

COACH DEVELOPMENT



Why a Coach Development Plan?

Coaches are some of the world's most important, impactful people. They are entrusted with young lives, often spending more time with them than their parents and teachers. Coaches are expected to provide a safe environment, communicate in a positive way, teach fundamental skills and tactics and give direction during games. They help young people become fit and to develop character. In today's world, coaches are expected to teach young people more than just hockey skills but also safety, harassment, bullying, sportsmanship and life lessons. It is the coach's responsibility to create an environment that is a positive experience for all.



CREATING YOUR LMHA PLAN

- LMHA's will be in different stages
- Not a one size fits all model
- Hockey Alberta Lead Strategy
 - Coach Development Plan Resource
- Outline support mechanisms
- Learn from each other
- Invest in those that invest in our players



COACH PHILOSOPHY - THE FOUNDATION

Does your association have one?

Before an Association begins to address the needs of coach recruitment selection and development, it is imperative to develop a philosophy around coaching that can lead to a positive experience for all players and volunteers.

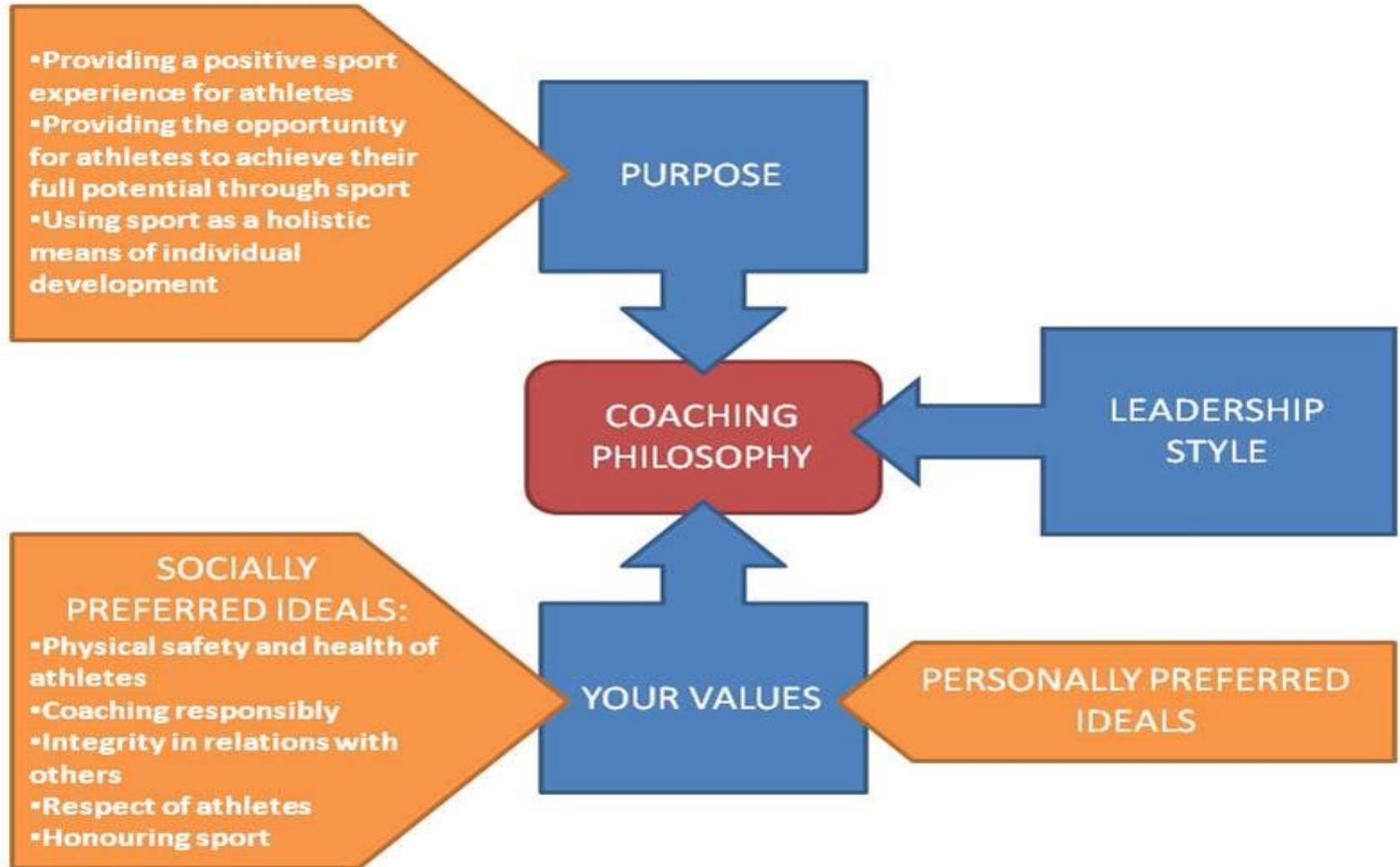


COACH PHILOSOPHY - THE FOUNDATION

- **What will players within your association gain from their hockey experience?**
- **What does success look like for teams in your association?**
- **What life lessons do you want your coaches to teach?**



COACH PHILOSOPHY - THE FOUNDATION



COACH RECRUITMENT

- **What Strategies are currently used to recruit coaches within your association?**

To Consider:

- **Is the time reasonable for most people?**
- **Do you have a support mechanism for your coaches?**
- **Have you clearly outlined expectations?**
- **Have you explained benefits to potential coaches?**
- **Do you have a philosophy that fosters enthusiasm and willingness to help?**



COACH SELECTION

1. Identify a Development Director - Lead
2. Committee Selection
3. Take Applications
4. Interview Process
5. Final Selection
6. Contacting Candidates
7. Follow Up
8. Evaluations



COACH MEETING

Association overview

- Introduction of key people and positions (flow of communication)
- Outline your MHA mission, vision and coaching philosophy

Coaching requirements (Association and HA)

- Criminal Record Check
- Code of Conduct
- Minimum Education requirements and deadlines



COACH MEETING

Player and Team Selection

- Outline player selection process
 - Coach roles and responsibilities
 - Conflict of interest policy

Coach Job Descriptions

- Head Coach/Assistant Coach

Coach Evaluations

- Purpose and process as to how the evaluations will be conducted
 - Who - Players, Parents, Self-Assessments
 - When - during the season, end of season



COACH MEETING

LMHA Support – As volunteers it is important that coaches feel they have the support of the association both in their development and the development of their athletes.

- **Resources – Hockey Canada Network**
- **Equipment & Coaching Materials**
- **Access to training (internal and external)**
- **Coach Mentorship Program**
- **Dealing with issues**



HOW CAN HOCKEY ALBERTA HELP

Regional Centre Strategy

- Concentrated focus on coach development and coach support.
- Support to associations in working directly with their designated Development Director on coach and player initiatives.
- Formation of Regional Coach Development plan that will focus on Instructional Stream Clinics, Coach Education and Mentorship.



HOW CAN HOCKEY ALBERTA HELP

Resources

- Coach/Player/Goaltender Development Plan
- Hockey Canada Network
- Drill Hub

Recruitment

- Regional Leader Development Program

Recognition

- Hockey Alberta Coach of the Month



HOW CAN HOCKEY ALBERTA HELP

Access to training

- NCCP Clinics (minimum requirements)
- Instructional Stream Clinic
- Coach Speaker Series
- Coaches Conference
- LMHA Presentations

