission Statement for Enrichment Members

The NEAD Enrichment Program is a pre-professional program for intermediate and advanced dancers that provides performance opportunities and professional experiences while developing technique, artistry, discipline, confidence, and collaboration.

With an emphasis on classical ballet, dancers work with professional choreographers and guest artists and participate in performances, community outreach, lecture demonstrations, workshops, master classes, and other educational opportunities.

Through performance and mentorship, Enrichment develops well-rounded young artists who value professionalism, teamwork, responsibility, and artistic excellence while sharing their passion for dance with the community.

NEAD Enrichment Member Commitment

Membership in the NEAD Enrichment Program is a significant commitment. Each dancer and her parent(s)/guardian(s) must understand and agree to the expectations and responsibilities outlined below.

The success of the Enrichment Program depends upon every dancer's reliability, preparation, professionalism, and respect for fellow dancers, faculty, choreographers, guest artists, and staff.

Dance Classes

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

Consistent technique training is essential to a dancer's development. It is through regular class attendance that dancers build strength, improve technique, develop artistry, and prepare their bodies for the demands of rehearsal and performance.

Class attendance is mandatory. When a dancer misses a required class, she is expected to make up the class when appropriate and possible.

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Rehearsals

Regular rehearsal attendance is essential to the success of the entire company. Dancers are expected to arrive on time, prepared, and ready to work. Dancers are responsible for knowing their choreography and maintaining the material taught in rehearsal.

Regular Enrichment rehearsals are generally scheduled:

Saturday: After class through 6:00 PM

Sunday: 11:00 AM–5:00 PM

Additional rehearsals may be scheduled as performances approach. Rehearsal schedules may change based on production needs, choreographer availability, venue requirements, and casting.

Tech Week and all required technical rehearsals are mandatory for dancers participating in the production.

Three or more unexcused absences may result in a dancer being replaced or removed from a production.

Choreography

Dancers are expected to learn and retain choreography through instruction from the choreographer, rehearsal director, assistant, or through approved video and other rehearsal resources.

Attendance is required for all choreography sessions.

If a dancer must miss a choreography session, she is responsible for learning the material independently and reviewing what was covered with the assistance of the rehearsal director, other dancers, video, or other approved resources.

Dancers should understand that an absence from choreography may affect casting.

Choreographers and Artistic Directors reserve the right to make changes to casting or choreography, including removing a dancer from a work, when absences or lack of preparation interfere with the artistic or rehearsal process.

Absences

Dancers who are unable to attend a required class or rehearsal 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, the dancer or parent/guardian must call the studio as soon as possible and speak with a staff member or Director. Because one dancer's absence can significantly affect the rehearsal schedule, choreography, other company members, and guest artists, advance communication is essential.

Failure to communicate an absence, repeated unexcused absences, or missing more than three required classes or rehearsals may result in disciplinary action and/or a change in casting.

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Late Arrivals

Dancers are expected to arrive 10–15 minutes before their scheduled rehearsal time and be fully prepared to begin.

A dancer arriving more than 15 minutes late without a legitimate excuse may not be permitted to join rehearsal without approval from an Artistic Director.

Dancers who are running late must call the studio and notify the staff and/or Directors as soon as possible.

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

Performances, Events & Teaching Assistance

All dancers cast in the Nutcracker, Spring Performance, Lecture Demonstrations, fundraisers, and other required Enrichment performances or events are expected to participate.

Auditioning for an Enrichment production represents a commitment to participate in the production if selected, regardless of the role received.

Performances and events are generally scheduled on weekends but may occasionally occur during school hours or require additional weekday commitments.

Lower School Spring Performance Assistance: As part of the Enrichment Program's commitment to leadership, mentorship, and community within NEAD, Enrichment dancers are expected to assist with the Lower School Spring Performances.

Whenever possible, dancers will be assigned to assist with their own younger siblings' or students' classes; however, all Enrichment dancers should be prepared to assist wherever they are needed.

Assignments may include assisting younger dancers with classes and backstage/performance responsibilities, supporting faculty and staff, helping with organization, costumes and transitions, and other responsibilities as assigned by the Artistic Directors or NEAD faculty.

Lecture Demonstrations: Enrichment dancers are expected to participate in approximately one to two Lecture Demonstrations each year, typically scheduled following the Nutcracker performances.

Lecture Demonstrations provide dancers with opportunities to develop performance, communication, educational, and leadership skills while introducing younger students and community members to the art of dance.

Dancers are expected to attend all required rehearsals and Lecture Demonstrations for which they are scheduled and to participate in a professional and enthusiastic manner.

When attending Enrichment events, dancers must wear their NEAD Enrichment jacket to and from the event whenever they are not in costume.

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Dancers are expected to represent NEAD and the Enrichment Program with professionalism, responsibility, and respect at all performances, rehearsals, educational programs, and public events.

Casting

Casting is the responsibility of the Artistic Directors and choreographers. Casting decisions are based on the artistic and production needs of the entire program and may consider technique, artistry, experience, attendance, preparation, professionalism, reliability, and the needs of the specific work.

Dancers are expected to accept and fully commit to the roles for which they are cast. Enrichment dancers are encouraged to view themselves as members of an ensemble and to understand that every role contributes to the success of the overall production. Questions or concerns regarding casting may be discussed privately with the Artistic Directors no sooner than three days after casting has been posted. An appointment may be arranged through the NEAD office.

Membership Fees

Enrichment is a one-year commitment from September through June.

Membership fees are paid to NEAD by semester and include applicable Enrichment classes, weekend rehearsals, costumes, and performance-related fees, as outlined by NEAD.

Please refer to the NEAD website or current enrollment materials for specific pricing and payment information.

A dancer's name may not be included on a cast list until required enrollment and membership fees have been received.

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 Enrichment 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

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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.

Costumes

Dancers are responsible for taking care of all costumes, shoes, and accessories issued to them.

Dancers must arrive at performances, rehearsals, photo shoots, and costume fittings with all required items.

Failure to bring the appropriate costume, shoes, or accessories may affect a dancer's ability to perform or participate in a photo shoot.

All dancers must attend required costume fittings. Missing a required costume fitting may be treated as an absence.

NEAD-owned costumes will remain at the studio prior to performances and will be transported to the performance venue by NEAD. Dancers should not take NEAD-owned costumes home unless specifically authorized by NEAD staff.

This policy allows NEAD to maintain accurate costume inventories and ensures that costumes are properly organized, maintained, and transported.

Rehearsal Skirts

Rehearsal skirts are a required uniform item for Enrichment dancers.

Rehearsal skirts may be purchased through NEAD. NEAD also maintains a limited inventory of skirts available for annual rental for \$50.00.

Rental skirts must be checked out through the NEAD costume room and returned to NEAD no later than the final Enrichment class of the academic year. Rental forms are available through the NEAD office.

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Photo Shoots

Approximately three to four official photo shoots may be scheduled each year, including publicity for the Nutcracker, Spring Performance, and school-wide or program photography.

Dancers are expected to arrive on time and with required hair and makeup completed according to the instructions provided.

Official NEAD photo shoots are intended primarily for program publicity, promotional materials, social media, and archival purposes.

Personal or private photo sessions are the responsibility of the individual dancer and family. Please contact the designated NEAD photographer directly regarding private photo sessions.

Injuries

The health and safety of our dancers is a priority.

Any dancer who is injured or experiencing a physical condition that may affect participation in class, rehearsal, or performance must notify the Artistic Directors and, when appropriate, provide documentation from a qualified medical professional regarding participation restrictions.

Dancers must follow medical recommendations and may be restricted from certain activities until they are medically cleared.

An injured dancer who is physically able should continue to attend rehearsals as an observer whenever possible. Observing allows dancers to remain familiar with choreography, spacing, musical cues, staging, and production changes.

Casting may be adjusted when an injury prevents a dancer from safely participating or from adequately preparing for a performance. Artistic Directors will make decisions based on the dancer's safety and the needs of the production.

Parents' Commitment

Parent/guardian involvement is an important part of the success of the Enrichment Program.

A family volunteer commitment is expected for both the Nutcracker and Spring Performance. Volunteer opportunities may include:

- Performance set-up and breakdown
- Backstage assistance
- Costume organization
- Hair and makeup assistance
- Fundraising and special events
- Committee participation

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- Audience and front-of-house support
- Other production-related responsibilities

Families are encouraged to contribute their time and talents in ways that support the program. For information about volunteer opportunities, please contact the NEAD Volunteer Coordinator.

Dancers and parents/guardians are expected to support the Enrichment Program and New England Academy of Dance in a positive and respectful manner.

If a parent or dancer has a concern, the family should contact the Artistic Directors to arrange a private meeting rather than addressing concerns during rehearsal, class, or in front of other dancers or families.

Professional Conduct

As a pre-professional program, Enrichment dancers are expected to always demonstrate professional behavior.

- Treat faculty, choreographers, guest artists, staff, and fellow dancers with respect.
- Arrive prepared and ready to work.
- Take responsibility for learning and retaining choreography.
- Maintain a positive and collaborative attitude.
- Follow studio, rehearsal, costume, and performance procedures.
- Respect NEAD property, costumes, facilities, and equipment.
- Represent NEAD appropriately at performances and public events.
- Communicate responsibly and promptly regarding absences or conflicts.
- Refrain from behavior that disrupts rehearsals, classes, performances, or the learning environment.

Disciplinary Policy

Dancers who violate the terms of the Enrichment Member Commitment, Code of Conduct, or NEAD policies may be subject to one or more of the following actions, at the discretion of the Artistic Directors:

1. Parent/Dancer/Director meeting
2. Verbal or written warning
3. Written communication to parents/guardians outlining the concern
4. Required additional rehearsal or educational responsibilities
5. Written or verbal apology when appropriate
6. Temporary loss of privileges or participation
7. Change in casting or removal from a specific production

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8. Suspension from the Enrichment Program and/or performances

9. Dismissal from the Enrichment Program

Disciplinary decisions will take into consideration the nature and seriousness of the concern, the dancer's history, the impact on the program and other dancers, and the dancer's willingness to take responsibility and make appropriate changes.

Acknowledgment of Commitment

By signing below, the dancer and parent/guardian acknowledge that they have read and understand the NEAD Enrichment Program Mission Statement and Member Commitment and agree to support the expectations and responsibilities outlined above.

Student Name: _____

Date: _____

Student Signature: _____

Date: _____

Parent/Guardian Name:

Date: _____

Parent/Guardian Signature:

Date: _____