

Hockey Regina Inc
Board of Directors Meeting
Minutes
Tuesday February 3, 2015

Attendance:

Michael Ah-Fat (Chair)	Dennis Cooley(phone)	Andrea Hoffman
Tom Millette	Rick Hagglund	Lester Boey
Blair Watson (Staff)	Lynn Tulloch (Rebels)	Kim Perpeluk (Rebels)
Doug Folk (Rebels)		

Regrets:

Stephen Eger	Courtney Birnie	Larry Wees
Christie Bjolverud		

1. Call to order

Michael called the meeting to order at 7:05PM.

2. Approval of previous minutes

MOTION: To approve the previous minutes. Moved Tom, Seconded Lester
CARRIED

3. Rebels & Martin Academy Proposal(Appendix A)

- Lynn, Kim, Doug went over a proposal whereby all players on the Rebels would be required to attend Martin Academy
- Players would attend Martin Academy starting in the Fall of 2015. Current players would have the option of not enrolling at Martin
- Cost would be \$400 + cost of use of ice for power skating
- Benefits include enhanced academics, time management, 1st class facilities + staff, greater team emphasis, improve competitiveness on the ice
- Weaknesses include potential reluctance from players to switch schools, less social interaction with previous friends
- The Rebels tryouts would have to be completed by August 31 to facilitate enrollment
- Rebels are looking to negotiate a Memorandum of Understanding (MOU) between the School Division/Academy and HRI/Rebels

MOTION: To give the Rebels permission to negotiate a MOU with the School Division/Martin Academy, with final approval to be brought back to the HRI Board.
Moved Rick, Seconded Lester CARRIED

4. AA Coach selection Process (Appendix B)

- Looking to create a Coach Selection Committee to recruit, interview and make recommendations to the HRI Board for all AA coaches; Pee Wee, Bantam and Midget (Male + Female)
- Committee to include the division Directors, Coach Mentors and at large members
- Process would start with forming the Committee by March 31, application process in April, interviews in May, Board selection in June. The goal would be to have all AA coaches in place by June.
- Put in place a criteria for making the appointments that would include certification, background, coaching experience, parent feedback
- General discussion on:
 - Whether division director sits on committee
 - The weighting criteria
 - What about coaches kids that don't end up evaluating at the AA level
- Dennis will compile the feedback and tweak the process to bring back to the next meeting

5. Independent Evaluations

- The independent Evaluations contract has expired.
- Johnson Consulting wishes to perform the evaluations again
- Post an Expression of Interest on the website with a Feb 20 deadline

6. Committee update

- Bylaw committee – Tom indicated they have met twice. They will be meeting again prior to next Board meeting with the intent of bring forward recommendation. The committee is only looking at the Bylaws currently; the regulations can be changed by the Board at anytime.

7. Other Business

- AGM – The HRI AGM is set for April 1, 7:00PM at Queensbury Centre – Salon 1

8. Directors reports

- Nothing to report

9. Next Meeting

February 24 - Board Meeting
7:00PM @ HRI

MARTIN ACADEMY PROPOSAL

Submitted by
Lynn Tulloch,
Doug Folk,
Kim Perepeluk

February 3, 2015



Background

• Introductions

- Doug Folk
 - HRI Female coach since 1992
 - M. Education
 - Former high school principal, and administrator with RHSAA
 - Award winning coach and volunteer
 - Rebel Coach/Assistant since inception
- Kim Perepeluk
 - Rebels coach 2011-2015
 - Hockey Canada High Performance Coach
 - Team Canada – Slota & Spengler Cup
 - Red Bull Austria – Head Coach & Director of Hockey Operations
 - U of R Cougars player, Educator
 - Coordinator – Martin Academy
- Lynn Tulloch
 - Former HRI Board Member/Female Director
 - Volunteer & Chair of Rebels Mgt Council since inception
 - Parent of a former female HRI, Rebels & University player

- Our Interest – to continue to evolve and strengthen the Regina Rebels AAA Program so that it better supports the student athletes and remains a Top Ten contender nationally in elite female U18 hockey.



The Proposal and Decision

Proposal:

- That Hockey Regina base the Regina Rebels AAA Hockey Program out of Martin Academy beginning in 2015-16.
- As a transitional policy, attending Martin Collegiate would be mandatory* for all new players of the Rebels and all returning players would be encouraged to attend
- (* Note – a policy to allow some exemptions for extenuating circumstances would be put in place on an ongoing basis)

Decision Requested Today:

- Approval to proceed to negotiate and finalize a Memorandum of Understanding between the School Division/Academy and Hockey Regina/Rebels.
- The MOU would be brought back for final approval and signing by the HRI Board.



Martin Academy

- Began operating in 2014-15
- Elite athletes of all sports are enrolling
- Both Rebels and Pat C's players have enrolled on their own
- Academic schedule coordinated around athletic demands
- Academics better supported
- First class fitness facility with staff to support fitness training, power skating, nutritional counseling, academic & scholarship counseling and prep, etc.



The Proposal



- Rebel players to enroll in Martin Collegiate beginning in Fall of 2015 and participate in the 'premier' program
- 'Premier' program concentrates on academics and fitness, then 'releases' players for sport-specific training with other teams/coaches in the afternoon
- Academics, fitness and power skating would be coordinated through the Academy and primarily in the mornings
- Players would be dismissed as early as 2:01 pm for team practices with regular coaching staff
- Cost - \$400 + cost of use of ice for power skating TBD
 - (subject to RPS setting 2015-16 fees)
- AP players also 'encouraged' to enroll

• Note, Martin Academy does offer afternoon ice sessions for 'hockey athletes' – however, so as not to conflict with the 3-4 practices/games a week that AAA team has, this proposal would not have Rebels players participating in this Martin Academy program, and instead they would participate in the 'premier' program which does not include afternoon ice sessions (except for power-skating – as TBD)

Benefits



- Enhanced Academics
- Enhanced Time Management
- Access to First Class Facilities/Staff
- Enhanced Fitness
- More Cost-Effective
- Greater Team Emphasis
- Improved Balance between Sport/Athletics/Social Lives
- **Keep Regina Players in Regina**
- Access to Better College & Scholarship Prep
- *Overall Enhancement to the Rebels AAA Program that will enhance competitive advantage vis a vis other clubs to recruit/retain players in Regina and,*
- *Improve competitiveness on the ice – enabling Rebels to continue to compete for a Top 10 U18 ranking*

Weaknesses



- Some players may not be supportive of having to switch schools to be able to play in the Rebels program
- Switching high schools may mean giving up:
 - Social interaction with friends
 - *Mitigated by the high level of social interaction that now occurs through social media – maintaining friendships without daily interaction is now easier than ever and commonplace*
 - Ability to play high school sports on other high school teams
 - *AAA hockey players are almost never participating on other high school sports teams due to the demands of AAA hockey – AAA players have already committed to hockey*
 - Graduating from a particular high school with friends
 - *Although earning a certificate from Martin, some students are returning to previous schools to attend grads and banquets, etc.*

Mandatory Attendance



- Proposal would make attendance mandatory at Martin for players wishing to play on the Rebels (with optional attendance during transition period).
- Players already have the ability to independently choose to attend Martin – and some are already and the number is expected to grow
- Players wishing to focus and commit to hockey are already choosing schools and programs outside of Regina creating even greater disruption than changing schools in Regina (Notre Dame, Melville, Weyburn, have all received players from Regina).
- Changing schools and relocating to other communities is increasingly a choice being made by female players.
- Basing the Rebels out of Martin creates a strong viable Regina alternative to keep Regina players in Regina.
 - If strong players remain in Regina it will also reduce the amount of recruiting and reliance on imports
- Why Mandatory?
 - Avoids creating a 'split' team if some players voluntarily attend and some don't.
 - Will become very difficult to manage – i.e. half the team would be getting fitness, power skating and afternoon on-ice through the Academy, half would be looking to get this from the Rebel.
 - With fewer players to pay for/participate – the program offering of the Rebels will inevitably be degraded.
 - Academy players will be exhausted by the time they get to team practices if they've already had on-ice sessions which are outside the control of the team.

Transition



- Proposal is to make attendance mandatory only for entirely new players.
 - Ensures players trying out and deciding to sign with Rebels are doing so knowing they will be expected to attend Martin Academy
- Returning players would be encouraged to attend, but it would not be mandatory
 - Expectation is that many returnees will likely attend Martin under this scenario
- By 2017-18 season – it is expected that all but perhaps 2-3 would be attending Martin Academy
- *Exemptions would be granted by the Management Council for extenuating circumstances – guidelines to be determined, but expectation is that there would be very few of these – over time less than one/year*

Timeline/Next Steps



- Finalize in MOU by Feb 28th (with RPS/Academy)
- Back to HRI in March for final approval
- Host Open House by March 31 communicate changes to players/membership
- Martin Academy to hold 18 spots for Rebels players
- Rebels Fall Camp to be moved up to mid August to align with fall school enrollment

(JAN 29 Version – Original, Stephen’s comments)
File = Draft Coach Selection Process

HRI ‘AA’ COACH SELECTION PROCESS

(DRAFT – FOR HRI BOARD DISCUSSION)

Colleagues:

Below is a proposal for a revised coach selection process for Midget, Bantam and Pee wee AA teams.
The key elements of the proposal are as follows:

- Create a Coach Selection Committee to recruit, interview and make recommendations to the HRI board for all AA coaches (midget, bantam, pee wee), that is one Committee selects all AA coaches;
- The division director would be responsible for managing the selection process for teams in other tiers (Midget B, Bantam A, B, Pee wee A, B, etc.). It may well be that this process is broadened to include A, B, C level teams; that decision can be made after we go through a year with the new process.
- Coaching applicants need to demonstrate that they have the skill set required to develop hockey players for the next level of play; at the AA level the goal of HRI should be to select technically qualified coaches not just dads who want to spend time with their kids
- The selection criteria need to be clearly defined and scored, the process needs to be as objective as possible
- AA coaches need to be in place no later than end of June
- This is just a proposal for Board discussion and consideration, dates, times, committee membership, evaluation criteria, etc. are all open for discussion.
- The weighting (below) can be adjusted; I would be interested in hearing what Board members have to say about the relative weights of each category.
- We also need to review the coaching application so that applicants are required to provide specific information concerning the qualifications against which they will be assessed.

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Regina Rebel AAA Hockey
& Martin Academy Proposal

February 3, 2015

Proposal:

That Hockey Regina base the Regina Rebels AAA Hockey Program out of Martin Academy beginning in 2015-16. As a transitional policy, attending Martin Collegiate would be mandatory* for all new players of the Rebels and all returning players would be encouraged to attend.

(* Note – a policy to allow some exemptions for extenuating circumstance would be put in place on an ongoing basis in extenuating circumstances.)

Decision Requested Today:

The Rebels are looking for general approval to proceed to negotiate and finalize a Memorandum of Understanding between the School Division/Academy and Hockey Regina/Rebels. The MOU would be brought back for final approval and signing by the HRI Board.

General Proposal:

Martin Academy began operating in the fall of 2014 at Martin Collegiate of the Regina Public School Division. The Academy offers student athletes an opportunity to train for their chosen sport during their school day. A unique and flexible schedule is provided for each student to ensure they meet and exceed their academic requirements, while at the same time receiving high performance instruction from the academy personnel and professional instructors.

The existence of the Academy presents an opportunity for Hockey Regina to direct Regina's elite AAA hockey players to the school, thereby enhancing both their academic and athletic pursuits. Almost all successful AAA programs in North America are now in some type of combined school/team setting – through either a prep school, a residential school, or just the proximity afforded in small communities in Saskatchewan where there is only one high school and teams can more easily coordinate schedules. The Rebels and Pat C's do not currently have this opportunity as players are scattered at schools across the city.

It is proposed that Regina AAA players be directed to attend school at Martin Academy starting in the 2015-16 school year as an expectation of being part of the team. The teams would continue to operate out of their respective leagues, and continue their affiliation with Hockey Regina.

Players would attend Martin Academy, taking advantage of the Academy's 'Premier' athlete program whereby all academic requirements are scheduled in the morning and early afternoon, freeing up the later part of the day for athletes to participate in sport-specific training. In the case of Premier athletes, the athletes spend the intensive sport specific time with coaches specific to their sport. In the case of the AAA hockey teams, this means athletes would be 'released' from the school to go attend hockey practices with team coaching staff.

A typical day's schedule could look like either of the following:

Scenario A:

Time	Activity
8:30 am	Period 1 Class
9:54	Period 2 Class
10:59 am	Period 3 Class
12 noon	Lunch
1:00 pm	Period 4 - Fitness/Classroom
2:01 pm	Fitness
3:06 pm	Released for the day

Scenario B:

Time	Activity
7:25 am	Fitness
8:30 am	Period 1
9:54	Period 2
10:59 am	Period 3
12 noon	Lunch
1:00 pm	Period 4
2:01	Released for the day

The above scenarios are for general illustration. The final timetables will be based on the number of hockey players and number of students who are enrolled for the 2015-16 year. In both the above sample time tables, the fitness component is built into the schedule and is recognized to earn an academic credit. Scenario B starts earlier in the day, allowing students to be finished by 2:01 pm. This type of scenario would accommodate allowing teams to take advantage of earlier (and cheaper) afternoon ice times if desired. Note – this option is only viable if the team has coaching staff that are available to run afternoon practices. If this isn't the case, the 3:06 pm release allows players to make their way to the rink for 4:30 or 4:45 practices as they do now.

In addition to the above academic/fitness schedule, Martin Academy could also build in an on-ice power-skating component. It is recommended that this be pursued and 1-2 times/week with the Academy's power skating instructor be built into the Program for the AAA hockey athletes. There is flexibility to tailor this in whatever way best meets the team's needs in consultation with the coaching staff – for example this could be built into the morning, or afternoon.

Affiliated Players (AP players) of the Rebels program would also be encouraged to attend Martin Academy, however attendance will not be mandatory for these players.

Transition:

Successfully transitioning to this model will require a number of program policy decisions, transitional policies, and governance processes to be determined and agreed to between Hockey Regina, the AAA team, and the Regina Public School Board (Martin Academy). Details pertinent to each organization's responsibilities would be outlined in a Memorandum of Understanding to ensure clarity regarding respective roles and expectations.

An important transitional element will be **allowing existing players to be exempted from being required to attend**. To enable the smoothest transition, and to mitigate the short term impact on existing families, it is being proposed that only new players to the Rebels will be required to attend Martin, and that existing players will be encouraged to attend. This recognizes that existing families joined the Rebels program prior to this change and based their decisions on a different model, and allows them to complete their hockey experience under that model if they wish to do so.

Note – it is expected that several, and possibly even the majority of returning players may decide to make the move to the Academy – one is already attending and several others have already expressed interest in enrolling prior to this proposal being developed.

Benefits:

Enhanced Academics

- Players currently attend schools throughout Regina. Academic schedules are in no way tailored to adapt to the hockey schedules of the teams.
- Players are often faced with leaving school early to get to practices across town after school, and there is no coordination around dates of exams and/or school assignments to the hockey schedule – meaning players are often under significant pressure to complete school commitments in their busy schedules.
- Significant time is currently devoted to hockey practices and training in the evenings, as this is the only time that all players are available. This encroaches on a student's evening time and leaves even less time to devote to academics.
- The Martin Academy approach would allow all players to attend one school and class schedules would be specifically coordinated around team schedules, and would allow a certain amount of flexibility as needed.
- Most importantly, by achieving more effective scheduling through the school, significant afternoon and evening time will be freed up, allowing students to spend more quality time on academics – through better time management of their busy days.

- All the above will enhance the academic experiences and performance of players and allow a greater emphasis to be placed on academic success as well as athletic success.
- Enhanced academics and scheduling to better support academic success is the primary benefit of this proposal.
- The AAA Hockey programs are designed to open doors for their athletes – stronger academics will better position athletes for future success and opportunities in post-secondary school whether it is sport-related scholarships and team participation, or whether it is a purely academic pursuit.
- In female AAA hockey, academics are critical as players are being selected for university scholarships based on the high school experience. Players with stronger academics will see more opportunities for post-secondary hockey.

Enhanced Time Management

- Better coordinated schedules and flexibility on the part of the school will mean much more effective time management for student athletes.
- Coordinating academic schedules around team schedules will avoid student's having to miss classes to leave early for games and tournaments, and then face having to catch up later.
- This also means less frustration and stress on these students who are already under considerable pressure at this time in their life.

Access to First Class Facilities and Staff

- As students at the Academy, the players would have access to the full training facilities and staff of the Academy included in their annual fee.
- The Academy currently has a first class fitness facility that includes spin bikes, functional trainers, cardio equipment, elliptical machines, treadmills, Vertimax speed/power training machines, and rehabilitation and pre-rehabilitation equipment.
- In 2015-16 physiotherapy and medical resources are being added.
- A second multi-purpose area is being considered for construction adjacent to the school that would add a larger multi-purpose space (note – not yet approved, concept stage only).

Enhanced Fitness

- Players will benefit from a 10 month fitness program that is tailored to their individual and sport-specific needs.
- During the season the fitness program will be a 'maintenance' program, and during the off-season a more intensive program would be undertaken.

More Cost-Effective

- By utilizing the athletic training facilities at Martin, and the staff available to oversee and support fitness training, team budgets will no longer have to plan for this, and families will no longer need to invest in other supplemental off-ice fitness memberships and trainers. Academy facilities and staff will be available to students for the entire school year - September through to June.

- If teams are able to take advantage of moving practice ice earlier in the afternoon there will be additional savings for the teams as a result of using cheaper ice.

Greater Team Emphasis

- This model assumes that players will be required to attend Martin Collegiate unless an exception is granted (see section discussion attendance exceptions).
- Keeping players together all day as students in one school will also further enable their bonding and growth as a cohesive team, a key ingredient to success in a team sport such as hockey.

Improved Balance between Sport, Academics and Social Activities

- High performance athletes operate with extremely busy schedules. Sport specific training tends to get a priority, then academic schedules and lastly unscheduled social time with friends and family.
- This approach will manage the academic timetable much more effectively, allowing sport activities to be scheduled during the day and thereby freeing up more time for valuable social interaction with friends and family.

Keep Regina Players in Regina

- Many 15-17 year olds currently leave home to move to other centres to pursue hockey. In the female program, players often move to Notre Dame (a residential hockey school), or in some cases Warner or the POE School in Kelowna. All these programs offer a combined academic/athletic program under one roof with extensive support of staff and facilities.
- The Martin Academy proposal will give Regina players a large number of the same benefits that they would typically only get by leaving home – however this model gives them the opportunity to gain these benefits without moving away from home.
- Keeping Regina youth in Regina and living at home with their own families longer, is highly desirable and in the best interests of the student athletes.

Access to Better College & Scholarship Preparation Activity

- Students will have access to SAT and ACT preparation to support pursuing scholarships.
- Students will also receive greater academic counselling and support to pursue athletic and academic scholarships that would allow them to continue their education and their sport at the Canadian or U.S. universities.

Cons/Weaknesses:

Less Daily Social Interaction with Previous Friends

- Requiring attendance at Martin Academy will require players to give up the day time school interaction with other existing friends.
- For some players this will be not be desirable.

- However, a mitigating factor in this is that in today's youth culture, friendships are much more easily maintained through various social media. Face to face interaction is only one aspect of their social interaction.
- Another mitigating consideration – even though students would attend Martin and graduate from Martin, many who have transferred mid-way are planning to attend graduation celebrations and banquets with their previous schools as well.

Loss of Ability to Play High school Sports in Other Schools

- Players attending Martin will not be able to play high school sports at other schools of their choice, however, by transferring to Martin they will be eligible to play on Martin high school teams with no penalties or suspensions.
- If Martin does not have a team in a particular sport – arrangements can be made for students to participate through another school.
- A mitigating factor here is that AAA hockey players are not typically able to play any other sports due to the schedule and time demands of the AAA hockey program. By choosing AAA hockey these players have already decided not to play high school sports.

Mandatory Attendance:

The primary premise of this proposal is that players who make the AAA team(s) would be expected to attend Martin Academy. Players already have the ability to independently register, attend and participate in Martin Academy. This proposal is suggesting that HRI make attendance at Martin Academy an integral part of the AAA hockey program by requiring that all new players will be expected to attend Martin Academy (unless an exemption is granted) and the transitional policy of encouraging, but not requiring attendance, would be in place for existing players.

Several points are worth noting in this regard:

- All student athletes participating in AAA hockey will benefit from having their academics specifically scheduled and coordinated around their hockey activity.
- Student's who wish to receive instruction only available through the Regina Catholic School System may opt to still take classes like Christian Ethics at a RCS school or online.
- Advanced Placement (AP) classes will be available at all Regina Public School Division high schools in 2015-16.
- As Martin Academy is part of Martin Collegiate, students are free to participate in other high school sports offered at Martin Collegiate if they wish. If a sport is not available through Martin, students may be released to play on teams at other schools who do run those programs.
- If the priority for a player is to go to school with their friends and play other sports at other schools – it is likely that the AAA hockey experience is not for them, and the AA or club level programs offered by Hockey Regina will be more appropriate.
- Players who are dedicated and committed to succeeding and pursuing hockey at the collegiate level are planning, training and focusing on achieving this goal during their high school years by

choosing programs that will best support them. Changing schools and relocating to other communities and/or provinces is increasingly a choice being made by players .

Transitional Policy

- In 2015-16 (the first year for operating the Rebels out of Martin Academy), it is proposed that all returning Rebels would be given the option of not enrolling at Martin, but instead remain at their current school. They would be encouraged to attend, but it would not be a requirement.
- All other new players would be expected to enroll in Martin as an expectation of making the team, unless they apply for and receive approval for an exemption.

Exemptions to Mandatory Attendance

- Players may apply for an exemption from attending Martin Academy under certain circumstances.
- Requests for an exemption will be dealt with on a case by case. Some of the situations which may be considered would include:
 - Attendance at Martin would create an unreasonable hardship for the family (financial or otherwise)
 - The student athlete has specialized interests or needs that warrant being accommodated.
 - Note – exemptions will only be considered for extenuating circumstances or hardship.
- Exemption requests will be reviewed and approved by the AAA Management Council.
- Further discussion is needed to develop guidelines for what may constitute extenuating circumstances or hardship, however, it is likely that there will be no absolute definition, and some interpretation and flexibility will be required.

Governance:

- It is proposed that the Team Management Council oversee this relationship between players, the teams, Hockey Regina and the Regina Public School Division.
- Membership of the Council currently includes :
 - 4 independent non-coach/non-parent council members
 - A Hockey Regina AAA representative
 - Head Coach and Manager (as needed - in a non-voting capacity)
- Non-Voting members of the Council that could be added would include:
 - A Regina Public School Division representative
 - A Martin Academy Representative
- Expectations of the Council would include:
 - Modifying the Terms and Conditions of the MOU from time to time as required.
 - Working with Hockey Regina as needed in the selection of coaches for the AAA programs to ensure they are suitable and compatible to work within this model

- Working with the Regina Public School Division in an advisory capacity as needed regarding Academy programs and personnel appointments by the Regina Public School Division – to ensure they continue to meet the needs of AAA hockey players and thereby allow HRI and the teams to continue to participate and support players attending the Academy.
- Reviewing/approving player requests for exemptions from attending Martin Academy.
- Providing guidance around budget considerations, academic vs. hockey scheduling, etc.
- Providing guidance on the respective roles of Academy staff vs team coaching staff as needed.

Budget:

- Student fees for the Premier program at Martin was \$400 in 2014-15. With the addition of 1-2 hours of ice time for power skating the fee can be expected to increase slightly.
- 2015-16 fee is yet to be set/finalized with the Regina Public School Division.
- The Rebels budget currently incurs additional costs of approximately \$3000 annually for trainers, fitness facilities, etc. (approx.. \$200 per player)
- Players also spend money outside of team budgets on fitness memberships, access to fitness facilities, and other specialized training. Some of these costs would also be offset by access to Martin facilities and staff. Although there is no tracking of this, a \$50/month cost would be \$300 over the course of the season - likely a conservative estimate.
- Although the team budget would go down by about \$200/year, players would incur a minimum \$400/year fee to attend the Academy. Depending on what other costs families were individually incurring, this may at worst be a net increase of about \$200/year, or it may be less, or even a saving for families.
- The numerous benefits of this approach would seem to easily warrant a \$200/year increase.
- Note the fees and disruption of moving to attend school at Notre Dame or other hockey academy schools are significantly greater.

Stakeholders:

Regina Rebels Management Council members

- The independent members of the Management Council have discussed this proposal. There is general concern about whether attendance at Martin should be mandatory or not, given the disruption this would cause in the social lives of the players affected.
- All members of the Management Council have had players move through the Rebels or Pat C's systems, although all have graduated at least 7 or more years ago.

- The views of the majority of this stakeholder group are that current players/families may not want to have this type of mandatory attendance introduced to the program because the priority for youth at this age is typically to want to go to school with their friends.
- The Chair of the Management Council has a slightly different view and has observed that female hockey has changed considerably in the last decade, and that there is now a demand and a desire for a high level of elite hockey and players are demonstrating that they are making school choices based on hockey programs, and not just on where their friends are attending school.
- The Chair also believes the program needs to give serious consideration to evolving in this manner to remain competitive.

Regina Rebels Coaching staff

The Rebels coaching staff are supportive of this proposal and note that the development of female hockey players in the league and in other provinces has changed quite dramatically since some of them started coaching as long as eight years ago. They believe that if the Rebels program does not evolve, it will no longer be able to strive for excellence and will not be able to maintain its current recognition and standing as one of the elite programs in the country.

- Existing Players and Families
- There has been no formal discussion or awareness raised with existing players and families at this time.
- It is acknowledged that some existing players may be reluctant to move, in particular because they had no prior knowledge that this was an expectation. The transitional provision that allows exempting existing players will address this.
- An information session is recommended to share the concept and introduce its implementation to the current team(s).

Timeline and Next Steps to Implementation:

- Finalize proposal details by **February 28** and document in the MOU.
- Take back to Hockey Regina Board for final approval at early March Board meeting.
- Take to Regina Public School Division for final approval (if needed).
- Host an **open house** for current and prospective players and families **by March 31** to communicate the changes, answer questions and initiate registration process.
- **Martin Academy to hold 18 spots** for Regina Rebels players in 2015-16 (such spots to be confirmed as early as possible – but some will not be set until August when the team is finalized).
- The Regina Rebels Fall Camp would need to be moved up to ensure the team is finalized before August 31 to facilitate enrollment and school registration.

Other Alternatives:

Maintain Status Quo

The primary alternative to this proposal is maintain the program(s) in their current form and not require any form of affiliation with Martin Academy and HRI AAA hockey.

Benefits:

- This approach would position the Regina Rebels to continue as a strong well-organized member of the SFMAAAHL.
- Players will be able to maintain social connections in their own chosen school and city community.
- Players who wish to participate in other school athletic programs at a chosen school may do so. (Although, it is worth noting that players on AAA hockey teams have very rarely been able to participate in other high school sports as the increasing demands of AAA hockey are typical making coordination and scheduling unrealistic).

Cons:

- The ability to continue to compete as a Top Ten contender in Canadian U17 female hockey can expect to be diminished over time as these spots are being increasingly filled by teams with a full residential/academic type of program or academy approach. (Rebels were ranked 3rd in 12-13, 10th in 13-14 and are currently ranked 19th).
- Regina players seeking a full elite hockey experience will increasingly look to other centres where they can get a fully coordinated academic and athletic experience. Centres like Saskatoon (with the Serious Hockey High school Academy just announced this week), Notre Dame, Kelowna's POE, and other Saskatchewan centres with a full offering will increasingly draw the most elite Regina and area players.
- If players continue to expect the intensive level of hockey that has been offered by the Regina Rebels in recent years, it is likely that their academics will continue to be somewhat disadvantaged due to the lack of coordination between hockey and school programs relative to the option of requiring common attendance at one school.
- Regina AAA players may choose to attend Martin Academy of their own choice, and depending on the numbers that do this, it will create significant logistical and coordination challenges for the coaches of the teams who will now have a 'split' team – with some players at Martin receiving other specific hockey fitness and training and others not.

Fully Integrate On-Ice Program through the Academy

The option to fully integrate on-ice practice sessions during the afternoon with the Academy staff was considered, however, the difficulties of coordinating roles between volunteer Coaches and paid School

Division staff, along with the difficulty of most volunteer coaches to be available for afternoon ice times, resulted in us not pursuing this option any further.

Duplicate the Proposal for the Regina Pat Canadians Program

Another alternative is to also extend this proposal to the Pat Canadians AAA program. Discussions with the coaching staff of the Pat Canadians on the model were held, however, the Pat Canadian's coaching staff (who operate without any type of Management Council) were not comfortable endorsing this type of change at this time.

There was however, general acknowledgement that this type of more focused academic approach would likely benefit the Pat C's in the same way it would benefit female players. There was also concern noted that if several players voluntarily move to Martin (at least one is already attending), the 'split' team approach will become difficult to manage.

Accordingly, this proposal is not making any recommendations related to the Regina Pat Canadians.

PROPOSAL RESPECTFULLY SUBMITTED BY:

Regina Rebels

Represented by:

Lynn Tulloch, Kim Perepeluk, Doug Folk

DRAFT

Memorandum of Understanding

BETWEEN THE

Regina Public School Division and

Martin Academy

AND

Hockey Regina, and

the Regina Rebels Hockey Club

Regina Public School Division Commitments:

- That academic programs for all team members will be carefully coordinated to make the most effective use of student time.
- Exams, assignments and class schedules will take into account the game and travel schedule of the teams in an effort to afford flexibility to students and mitigate creating undue pressures and stress.
- Martin Academy will provide staff or resources in the following roles:
 - Fitness/Training coordinator
 - Power skating resources
 - Nutrition counselling
 - Academic advisor
 - SAP/ACT and scholarship prep
 - Physio and medical resources
- Student athletes will have access to the training facilities at Martin Academy during school hours, and in the evenings (if arranged to ensure supervision).
- The Martin Academy Premier fee shall be \$400 (*note – fee still to be finalized*) for the 2015-16 school year, and RPS commits that in order to keep the cost reasonable, future increases will be limited to cover inflationary adjustments and/or expansions in the program – i.e. additional ice and commensurate costs beyond what is outlined in this agreement.

- RPS/Martin Academy agree to hold spaces for the Regina Rebels AAA team to ensure availability in the first year of operation, and then commits to accommodate new players each year as needed.

Hockey Regina/Rebels/Pat C's Commitments

- Attendance at Martin Academy will be made mandatory for team members, with exceptions only as allowed by policy and upon approval of the Management Council.
- Team Budgets will continue to cover all costs with the exception of training and power skating costs (as Martin Academy facilities and staff will be utilized at no additional charge). All other costs will continue to be covered through team operating budgets and funded by player families directly.
- The AAA team will ensure team selection camps are held prior to August 31 to ensure that students are enrolled and ready to begin the academic year in September, or for whatever date school opens each year.

HRI 'AA' COACH SELECTION PROCESS

HRI is committed to developing young athletes to their full potential. This is particularly true for those athletes who have made the commitment to compete at the AA level. Effective coaching is essential to player development, particularly at the most competitive level of play. In recognition of the need to provide high quality coaching and mentorship for highly committed athletes, HRI has redeveloped its coach selection process for its AA teams.

HRI will use Coach Selection Committee to recruit and interview candidates who are interested in coaching a Midget AA, Bantam AA, and Peewee AA team. The goal of the Committee is to recruit highly qualified and committed coaches who have the technical expertise and personal qualities to develop young athletes who are committed to improving their development. The Committee will have primary responsibility for recruiting and recommending coaching candidates for Head Coach positions for HRI AA teams at the Midget, Bantam and Peewee level. The Committee will be composed of HRI Board members, HRI coach mentors, and HRI members at large.

The development of a Coach Selection Committee to recruit and recommend coaches for HRI's most competitive tiers reflects the importance that HRI places on having qualified individuals in key mentorship roles. It is the expectation that individuals who apply for coaching positions for AA teams bring the experience, knowledge and ability to develop young athletes. In addition to teaching hockey skills and developing the capacity to work together as a team, coaches create opportunities for young players to develop self-esteem, confidence and self-worth. We know that the atmosphere on the bench, at practice and before and after games and the interpersonal skills that a coach displays has an impact on the messages our players internalize about themselves and this lasts much longer than the outcome of a particular game/series/season.

Your assistance in these recruitment efforts is requested. As someone with a vested interest in the success of our organization you are encouraged to get involved. If you are aware of a potential coaching candidate that you feel could be a valuable asset to our organization please encourage them to apply or simply pass on their name to our selection committee which you will be able to reach by email.

2015-16 AA Coach Selection Process

For the 2015-16 season, the following process will be used to select Head Coaches for Midget AA, Bantam AA, and Peewee AA teams.

- 1) Coach Selection Committee – March 31
- 2) Application Process – April 1 to April 30
- 3) Coach Candidate Review Process – May 1 to May 30
- 4) Board Selection – June

The goal is to have all AA coaching positions filled by the end of June, 2015.

1) Coach Selection Committee

The HRI Board of Directors will approve a Coach Selection Committee that will be responsible for recruiting and recommending coaching candidates for Head Coaching positions for AA teams. The Coach Selection Committee will forward their recommendations to the HRI board; the Board will be responsible for appointing coaches. The Coaching Selection Committee will be composed of:

- HRI Directors of Midget, Bantam, and Pee wee divisions
- Two Coach mentor representatives
- Two HRI members "at large" appointed by the HRI Board

The Committee will be selected and in place by March 31, 2015.

2) Application Process

Individuals interested in applying for a coaching position shall submit a coach application for each year in which a coaching position is sought. Application forms will be available on the HRI website and will indicate the information that must be submitted in advance of the meeting. Applications, including contact information for the applicant's references, shall be submitted to the HRI Executive Director in the form and manner as indicated on the HRI website. Each application must clearly indicate the coaching role sought (head coach or assistant coach), along with the age and category (Midget AA, Pee wee AA, etc.). The application process will open on April 1 and all applications must be received by April 31, 2015.

3) Coach Candidate Review Process

The Coach Selection Committee will review all coaching applications and make recommendations to the HRI Board who will make the final decision on coaching appointments.

The Committee will use the following criteria to determine whether a coach applicant will be recommended to the Board for a coaching appointment

- **Certification/Training (10%):** coaches must hold, or will hold by the deadline date, the necessary coaching and certifications to coach the team applied for in the current hockey season;
- **Background (30%):** Coaches must have the necessary playing experience to provide high quality mentorship to young athletes. Preference can be given to coach candidates that can demonstrate that they have played high caliber hockey throughout their career.
- **Coaching Experience (40%):** Previous coaching experience at a competitive level is critical to ensuring that young athletes continue their developmental path. Experience refers to demonstrated success as a head coach is based on the number of years as head coach, the number of years as assistant coach, the category and level of the teams coached, and the association or organization of the teams coached. Coaching experience will also be assessed in terms of the applicant's understanding of the Hockey Canada development model.
- **Suitability (5%):** Coaches must have a current Criminal Record Check, have not faced any adverse discipline or other action from HRI or as a member of any minor hockey or other

amateur sport/youth association and will provide a suitable role model for the team he/she is responsible for.

- **Evaluations for Returning HRI Coaches (15%):** The Coach Selection Committee will review the applicant's coaching evaluations. For applicants who are new to HRI, the Coach Selection Committee may request that their previous association provide an assessment of their coaching qualifications and experience.

The criteria will be evaluated based on:

- **Coaching Application Documents**
- **Interview:** The Coach Selection Committee may conduct interviews with some or all of the candidates in order to establish a better sense of candidate qualifications. The following attributes will be assessed:
 - o Coaching philosophy and style
 - o Plan for development during the season
 - o Adherence to fair play
 - o Conduct with officials
 - o Character evaluation
 - o Personal Suitability
 - o Effective Communication Skills for Coaching given age level
- **References:** Applicants will be asked to provide two references that can comment on their coaching style, adherence to fair play, conduct with officials, character evaluation, hockey playing background and coaching experience.

4) Board Selection

After considering the candidate's application, interview and reference checks, the Coach Selection Committee will make recommendations to the HRI Board who will make the coaching appointments.