



louisville ballet

INJURY PREVENTION AND MANAGEMENT PROGRAM

2019-2020

Introduction

From the Board, and throughout all levels of the company, Louisville Ballet is committed to the health (physical and psychological) and safety of its most precious asset, the dancers. Louisville Ballet's Medical Program has already facilitated a change in behavior over recent years, which has directly influenced the culture, changing it from one that poses a high risk, to one that embodies health and wellbeing. The result we strive for is where the company experiences fewer injuries, where dancers who do sustain injuries recover faster, and where the cost of managing the dancers' health and wellbeing is more measurable, manageable, effective and efficient.

Dance is a physically and emotionally demanding art form, classified as a high-risk occupation, so Louisville Ballet has formulated this 'Injury Prevention and Management Program' in striving to protect the health of the company's dancers, prolong their careers and prevent injuries that may affect their quality of life after dance.

To address the needs of the dancers as individuals, and the company as the Commonwealth of Kentucky's foremost ballet company, Louisville Ballet has adopted a broad multidisciplinary medical approach by calling on a team of dance medicine specialists providing their services to the dancers onsite and offsite. This approach has proven to be extremely beneficial in a wide range of applications, from resolving minor complaints to complete resolution of injuries.

The Medical Team members work in consultation to develop and oversee the concepts and practices through which they deliver a service to the dancers. Already the company is at a stage where dancers, and therefore the company, are realizing the benefits of this extremely effective program.

The Medical Program is currently developing, and will continue to develop, a highly specialized Medical Team and the current and ongoing planning, training, research and development will evolve and be documented in this 'Injury Management and Prevention Program', so that the benefits that Louisville Ballet has experienced can ultimately be shared with other ballet and dance companies, here in Kentucky and across the nation.

The Multidisciplinary Approach

In the distant past, Louisville Ballet achieved a degree of medical support through external specialists, sourced and managed by individual dancers, and facilitated through Workman's Compensation practices and procedures. The dancers were referred to various medical and health professionals to deal with the various injuries and complaints they were experiencing; thus treatment was mostly external, difficult to track, of varying quality and not at all centralized. Along with an inadequate level of care, this also led to increasing numbers of Workman's Compensation claims and increasing insurance premiums.

The multidisciplinary model, previously applied predominantly to the sporting community, is recognized as also being appropriate to a dance company made up of 'artistic' athletes. The intention is to create a shift towards establishing consistent, centralized, multidisciplinary care, and increasing communication between the Medical Team, the Artistic Team, and the dancers.

On average, this program delivers 55 physical therapy and athletic training treatments and 16 massage therapy treatments and 6 chiropractic treatments each week with access to consistent care from two sports physicians and one sports dietician. External providers are encouraged to work in conjunction with the Medical Team and Artistic Team to facilitate the strength training and rehabilitation of the dancers.

An example of the multidisciplinary approach is in the case of an injured dancer, where typically the steps to post-injury rehabilitation would be:

1. An accurate injury diagnosis is achieved through medical or physical therapy consultation and appropriate investigations.
2. Resolution of the injury is achieved with appropriate treatment, whether surgical, medical or physical. This may also involve modified workload or cessation of training or performance, and include a cross-training regime organized by the Artistic Team.
3. The Medical Team and Artistic Team, working together with external providers in consultation with the dancer, design a dance-specific exercise program prior to re-commencement of dancing.
4. The Artistic Team works with the dancer in the studio in preparation for a return to class, rehearsal and performances.
5. The Sports Dietician may work with the dancer to deal with any issues related to returning to work and provide education about dietary intake requirements.
6. The dancer would have access to the advice and support of company doctors throughout the process.

All steps involve consultation amongst all parties with an aim to treating dancers to the point of complete recovery and providing knowledge to ensure future prevention.

The Louisville Ballet Medical Team

Alan Roth, MD

Orthopedic Surgeon – Healthcare Initiatives
5129 Dixie Hwy #105
Louisville KY 40216

Studio clinic – Every other Wednesday, 9:00

Contact Info – 502-500-2526 (cell), 502-933-9902 (office), bones7116@bellsouth.net

Tom Loeb, MD

Orthopedic Surgeon – KentuckyOne Health Orthopedic Associates
3920 Dutchman Lane, Suite 306
Louisville, KY 40207

Studio clinic – Every other Wednesday, 9:00

Contact Info – 502-649-9852 (cell), 502-253-4120 (office), tloeb@win.net

Kevin Brown, ATC, CKTP

Athletic Trainer – KORT

Studio clinic – Every Tuesday & Thursday, 9:00;

Monday, Wednesday, Thursday, 1:30

Contact Info – 502-994-0709 (c)
kmbrown@kort.com

Teresa Smith, PT, CSCS

Physical Therapist – KORT Downtown

Studio Clinic – Every Wednesday, 9:00

Contact Info – 859-492-8500 (c)

502-587-9350 (w)
terrsmith@kort.com

Caroline Sharp, ATC

Athletic Trainer – KORT New Albany

Studio clinic – Every Monday, 9:00

Contact Info – 704-701-9689 (c)
csharp@kort.com

Regina Durbin, PT

Physical Therapist –KORT English Station

Contact Info – 502-418-2569 (c)

502-489-5002 (w)
durbinr@kort.com

Catie Grumbein, PT

Physical Therapist – KORT Downtown

Contact Info – 502-587-9350 (w)
cgarvey@kort.com

Tim Nichol, PT

Physical Therapist KORT Goss Avenue

Contact Info –502-636-1200 (w)
nicholt@kort.com

Edwin Hopson, DC, CSCS

Multicare Centre for Integrative Medicine
6000 Brownsboro Park Blvd, Suite E
Louisville, KY 40207

Studio Clinic – Every Tuesday, 11:00

Contact Info – 502-895-7761 (office)

Massage Therapy

Robert McFarland, LMT

Studio clinic – Every other Wed 1:30
mcdharma@gmail.com

Adrienne elder, LMT, CMLDT

Studio clinic – Every other Fri 9:00

Contact Info – 502-612-0216
adrienne@massagearts.org

Tammy McHale, LMT

Studio clinic - Every other Fri 9:00

Contact Info –502-432-9176
dymchale@aol.com

Additional Recommended Medical Providers

Robin Curry, MD

Sports Medicine/Family Practice – Norton Sports Health
Norton Medical Plaza 3 - St. Matthews
4123 Dutchman’s Lane, Suite 401
Louisville, KY 40207
Office: 502-559-1400

Emily Lepping, RD

Sport Dietician
Cell: 502-608-0088
etlepping@gmail.com

Steven Shlonsky, DPM

Becky Lindberg, RD

Sport Dietician
Cell: 616-745-5088
becky@gocards.com

Rhonda Eichenberger, DPM

Podiatry
149 Thierman Lane
Louisville, KY 40207
Office: 502-897-6343

Podiatry
9900 Shelbyville Road, Suite 11A
Louisville, KY 40223
Office: 502-899-9771

Hayley Woodruff, OD
Optometry - The Eye Care Institute
1536 Story Ave
Louisville, KY 40206
Office: 502-589-1500

Vanessa Shannon, PhD, CMPC #263
Sports Psychology
Office: 502-612-5574
vanessa.shannon@nortonhealthcare.org

The Artistic Team

Artistic Director

The Artistic Director actively supports the Medical Program, the Medical Team, the Artistic Team and the 'Injury Management and Prevention Program' with this support being essential for the success of the program and the care that it delivers to the dancers. Regular communication with the Artistic Team informs the Artistic Director's decision-making about a wide variety of issues, from repertoire and scheduling to weekly management of dancers' workloads. The Artistic Director upholds the notion of workload modification as a means of preventing serious or prolonged injury to the dancer and allowing effective rehabilitation when an injury occurs.

Artistic Team

The Artistic Team teaches company class and repertoire, and coach individual dancers as required. Being responsible for the planning of, and teaching of, class each week and warm-up classes during the performance season, they have an active and essential role in implementing the prevention program devised by the Medical Team. Daily contact with dancers also places the Artistic Team in an ideal position to monitor the progress of each dancer and report back to the Medical Team. The Artistic Team is responsible for arranging and booking the hours of treatments for the dancers in coordination with the rehearsal schedule

The Artistic Team also works one-on-one with dancers who are experiencing discomfort, have sustained an injury or require specific coaching for their technique. In this capacity, the main functions of this role are:

1. In managing and implementing the annual screening all dancers in the company
2. Deconstructing a dancer's movements to identify the cause of injury and/or to prevent injury
3. Setting short- and long-term goals for individual dancers, in consultation with them and the Medical Team, and developing an appropriate program to meet those goals
4. Undertaking individual coaching
5. Maintaining records of each dancer's program and progress
6. Identifying and making contact with alternative rehabilitation methods and providers
7. Providing pastoral care to dancers

Dancers

The success of Louisville Ballet's 'Injury Management and Prevention Program' relies on the commitment and involvement of the dancers. Though Louisville Ballet has demonstrated full support to the dancers in maximizing their wellbeing, it is expected that the dancers also take responsibility for ensuring they are physically fit to perform optimally.

A Healthy Culture

Reporting

Louisville Ballet is facilitating a shift in culture to early reporting of all complaints. The key to injury prevention is early attention to minor musculoskeletal dysfunction such as cramp, fatigue, stiffness or low-grade discomfort and early intervention into these minor complaints or symptoms has proven to reduce incident frequency rates. Early reporting is encouraged and supported by the Medical Team and the Artistic Team. Early intervention is the primary means to preventing injury and/or minimizing time off work, both aspects being extremely appealing to ambitious and highly driven dancers.

Consultation

Consultation between the Medical Team, the Artistic Team, the Production Team and dancers must be frequent and open, and can take various forms:

1. Often a dancer receives treatment from multiple practitioners, in which case all practitioners must liaise with each other about the future treatment and progress of the dancer. The dancer must be consulted at each stage throughout the preventative and treatment regimes.
2. All participants in the injury prevention program, including the dancers, are consulted on policy matters that relate directly to their health, safety and wellbeing.
3. The dancers must feel comfortable in approaching the Artistic Team to discuss general health and safety matters, other than those specifically related to dance, including personal matters that will impact on their ability to perform and EHS issues that can be addressed to ensure a safe workplace.

Fairness

Louisville Ballet engenders a culture that is totally supportive of the dancers' physical and mental needs. Support of injured dancers by the Artistic Team and the Medical Team stems from an understanding of a dancers' concerns and needs and therefore, injured dancers are nurtured until they are completely rehabilitated. Dancers are often reluctant to report injuries so as not to jeopardize performance opportunities but it is the aim of the Medical Program to demonstrate that reporting injuries does not disadvantage them in any way; on the contrary, everything is done to ensure that dancers are not restricted from their pre-injury status.

Body Image

Louisville Ballet's dancers are elite athletes often compared to professional football players and Olympic gymnasts, who are required to perform at an optimum level and to accomplish this they must have exceptional fitness, strong and healthy bodies, a balanced diet and good nutrition.

The Artistic Director, the Medical Team and the Artistic Team are responsible for monitoring the health and wellbeing of the dancers whilst they strive to maintain the balance between their energy needs and the aesthetic demands of being a dancer. It is vital that there exists a culture of positivity and possibility, where no dancer feels that neglect is ever appropriate. Providing support and information is the first step towards a healthy approach to maintaining an appropriate physique. It is also important that Ballet Staff and senior dancers support this information through setting a positive example.

The Sports Dietician is responsible for delivering relevant information specific to individual dancers and, where appropriate, to the Artistic Director and/or the Medical Team. Beyond this, it is vital that Louisville Ballet engage in wider research, across various industries, to stay at the forefront of developments in care of our artists and athletes. This is the level of proficiency that will engender a level of trust in the team that is responsible for the care of dancers and will strengthen Louisville Ballet's culture of positivity and possibility.

Injury Prevention Program

The nature of dance and that of live theatre performance means that dancers are exposed to multiple risks in every production. There are approximately six productions and 30 performances each year with potential for the company to engage in touring in the near future. Louisville Ballet's dancers experience an ever-changing workload as each production presents new roles and physical demands and additional risks are posed by the differing workplaces and performance conditions present at each venue. To meet these challenges and prevent the risk of injury, Louisville Ballet has developed a comprehensive injury prevention program.

Its key elements are: screening; risk analysis; prevention programs; communication and on-site facilities.

Screening

All new dancers undergo various forms of screening:

- Medical and musculoskeletal by the Medical Team
- Technique by the Artistic Team

The purpose of screening is to provide the company with necessary medical information about dancers' potential physical weaknesses. This information then becomes the basis for developing individual treatment, exercise and education programs aimed at strengthening weak areas and improving dancers' potential to cope with the workload. Additional periodic screening, particularly of technique, may also occur during the course of a dancer's career with the company.

Risk Analysis

Choreographic Risk Assessment

The Artistic Team and the Medical Team undertake analysis of choreographic elements, rehearsal schedule, performance schedule and repertoire. This is undertaken in conjunction with relevant past medical records and reports and is used to develop injury prevention strategies including:

- Appropriate training on correct technique and exercise regimes
- Adequate treatment – physical therapy, massage therapy and Pilates
- Encouragement of early reporting of any complaints.
- Adequate rehearsal time to ensure familiarization with safe work practices
- Monitoring and evaluation – constant screening of dancers during rehearsals and performance for any signs of injury as well as the effectiveness of preventative strategies

Technical Risk Assessment

This is managed by the Production Team and commences at the design concept stage for new productions. The Production Manager undertakes a formal Risk Assessment, the purpose of which is to eliminate, or minimize risks as early as possible in the design process. Further risk assessment is conducted following design presentation and during construction and rehearsal phases to ascertain any additional hazards and develop strategies for control. The assessment

is reviewed, and modified as necessary, once performances have commenced and prior to the production transferring to a new venue.

Data Collection

Injury data collection informs the prevention program and guides Louisville Ballet in striving for continual improvement. Whenever a dancer presents with a condition, whether a minor complaint or more serious injury, it is recorded by the Artistic Team and the Medical Team. This data is collated regularly to deliver a useful picture of both injury trends and areas for future attention. As the system continues to grow over a number of years, it will also be resource for comparison with previously performed repertoire and seasons.

Prevention Programs

Following on from risk analysis is the development of prevention programs designed to address specific issues. This can range from site-specific (e.g. calf endurance program) to group-specific (e.g. gender specific issues) to repertoire-specific.

Injury prevention exercise programs are devised by the Medical Team and the Artistic Team and are implemented in ongoing sessions with the dancers from the beginning of the rehearsal period.

Graduated Return-to-Work Program

Aims to ensure a safe transition back to performance fitness after an extended break or holiday (a break of greater than one week). The program will address the dancers' cardio-vascular fitness, dance specific strength training and a graduated return to technique classes. The program will be specific to the given schedule and repertoire demands each year but aims to establish a gradual build up to full duties over a 4-week period.

Post-performance Recovery Strategies

Recovery from rehearsal and performance loads is an integral part of maximizing performance. Both the mind and the body need to recover and there are many tools available to facilitate this process. The tools recommended for use at Louisville Ballet include contrasting hot/cold showers, ice buckets and compression garments. In addition, dancers are trained in specific methods of flexibility recovery such as dynamic stretching. Relaxation and leisure pursuits are also encouraged to provide balance to the workload.

Communication

Lines of communication are essential to ensure the effectiveness of Louisville Ballet's 'Injury Management and Prevention Program' and communication begins with daily liaison between the Medical Team, Artistic Team and dancers, and consistently maintained and available reporting. This reporting becomes the basis for regular meetings between the Medical Team and the Artistic Team. These meetings are a forum for discussing the status of dancers and short-term treatment and prevention strategies, including workload modification.

The Artistic Director and the Medical Team meet quarterly to discuss injury data, incident trends, and future prevention strategies as well as to monitor and evaluate the effectiveness of current preventative measures. The Artistic Team is involved in these meetings, as the direct line of communication with the dancers and is responsible for coordinating these meetings and presenting the reports of the Medical Team and the Workman's Compensation insurer. This meeting looks beyond the short-term and is a forum for innovative solutions to issues that have arisen in the previous months, and to relevant research potentials that may benefit Louisville Ballet and other ballet/dance organizations.

On-site Facilities

Louisville Ballet has a growing range of facilities used to promote fitness and prevent injuries. These include in-house and travelling exercise equipment and a variety of portable devices located in and around the rehearsal studios.

Exercise bikes, ellipticals, and treadmills are located on-site for dancers to use between breaks and whilst waiting for rehearsals to begin. Fitness equipment is transported whenever the company tours interstate to assist dancers in the prevention of injury. Other travelling equipment includes Swiss balls, free weights, Therabands and Pilates equipment.

The potential for additional treatment space, and a larger exercise and fitness studio at Louisville Ballet's Main St headquarters is being explored to provide greater opportunity for treatment, and to give the dancers the opportunity for strength training and maintenance of cardiovascular fitness. The facilities provided in such a studio would be specific to the needs of Louisville Ballet's dancers and would expand gradually over time and be reviewed periodically to ensure that the most effective equipment is provided within the available resources.

Louisville Ballet Medical FAQ

What should I do if I experience a new pain or injury during class or rehearsal?

There is a PT, ATC, and/or MD available during studio clinic hours on Monday, Tuesday, Wednesday and Friday at 9:00 am, as well as Monday, Wednesday, and Thursday at 1:30 pm. If you have an urgent need outside of those clinic hours, please call for a same-day appointment with one of the therapists at KORT Downtown (587-9350). You may also contact Kevin directly (994-0709) and he will help direct you.

What should I do if I experience pain during a performance?

There is a PT, ATC, and/or MD available on-site for every performance.

I am injured. Should I just wait it out to see if it goes away?

Please do not hesitate to contact anyone on the medical team. A small injury is easier to treat and resolves more quickly than does a chronic injury. If you keep small complaints small, you will miss less work.

When should I file paperwork for worker's compensation claim?

Company members should complete worker's compensation paperwork as soon as possible for any injury that happens while in class, rehearsal, or performances. This paperwork must be completed and filed within 72 hours of the injury.

Do I need to file a worker's comp claim to go to physical therapy outside the studio?

No, you can be seen two times for the same injury without filing a worker's compensation claim. However, you should still fill out the paperwork to get the process started.

I am in the Studio Company. What should I do if I am injured?

Studio Company dancers are seen in the studio clinic in the same manner as company members. You are also able to take advantage of the 2 free visits at one of our KORT clinics. If you need additional therapy, or our company physicians determine you need x-rays, MRI, etc, you would need to use your insurance for those charges.

Where should I go for physical therapy?

The KORT clinics at 210 East Gray (downtown) and 1227 Goss Ave are the closest locations to the Main Street studio.

Where should I go for x-rays or other imaging?

Depending on which doctor you see, they will arrange for you to complete the necessary imaging at the center which is most convenient for you with which they are affiliated.

What should I do if I am sick?

If you are sick and do not have a local doctor, you can either visit an Urgent Care or contact Dr. Curry (Primary Care Sports Medicine). Her office is located in St. Matthews.

Conclusion

Management at Louisville Ballet has identified the “Injury Prevention and Management Program” as a vital part of the artistic operations of the company and has committed to ongoing investment in the program. The development of Louisville Ballet’s ‘Injury Management and Prevention Program’ will evolve over several years, involving all levels of the organization and the success of the program extends both from the enthusiasm and commitment of all participants and the desire for continual improvement. The challenge moving forward will be for the Medical Team and the Artistic Team to regularly identify initiatives, make these routine and then innovate with further initiatives, ideas and solutions to maintain the health and wellbeing of the company’s dancers, and thereby enhance the company as a whole.

Louisville Ballet Statement of Policy Regarding Injury

All employees are required to fill out a Workers' Compensation form for each injury, no matter how minor.

All dancers are required to inform one of the attendant medical personnel of any injury at one of the clinics held on the premises, or by visiting the appropriate facility for evaluation and treatment.

All dancers are required to inform the Ballet staff of any ongoing problem and to relay to the staff the advice of the medical staff with regard to work.

No dancer is ever asked by the Ballet staff to do anything that is contrary to medical advice.

I have downloaded and read the Injury Prevention and Management Program Manual
I have read and understand the above Policy.

Dancer's name (please print)

Signature

Date _____

Please make a copy of this signed form for yourself!