

Eastman AA Flames Coaching Policy

Flames coaching staff represent the ERA and RMB and have a duty to abide by the ERA/RMB/RC Code of Conduct and shall always behave in a manner that upholds the mission, vision and core values as outlined in the constitution of RMB.

Ringette Canada and Ringette Manitoba rules and policies must always be adhered to.

Expectations:

a. ERA expects Head and Assistant coaches to commit to the program. The expectation is for coaches to attend a minimum 75% of practices and games during the season and require the commitment of 3 coaches to attend WCRCs/CRCs if the team qualifies. If no valid reason is given for prolonged absences (illness, work, family commitments) it can be at the discretion of the AA committee to remove coaches from the roster and to add additional coaching staff for the betterment of the program.

b. Holidays / Vacation time: If coaches are planning holidays that conflict with season/tournaments, a plan must be in place at the start of the season to have other coaches take over to allow the team to function as normal.

c. Head coaches will be held responsible for the conduct of their respective team's bench staff and Manager.

d. All coaches shall attend the required coaching clinics to obtain the qualifications required at the AA level. The cost of the clinics will be covered by the Eastman AA account.

e. Coaching staff are required to dress in a professional manner and to wear their mandatory team attire to all games and practices.

f. CSA approved helmets, with the chin strap securely fastened, must be worn by all coaching staff that are on the ice during practices. Any coach found not wearing a helmet during practice will be required to leave the ice immediately and may be subject to sanctions in accordance with RMB policy.

g. Coaches must inform the AA Convenor and Director of Coaching of all issues, including injuries, discipline, suspension, etc. Injuries that affect player

participation which could result in roster alterations, shall be dealt with on a case-by-case basis.

h. All additions/deletions of bench staff and players to the AA rosters are to be submitted and approved by the AA Convenor. The AA Convenor will submit the additions/deletions to RMB on the team's behalf.

i. Coaches will provide the AA Convenor copies of any signed player expectation documents that they issue to the Flames players.

j. All coaches will be evaluated bi-annually by parents and players. The Director of Coaching will review and compile these evaluations to provide coaching feedback and to use for the next season's upcoming coach selection process should they re-apply.

k. Bench staff must sign the Bench Staff Code of Conduct prior to the beginning of the season. By signing the Code of Conduct, bench staff agree to the consequences/conditions contained therein.

l. Dryland, power skating, and goalie coaching will be provided by the AA committee. Approved instructors may be added to if discussed with the trainer and AA committee.

m. Come on time and prepare to practice.

n. If cannot attend, communicate with assistant coaches and team through TeamSnap or similar so the other coaches can be prepared.

o. Away tournaments: Develop, communicate and implement itinerary for the duration.

p. Attend team meals, events with the team, daily meetings, debrief team time or similar.

q. Communication with parents is imperative.

r. Communicate with players improvements, areas to work on, etc. throughout the season.

s. Positive environment on bench.

t. Age-appropriate topics of discussion with the team at rink and during travel, downtime, etc.

u. Participation in Manitoba AA Tournaments.

v. Minimum of 1 Drive and 1 Fly out of town tournament.

w. Plan and execute community give back events

Travel:

ERA expects both head and assistant coaches to commit to the program. In order to receive the below funding from teams, a coach must attend 75% of all games and practices. Should a coach not comply, the team is not required to pay for coaches travel costs.

ERA stipulates that the coaches travel by the same means as the players. If the players are flying, then coaches are required to fly. If the players are travelling by bus/car then coaches are required to travel by these means as well. Coaches cannot mandate travel as a team (see exception below) but can mandate the arrival time at hotel for all players and bench staff.

Travel to Championships (WCRCs/CRCs) as a team is mandatory. Transportation is fly, (unless Sask). Arrival at championships can be mandated earlier than regular tournaments to facilitate pre-championship practices, mental prep, team bonding, etc. Must arrive as a team to championships.

Teams are only responsible to cover travel costs of coaches for the day before the start of the tournament up to the final day of the tournament. i.e., if the tournament starts Friday and ends Sunday, coaches are to arrive Thursday with departure Sunday. If coaches choose to arrive earlier or stay later, this is at their own expense.

Non-Parent Coaches:

Non-parent coaches will have expenses covered including travel, hotel and will be given a food allowance for the days of the tournament. Food allowance will only apply if the team has not provided food.

Travel and Hotel should be at the best rate possible. All hotel and travel receipts are to be submitted to the team manager who is responsible to keep these expenses transparent to the parent group at all times.

Coaches should be sharing rooms wherever possible/appropriate to reduce the total cost to the team.

Ground transportation during out-of-town tournaments will be at the discretion of the team.

The team is responsible to cover the cost of the mandatory bench staff team attire as directed by the AA Committee. Any additional clothing will be at the cost of the non-parent coach.

Parent Coach:

Parent coaches will not have travel, hotel or food expenses covered by the team as the parent would be responsible for these costs regardless. If the team has selected parents to prepare meals for coaching staff and players at out-of-town tournaments, then the parent coaches will have their meals provided.

The team is responsible to cover the cost of the mandatory bench staff team attire as directed by the AA Committee. Any additional clothing will be at the cost of the parent coach.

Coaches Compensation:

Each team will receive \$500 from the AA committee for coaching compensation.

Each team will put aside \$2000 for Coaching compensation.

Head coaches (parent or non-parent) will receive \$750. If they choose to donate back to the team that is their choice.

Assistant parent coaches are not eligible.

The head coach and manager can suggest amounts for assistant coaches in consultation with the AA committee. Should be paid throughout the season to help offset costs to coaches.

Name _____

Signed _____

Date _____