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## 1.0 Introduction

The FYRA U12 Proactive Therapy Stars Program (“the Program”) is a program run by the Fredericton Youth Ringette Association (FYRA), with some assistance from Ringette New Brunswick (Ringette NB). This program offers U12-aged participants the opportunity for further skill development through an introductory experience of the High Performance pathway before deciding whether to opt-in at U14. Practices will be structured, varied, game-like and provide maximum participation for all. The Program will provide a high paced environment where participants can improve in a safe and fun manner. All interested athletes registered in the U12 division are permitted to participate.

### 1.1 Goal of the Program

The goal of the Program is to build the foundation of strong ringette players as they continue along their chosen athlete pathway. The Learn to Train stage of Long Term Athlete Development (LTAD) at U12 is a key stage of development for sport specific skills, including the introduction of basic individual and team tactics. The Program will focus on skill development, ringette specific skills (skating, shooting, passing, receiving the ring), physical literacy, and basic ringette strategies including both offensive and defensive tactics. On-ice sessions throughout the season will focus on periodization of skills to maximize player development and team chemistry.

LTAD recognizes that athletes will learn and grow at different rates with different influencing factors. Some ringette players are continually seeking new challenges to fuel their enjoyment of our unique sport. The ringette player participating in the Program is:

- a. seeking to increase their abilities through a gradual progression of skill acquisition; and
- b. intends to enter Ringette NB’s High Performance Programming in the following season(s).

The Program is intended for athletes in the late Learn to Train stage of development in the LTAD program.

### 1.3 Objectives

Objectives of the FYRA U12 Proactive Therapy Stars Program include:

- Providing opportunities for athletes to increase their skills;
- Introducing athletes to the High Performance pathway of the competition model;
- Have fun while developing skills.



## **1.2 Cost of the Program**

The management of the overall program costs including facility rentals, officials, coaching development and other costs will be the responsibility of FYRA. Individual team costs will be handled by the Team Manager after team formation. The Team Manager is responsible for supplying participant families with a regular financial update of income and expenses.

There will be additional costs associated with playing in the Program; however, these costs will vary depending on various factors (number of tournaments, location of the tournaments, additional ice times or gym times, off-ice sessions) and will be discussed with the team at the beginning of the team's season. It means families can expect to pay anywhere from \$1,000 - \$3,000 per player above and beyond registration fees depending on the amount of fundraising the team does. This includes such costs as hotel rooms, gas, meals etc.

## **1.4 Season Schedule**

FYRA firmly believes that the Program will give young players an excellent opportunity to continue positive development while having excellent experiences in the game. Given the age of the U12 athletes (9-12 years old), FYRA acknowledges that the start of the school year can be a very stressful time for our athletes, as such the season start will not conflict with the start of the school year. There will be no evaluations or try-outs prior to or during the first week of school.

The ideal FYRA U12 Proactive Therapy Stars Program season will be completed in five Phases, will run for approximately 24 weeks and will include both on-ice and off-ice activities focusing on maximizing development opportunities for all players in the program.

The Program will wrap-up the weekend of Ringette NB Provincials with a U12 Development jamboree, which is the pinnacle of the season for athletes in the Program.

### ***1.4.1 Phase I - Preparation and Evaluations***

This refers to the period of time prior to the season starting – typically when preseason camps and evaluations are held.

Preparation and Evaluation Phase: 4 weeks with a minimum of 4 practices or skill sessions prior to evaluations and the 3 evaluations sessions.

The athlete's first experience in the new ringette season should not be formal evaluations or tryouts. Therefore, the 4 practices or skill sessions will give all players the opportunity to get back on the ice in a "player friendly" scenario prior to the formal evaluations. This will help level the playing field, as not all players have a chance to go to ringette schools or prep camps prior to the start of the season

The formal evaluations sessions will consist of 2 skill sessions and 1 scrimmage (at a minimum). FYRA will continue to use their ever evolving evaluation system (under the Standards set by Ringette Canada),



which is a standardized system that shows transparency, fairness and consistency. The formal evaluations will provide coaches with the foundation for a development plan for the upcoming season based on solid and quantifiable evaluations. With the exception of the goalies, players will not be evaluated based on a specific position, as the players will be encouraged to try all 3 positions during the season. Players will be selected for the Program based on their skill, not positional preference (i.e. teams will be selected based on the top X number of players and not based on position specific player preferences).

#### *1.4.2 Phase II - Development*

This refers to the time period following the evaluations and team selection prior to the first tournament of the season.

Development Phase: generally 4 weeks (8 practices) and can include 2 exhibition games; however, the focus of this Phase is an introduction to the skills to be developed at the U12 level and team building activities. The progression at this stage of the season should focus on player skills before tactics, and tactics before systems. This is done in an effort to reduce or eliminate pressure on the athletes and winning.

#### *1.4.3 Phase III - Development and Regular Season*

This refers to the time from the first tournament game to the week prior to Ringette NB Provincials.

- Regular Season Phase: approximately 18 weeks
  - Minimum 36 practices (on and off ice)
  - Maximum 4 tournaments (including provincials)
- Ice Time:
  - Fair ice time: all players will get the opportunity throughout the year to play special teams, end of period and end of game situations.
  - Position Specific Gameplay:
    - Players should rotate through Centre, Forward and Defense positions in the first half of the year and then may move to more consistent positions in the second half.
    - Limit position specific specialization (except goalies – recommend goalie not playing plays out as a skater)



#### **1.4.4 Phase IV - Ringette NB Provincials**

This Phase refers to the time between the end of the regular season through to the end of the Ringette NB Provincials and year end jamboree.

#### **1.4.5 Phase V - Off Season**

This Phase refers to the time between the end of the Ringette NB Provincials, the yearend Jamboree or the final team event of the year, as determined by the team, and the start of the Preparation and Evaluation Phase.

### **1.5 Strategic Initiatives**

The addition of the U12 Development pathway is an integral part of FYRA's new athlete experience. The program is meant to provide development opportunities for U12-aged athletes while providing a bridge between the Community Division and Ringette NB's High Performance Program. All athletes are welcome to participate and the U12 Development pathway will allow for new experiences, such as:

- Access and exposure to an introductory competitive level of ringette;
- Training and development opportunities for Coaches;
- Stronger alignment with principles of LTAD; and
- Increased engagement to improve athlete retention and registration.

### **1.6 Program Principles**

The FYRA U12 Proactive Therapy Stars Program delivery will be guided by the following principles:

- Athletes, Coaches and Administrators will be guided by the True Sport Principles and will be ambassadors of True Sport in Ringette;
- Program guidelines and policies will work to promote the principles of meaningful competition;
- Program guidelines and policies will work to promote the creation of a network of coaches who will follow Ringette NB's High Performance Program; and
- Program guidelines and policies will build a competition structure that can evolve with increased participants and support a growing sport.

## **2.0 Governance**

The FYRA U12 Proactive Therapy Stars Program will be operated by FYRA, with some assistance from Ringette NB. Ringette NB will be responsible for providing program resources such as practice plans and



a season plan while assisting with the selection and training of coaches and working with FYRA to ensure the program guidelines are followed.

## **2.1 Participants**

Registration is open to both female and male athletes registered in the U12 Division with FYRA. Players will be committing to building upon a strong fundamental skill base of existing ringette abilities. Players will be selected into the Program and assigned Coaches (see Section 2.2).

## **2.2 Team Formation**

Team formation will follow a selection process based on the formal player evaluations to assist in creating teams. Coaches are assigned to a team to train and guide the newly formed team from formation to the season-end competition. Rosters should be no fewer than 11 (10 skaters and a goalie) and no larger than 16 (15 skaters and a goalie), though groups of 16 or 17 skaters are permitted if reflecting total registration and skill level. A team roster of 16 players (15 skaters and a goalie) is the preferred roster size as this provides more athletes the opportunity to be involved in the Program. The chosen roster size will be the roster size used for each game, if players are unable to make the game every effort is to be made for an affiliate player(s) (Section 2.2.2) to play in the game and participate in the Program.

The vision for the program is to form a team roster to assist with the following player development initiatives:

- More engagement for all players as they are more active during practices and competitions;
- Players have more opportunities to experience different playing positions;
- Players experience different game situations (including special teams); and
- Encouraging Coaches to train and develop all of the athletes on their team while also recognizing individual player skills.

When there are 18 or more registered participants at the Program registration deadline, the team(s) will be formed on the basis of the player evaluations and the 80/20 Rule. 80% of the roster will include the players with the highest evaluations while 20% of the roster, as well as any affiliate players, may be determined by the Head Coach. The Head Coach will submit the final roster to the FYRA Board of Directors, with confirmed compliance, to the 80/20 rule for approval. Further guidance for the team selection process is provided in Appendix A.

Athletes chosen to participate in the Program will be members of the FYRA U12 Proactive Therapy Stars team selected to represent FYRA, and will not be eligible to play on a secondary Community Division team. Athletes chosen to participate in the Program are expected to make ringette their primary activity during the season; however, participation in other sports and extracurricular activities is encouraged. Players



are expected to attend all team activities including practices, league games, tournaments, play-offs, provincials, off-ice training sessions, fundraising opportunities and all other organized team events. The occasional absence due to illness, injury, family event or sport and extracurricular activity events (games, performances, competitions) are unavoidable, but the chosen players are expected to make ringette their extracurricular priority for the duration of the ringette season.

### *2.2.1 Team Formation Objectives*

1. Transparency
2. Fair and non-judgmental process for all players
3. Allows for matching coaching style to player style

### *2.2.2 Affiliates*

Three (3) affiliate players and one (1) affiliate goalie can be named to the roster from the Community Division teams (within the applicable division). Affiliate players and a goalie are able to participate with the team at practices and can be picked up for games and tournaments. However, affiliate players/goalie must make their Community Team their priority. Attending practices, games and tournaments as an affiliate is in addition to their participation on their Community team. The Coaches of the two teams should communicate in the event of a conflict to ensure that the affiliate players and goalie are being given opportunity to participate with the FYRA U12 Proactive Therapy Stars team without disadvantaging their Community team.

Affiliate players/goalie are limited to participating in a maximum of 10 games in a season. The affiliates must be used in a rotation to ensure equal opportunity for gameplay for each affiliate player. For example, should an affiliate be used in a game, one of the other two affiliates should be used in the subsequent games when the need for additional players arises.

## **3.0 Coaching and Team Staff**

### **3.1 Certification**

Coaches in the Program will need to achieve Competition Introduction (CI)-Trained status by December 31st. Junior coaches will need to complete Community Sport Initiation (CSI) –Trained status to be able to participate in the Season-End event. Coaches will lead athletes through training, ringette skills and ringette strategies both prior to, and after the draft.

The minimum certification requirements for the Program are as below:



Position <sup>a</sup>	Coaching Level Required <sup>b</sup>	Good Standing with FYRA and Ringette NB	Criminal Record Check and Screening Process	Canadian Safe Sport Movement
Head Coach	CI Trained	Required	Required	Adhere to and Support
Assistant Coach	CI Trained	Required	Required	Adhere to and Support
Coach-in-Training	CSI Trained	Required	Required	Adhere to and Support
On-Ice Instructors	CSI Trained	Required	Required	Adhere to and Support

Notes:

- a. As per Ringette Canada's *Female Coach on the Bench Policy*, at a minimum one certified female coach, as defined in the coaching requirements above, must be part of the chosen on the bench coaching staff.
- b. Coaches to be selected must be committed to achieving further NCCP certification to reach the required certification standards set by Ringette Canada.

Instructors in the program who are assisting with training skills will need to complete a screening process and criminal record check. Instructors are involved in the program by assisting with skill development and skill progressions. Other team staff such as Managers and Trainers must meet the standards outlined by FYRA's Policies, including the completion of a criminal record check.

### 3.2 Team Staff Selection

The coaching staff(s) will be chosen by FYRA's Board of Directors, with input from Ringette NB (if warranted), from the list of applicants who meet the minimum requirements listed above. All coaches, volunteers and instructors will be required to submit an application form (see Appendix B) to FYRA's Director of Coaching and the coach selection sub-committee (via the Program e-mail) to express their interest in coaching in the Program.

The Head Coach will be selected after the completion of the evaluations and will select their remaining coaching staff as per the minimum certification requirements for the Program. The head coach will submit their proposed bench coaching staff to the FYRA Board of Directors for approval.

### 3.3 Coach Mentorship

After Coach Selection, all coaches in the Program will be required to attend an orientation session with FYRA. This session will review the objectives of the program and set out expectations for coaches and athletes. In an effort to support the development of coaches within FYRA, all coaches selected to the Program will have access to identified Coach Mentors and Ringette NB resources.





Coach Mentors will be available to provide support to the coaches in the Program on items such as:

- Skill development support at various levels;
- Adaption of drills and activities to support various athletes;
- Coaching styles and learning styles;
- Promoting and building a team environment; and
- Preparing U12 athletes for their first taste of competition.

Whenever possible, FYRA and Ringette NB will provide resources, in addition to the standard program resources. These resources, or opportunities, may include:

- Priority registration in Professional Development courses;
- Access to software and print/online resources;
- Subsidized course fee registration; and
- Invitation to events and planning sessions.

## **4.0 Other Considerations**

### **4.1 Out of Association Players**

An “Out of Association” player is any player who, per Ringette NB rules, requires a Release from another association to be eligible to register with and play for FYRA. This is usually, but not always, a player who resides within the geographic boundaries of and has played for another local association.

Out of Association players may try out for the Program provided they have received their release from their local association and are registered with FYRA prior to the evaluations.

### **4.2 Training**

Teams will train at facilities that FYRA has access to. Training will include on-ice and off-ice sessions. Training at alternate facilities will result in additional program costs.

The program will follow the LTAD standards for U12-aged athletes and will strive to achieve the required practice and ‘training to competition’ ratios found in the Long-Term Ringette Development Framework. This means that players will have no more than three (preferably) or four ringette sessions per week in total.

Program participants will have development focuses in the following areas:

- Skating skills (including power skating sessions);



- Refinement of basic ringette skills;
- Acquisition of more complex ringette skills;
- General physical fitness;
- Introduction to tactical ringette Strategies; and
- Introduction to Psychological development.



# APPENDIX A

## *FYRA U12 Proactive Therapy Stars Program Team and Coach Selection Process Guidance*



## A.1 Team Selection Process

The intent of the team selection process is to form a team of athletes demonstrating a higher than average skill set to represent FYRA at the U12 level. On this basis, the team selection process must be as transparent and fair as possible to allow all athletes the same opportunity to be selected while avoiding any "politics" whether real or perceived.

- All U12 athletes will participate in the U12 evaluation ice times, typically 4-6 sessions including skills and drills as well as scrimmage or modified game play scenarios. Evaluations at these sessions are to be done by a volunteer group of evaluators following FYRA's policy for evaluation of community team athletes. This group of volunteers may include U12 parent coaches, parent managers, non-parent coaches and others.
- U12 athletes who wish to participate in the Program must also attend the U12 development identification ice times, typically 2 sessions. During these sessions all athletes will be further evaluated by a third party group. These sessions will be run by FYRA coaches and volunteers; however, the evaluation committee will not include any parents with athletes involved in the evaluations.
- Selection of the team would then be done using player rankings resulting from the combination of the early ice evaluation scores and the development identification scores.
- The top 12 ranked athletes will make up the 80% of the 15 skater roster, leaving the selected Head Coach with the remaining three selections to complete the roster.

## A.2 Team Staff Selection Process

The team staff selection process must be as transparent and fair as possible to allow all athletes the same opportunity to be selected while avoiding any "politics" whether real or perceived. On this basis, Head Coach selection (see Appendix B for the coach application form) will only be completed once the player rankings are finalized following the completion of the early evaluation and development identification ice times. This is to ensure that a player is selected to the team based on the merit of their skill level rather than solely by the athletes association to a potential team coach or manager.

FYRA's President with assistance from RNB (as warranted) will form a sub-committee to evaluate the received applications and select the Head Coach for the Program. The selection will be made on the basis of the qualifications outlined in Section 3.0, as well as the coach application form ( see Appendix B) to be submitted to FYRA's Director of Coaching (and the committee via the Program e-mail) by any coach wishing to be considered. The sub-committee will consist of non-U12 parents or guardians, who will have access to the final combined scores, as well as the individual evaluation scores from the early evaluation and development identification ice times for each athlete. The committee shall confirm the top 16 ranked athletes (including one goaltender), and verify that the top candidate for the Program's Head Coach would either be parent of one or more of those athletes OR is willing to coach without a child on the team prior to offering the position to the desired candidate.



# APPENDIX B

*FYRA U12 Proactive Therapy Stars Program Coaching Application*

**Fredericton Youth Ringette Association  
U12 Proactive Therapy Stars Program  
Coaching Application**



Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone Number: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

NCCP Number: \_\_\_\_\_

Coaching Position Applying For:

- Head Coach
- Assistant Coach
- Coach-in-Training
- On-Ice Instructor
- Goalie Coach

Current Coaching Certification: Please check off all that apply

NCCP Courses	Trained	Certified	Registered/Not Completed
Ringette - Community Sport Initiation (CSI)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ringette - Competition Introduction (CI)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ringette – Competitive Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manager Certificate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Make Ethical Decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: List other applicable coaching courses completed			

Note: Incomplete qualifications may limit the application process.

Criminal Record Check and Screening Process:

Date of Last Criminal Record Check (mm/dd/yy): \_\_\_\_\_

Date of Last Vulnerable Sector Screening (mm/dd/yy): \_\_\_\_\_

Fredericton Youth Ringette Association  
U12 Proactive Therapy Stars Program  
Coaching Application



Coaching Experience: Please list your coaching experience from the last three years (add rows if required)

Season	Sport	Association	Role

1. What is your personal philosophy of coaching?

2. What are your objectives for the FYRA U12 Proactive Therapy Stars Program team and goals for skill development?

3. Practice Plans: please attach a practice plan (3 in total) for a 1 hour practice session for Phase II (Development); Phase III (Development and Regular Season) and Phase IV (Provincial Preparation), as described in the FYRA U12 Proactive Therapy Stars Program Manual.

Fredericton Youth Ringette Association  
U12 Proactive Therapy Stars Program  
Coaching Application



References: Two references from past teams (Player/Parent/Coach) that you've been involved with and one from your most recent team (Player/Parent/Coach)

Name	Phone Number	Email

I, \_\_\_\_\_ authorize the Fredericton Youth Ringette Association and/or the Coaches Selection committee to collect, the above-noted information, some of which may be personal information, appropriate to the position applied for. I understand that the information obtained will be confidential but may be shared with relevant organizations, as determined by the Fredericton Youth Ringette Association in order to obtain an appropriate volunteer position.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Email Completed Applications to:

[fyrringette@gmail.com](mailto:fyrringette@gmail.com)

Any further questions can be directed to the local representative on RNB's HP Committee: FYRA Director of Operations [shawncforster@gmail.com](mailto:shawncforster@gmail.com) or FYRA President: [fyrapresidentsg@gmail.com](mailto:fyrapresidentsg@gmail.com)



**Fredericton Youth Ringette Association  
Stars U12 Development Program  
Coaching Application**



### Selection Criteria

The following five categories detail the criteria employed during the selection process for the coaching staff of the FYRA U12 Proactive Therapy Stars Program.

#### 1. Coaching Experience

- Previous ringette experience and results.
- Success as a ringette coach/player.
- Years of experience as a ringette coach.
- Scope of experience (league play, tournaments, provincials, nationals).
- Category or categories of experience as a coach/player.
- Personal coaching philosophy.
- Active full time coaching.

#### 2. Knowledge of Ringette

- Ability to recognize and select early developing ringette players that will be successful in the FYRA U12 Proactive Therapy Stars Program.
- Knowledge and understanding of ringette strategies; important individual skills; and having a good “feel” of the game.

#### 3. Professional Development

- Coaches in the Program will need to achieve Competition Introduction (CI)-Trained status by December 31st. Junior coaches will need to complete Community Sport Initiation (CSI) –Trained status to be able to participate in the Season-End event.
- Attendance and participation of all coaching staff in coaching meetings or clinics held by FYRA.

#### 4. Human Resources

- Proven ability to work in a team-coaching situation.
- Proven ability to successfully relate to and work with players at this age level.
- Proven ability to successfully cope with deterrents and hardships in a season or competition.
- Proven ability to handle demands of a regional program.

#### 5. Knowledge of the program

- Proven ability to work towards objectives of a program.
- Proven knowledge of the Learn to Train stage of Long Term Athlete Development (LTAD), which at U12 is a key stage of development for sport specific skills, including the introduction of basic individual and team tactics.
- Proven ability to focus on training and developing all of the athletes on the FYRA U12 Stars Development Program team while also recognizing individual player skills.
- Proven ability to successfully serve as a spokesperson for the team.
- Proven interest in selecting driven, early developing ringette players to form a team, as per the guidance in the FYRA U12 Stars Development Program Manual.
- Proven appreciation for and awareness of the unique problems that can occur in the selection and operation of the FYRA U12 Stars Development Program team.