





# *Culture Handbook*

## **WHO WE ARE, WHAT WE STAND FOR.**

Welcome to Evolve Dance Company - where leaders are born, creators and artists are nurtured and all students thrive.

Since 1986, we have cultivated a space for young people to discover their passion and potential through dance - here is our methodology and ethos.

# Our ethos

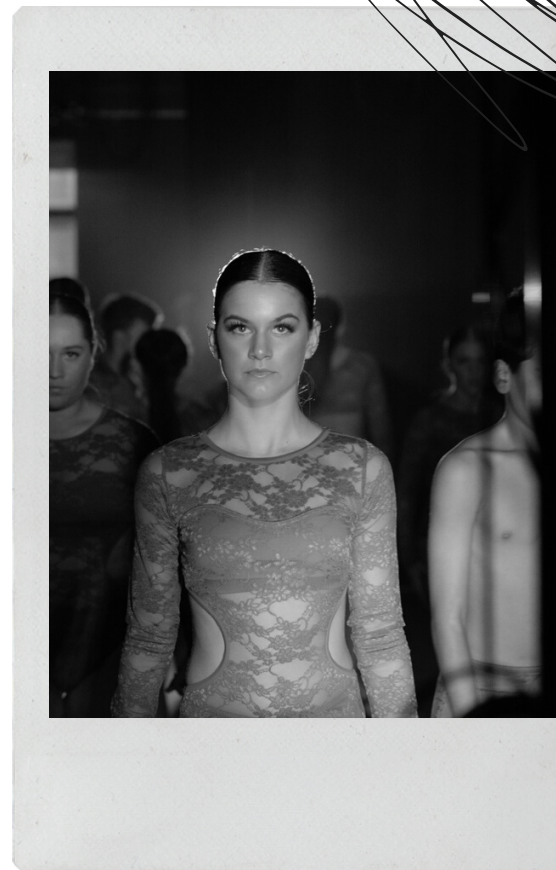
## CORE VALUES

- Leadership
- Commitment
- Diversity
- Trust
- Passion
- Education
- Teamwork
- Innovation
- Respect
- Communication
- Balance

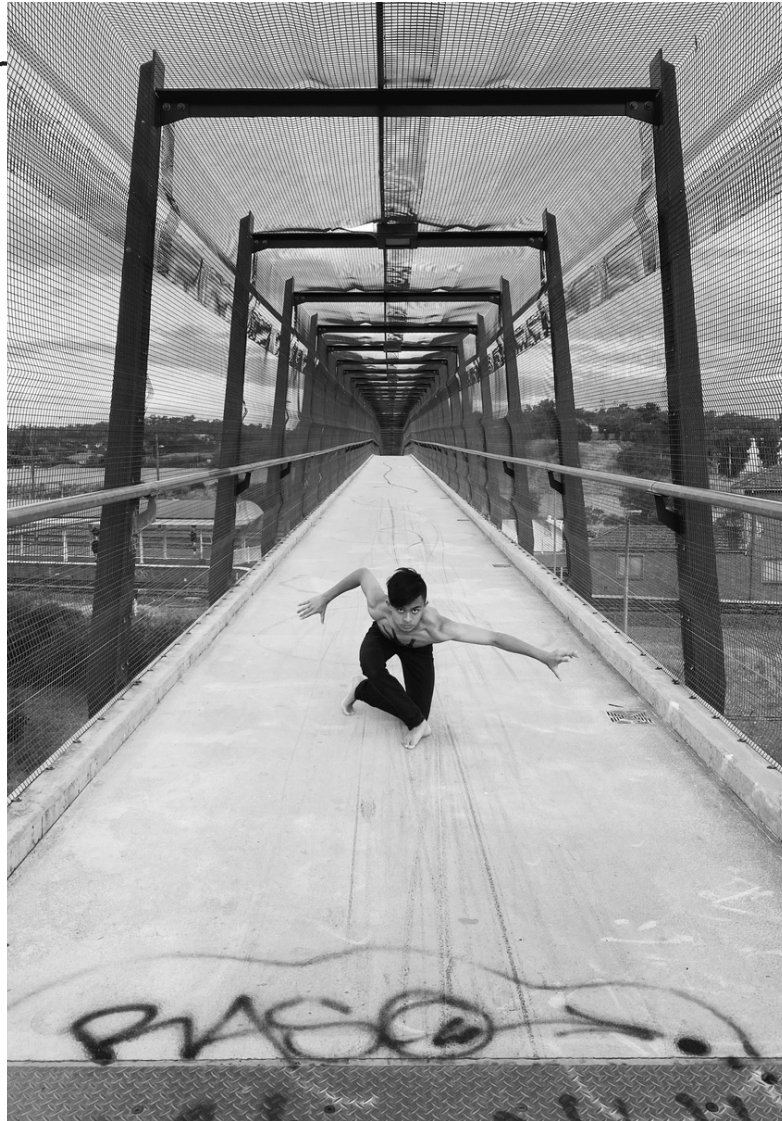
Our mission is to nurture, educate and empower the next generation of leaders and creators.

We cultivate a positive, encouraging environment where all students feel they belong. Evolve Dance Company is proud to provide a space where students come to be authentically who they are, and support their peers to do the same.

With a strong belief in our values and every day practice of these values through our people - we foster a culture unlike any other.



# The Student Journey



## **NO TWO JOURNEYS WILL BE THE SAME.**

The most vital aspect of learning with Evolve, is the understanding that all students are on their own journey of self-discovery, and that their growth is only measured against who they were yesterday, and who they wish to be.



## **WE'RE IN THIS TOGETHER.**

The success of a student is dependent on their individual mindset and the support of their parents or guardians.

Students involved in programs at Evolve with a basis of progressive self development, will face many challenges throughout their journey on physical, emotional and psychological levels. It is imperative to a students progress that when these challenges arise, students and parents have complete trust in the work of our team.

We nurture unique talent through a unique talent of our own, which develops fearless, resilient and world-ready young people, with great self-confidence and humility.

This takes in-depth work on each individuals mindset within a team environment, and requires a very delicate balance of inside development and outside influence.

Parents play an important role in supporting the student financially, however, your emotional support is of equal and perhaps even greater value.

No two students will progress at the same rate, even if they experience the exact same training. To balance the support given within the studio, it is important to encourage students to focus on themselves, give their all and be satisfied with their own accomplishments.

Not all students will develop into professional dancers, and this is not an expectation of our Company. One of the primary goals of our training is to teach life lessons and skills that offer children the best chance for success. Dance education encompasses far more than technique and the steps your children learn. We believe the discipline of dance training gives young people a greater understanding of commitment through learning, experiencing the spirit of teamwork, and discovering what they can accomplish through hard work. Our goal is to educate the minds, bodies and souls of our students, teaching them the skills needed for a successful life, whether or not they stay involved in dance.



## *A student focused environment*

Our energy & time is invested in your child's journey - with the only expectation of our parents being your support of our work with your child. Your trust in our training and faculty sets a precedence for your child's trust in their journey, and overall experience within our programs. We spend a considerable amount of time building respect and trust with your child, that is the premise of their growth and success when supported and in alignment at both ends.

## STUDIO ETIQUETTE

- Be presentable
- Be punctual
- Be accountable
- Leave life at the door
- Greet all peers with a smile
- Technology off
- Mindset on
- Be stronger than yesterday

All students and parents have a responsibility to contribute positively to the Evolve Dance Company culture. How you conduct yourself in our space impacts co-students, our faculty and our reputation that has been built over the past 35 years.

Students are to be on time to classes, in full uniform with an Evolve mindset ready to learn. Our student lounge and studios are technology-free zones, to leave life behind at the door and connect to the present moment with your peers and teachers. Students are expected to say hello to each and every one of their peers.

The expectation of how students conduct themselves in the student lounge and in classes is strongly communicated and educated within our programs, therefore behaviour that breaches our code of conduct will not be tolerated. We are all setting an example for the next person, especially our younger generations.

### **We are a student-focused environment.**

Parents are to drop off & pick up only from the arcade during program & teaching hours. Please do not enter the studio whilst we are in these student-focused hours or approach teachers before or after classes.

Our team are more than happy to arrange meetings during our administration hours, should you wish to discuss anything with us regarding your child.

To arrange a meeting, simply email [hello@evolvedancecompany.com.au](mailto:hello@evolvedancecompany.com.au) with a brief of your enquiry, and we will arrange a suitable faculty member to meet with you. Should a meeting be requested, please listen carefully to what our faculty have to say. We spend a significant amount of time with your child and offer a wealth of expertise in the field of dance education.

## **TEACHING METHODOLOGIES WITHIN OUR PROGRAMS.**

Consistency is the key to our training methods - which have been developed through extensive knowledge and practice over the past 35 years.

Our teaching methods are what makes for a successful Evolve student. Using real world scenarios, student-lead learning, exploration, imagination, strong leadership and respect for the learning environment - we foster an incredible, balanced team dynamic.

An overview of our key methodologies:

- Respecting elders: the time, knowledge & experience that stands before you on the dance floor is who you learn behind
- Opportunities are earned through consistent hard work and a positive attitude
- Stay in your own lane (do not compare to your peers or focus on what others may be achieving as this will only take you backwards)
- Celebrate each moment of your peers achievements as if they were your own
- What you may see as rejection is always motivation for you to work harder and continue growing
- A teacher knows you as a dancer, often better than you know yourself - trust their guidance and feedback as they are supporting you to be the best version of yourself in every class

### **Notes for our students:**

- Always say thank you when a teacher finishes a class
- When a teacher gives you a correction, this is an honour and opportunity for you to grow individually
- Give 100% of your presence to class. The studio is a 50/50 balance of what you give and what you take - your teachers will always be observing this balance and highly appreciate students that give and do their best in every lesson
- Be consistent. You will enjoy some classes more than others, though if you consistently turn up with the same energy, presence and willingness to learn - you will thrive beyond measure.





## **QUALITY OF TRAINING & SAFE DANCE PRACTICE.**

Students enrolled within programs at Evolve Dance Company are learning physically, mentally and emotionally. At Evolve, you are investing in first class dance education and unparalleled teaching practices. We are proud to have an abundance of knowledge and experience in the dance industry and dance education. There are many outside influences and risks to a dancers journey both physically, mentally and emotionally e.g. social media, YouTube, trends, casting companies, external training, performances and opportunities. Should any of these outside influences arise, please respectfully consult our team so that together we can ensure this is a positive venture for them and will not taint, harm, conflict or negatively impact them or their team.

Our goal is to see your child be the best that they can be in any field, and we are supporting this growth at all times. Through our industry connections and expertise in safe dance practice, our advice for your child and their future is paramount for their success. When students or parents are given advice from our faculty, respecting and trusting this is part of the student journey and balance of support.



## HEALTH OF A STUDENT.

- Inform our faculty of any illness or injury immediately
- Do not come to class if you are unwell
- Students must eat nutritious, energising foods before, after or during training hours (lunch breaks)
- Students must always have water

A healthy student encompasses mind, body and soul. Our teachers manage student health within classes through breathing techniques, strength & conditioning, stretch, mindfulness and the pure release dance provides.

External impact on the health of a student e.g. diet, lifestyle, injuries/maintenance is imperative to their health within the studio. Students that are unwell must stay home and not attend class, though students with injuries are encouraged to attend to still be involved in the learning process.



When a student's health is impacted either physically, mentally or emotionally, it is in our teachers' duty of care to make advisories or connect with parents to discuss recovery plans.

The maintenance of a student's health and wellbeing is paramount for their progression and parental support is required in this area at all times.

As dancers, we have two vital tools that are used to their utmost capacity - our bodies and our minds. Keeping them healthy, safe and nurtured is a great priority at Evolve.

*To infinity, and beyond.*

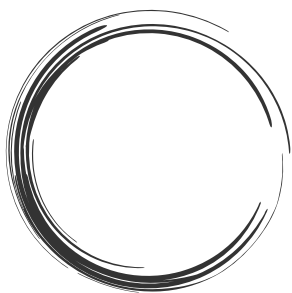


## **THE ACADEMY.**

If you would like to learn about versatile, holistic dance training or would like to discuss future projections for your child, please connect with us. Alongside our industry affiliates and partners, planning the future for our dancers is a very exciting venture.

Evolve Dance Company: Academy

*To infinity, and beyond.*



## **PRE-PROFESSIONAL TRAINING.**

If you would like to learn about career-focused dance training or would like to discuss future projections for your child, please connect with us. Alongside our industry affiliates and partners, planning the future for our dancers is a very exciting venture.

Evolve Dance Company: College - in partnership with Empowerdance, is the stepping stone to your child's future as a professional dancer, choreographer, teacher or simply a world-ready young person with the skills to enter a career of any kind.