



2026-2027

**U11 HIGH PERFORMANCE PROGRAM
PARENT & PLAYER HANDOUT**

Welcome to the Jr. Lakers U11 High Performance Program, the first step in our association's High-Performance Pathway. This program is designed to introduce players and families to a more structured, competitive, and development-focused hockey environment where players begin learning how to train, compete, and grow within a high-standard culture.

At the U11 level, players are introduced to purposeful practices, increased pace, strong habits, and age-appropriate expectations that prepare them for future success. Our goal is to create an environment where players feel challenged, supported, and excited to improve every time they step on the ice.

The HPP Pathway

The vision for the High-Performance Program is to eventually be connected from U11 through to U15, giving players a clear and consistent development path. At the U11 level, players enter the Foundation Phase, where the focus is on building strong skating habits, core hockey skills, confidence, and an early understanding of the game. As players progress to U13, the emphasis shifts toward applying those skills under increased speed and pressure while developing stronger tactical habits and accountability. By U15, athletes enter the Performance Phase, where they are expected to execute consistently, contribute to team success, and perform at a high level in competitive environments.

U11 Foundation Phase

U11 is where players begin building the foundation required for long-term success. This stage focuses heavily on skill development, confidence building, learning habits, and creating a love for the game. Players are encouraged to compete with effort, explore their abilities, and begin understanding how decisions influence the game. At this age, development is prioritized over short-term results, allowing players to grow without fear of mistakes and with confidence to try new things.

Team Staff

Head Coach – Brodie Beard

Brings a strong hockey background, leadership, experience, and a passion for player development. Originally from Timmins, Ontario, he played minor hockey locally before being drafted by the Ottawa 67's (OHL), where he played four seasons. He attended several NHL training camps and played exhibition games during that time.

Following junior hockey, Brodie played five OUA seasons with Carleton University and Nipissing University, serving as team captain, before finishing his playing career professionally in the ECHL.

Brodie began coaching with the Nipissing University Women's Hockey program alongside Darren Turcotte and has also coached at the U16 boys level as both a head coach and assistant coach.

Over the past five seasons, he has been actively involved with the North Bay District Girls Hockey Association, coaching at the U7–U11 levels as his daughters entered the sport.

Brodie is committed to creating a positive, competitive, and development-focused environment where players can grow both on and off the ice.

Assistant coach TBD - 3

Team trainer TBD - 2

Team manager TBD – 1

Skills coach – Dan Selin/Maria Dominico

Off Ice Trainer – Canadore Strength and Conditioning program

Parent liaison TBD – 1

Room Monitors TBD

Coaching Philosophy

Develop the player first! We believe that good teams are created by developing confident, skilled and intelligent players. Our daily coaching focus includes effort, focus, coachability, communication, compete level, accountability, and team-first habits. These traits are emphasized every practice and game because they create the habits necessary for long-term success.

Our environment encourages players to take risks, attempt skills in games, learn through mistakes, solve problems independently, and compete hard. Mistakes are viewed as part of the learning process, helping athletes gain confidence rather than fear failure.

Team Makeup

Team selection will be based on reaching the minimum number of committed players required to operate a competitive and sustainable roster for the season. Our goal is to build a team size that allows for strong development opportunities, proper practice structure, and meaningful game participation for all players while maintaining a roster balanced by position.

Tentative Roster Composition (minimum)

- 8 Forwards
- 5 Defence
- 1 Goalie

Core Development Principle

A critical part of hockey development is learning how to recognize options, make decisions based on time, space, and pressure, and then attempt to execute those decisions. At the U11 level, we do not evaluate players solely by the result of a play. Instead, we look at whether the player identified the right option, made a decision with purpose, and attempted execution properly.

This approach helps players become confident thinkers who can process the game and act decisively, rather than players who hesitate because they are afraid to make mistakes.

U11 Skill Development Priorities

Technical Skills

Players consistently work on skating mechanics, edge control, acceleration, puck control, passing, receiving, shooting mechanics, and compete skills such as races, puck battles, and puck protection. These are the core building blocks of hockey and are reinforced throughout the season.

Athletic Foundation

Players develop balance, agility, coordination, mobility, and speed mechanics. Improving these athletic qualities helps athletes move more efficiently, stay healthy, and perform skills at a higher level.

Mindset

Equally important is the development of confidence, focus resets, growth mindset, resilience, and preparation habits. These traits help players handle challenges, stay positive, and continue improving throughout the season.

Game awareness & Smart Play

Players begin learning the game through simple, age-appropriate concepts. This includes understanding offensive spacing, defensive awareness, positional responsibilities, supporting the puck carrier, transition play, and creating or finding space.

They are also introduced to early team concepts such as breakout support, defensive zone principles, pressure versus support, and puck movement habits. These ideas are taught through small-area games, guided discovery, repetition, and game-like scenarios.

The objective is not perfect system execution. The priority is helping players understand situations, recognize options, and begin connecting their individual decisions to team play.

Tentative Season Plan

Development Model

The program is designed to provide players with a high-quality development experience that balances skill growth, team play, and family manageability throughout the season. In addition to league and tournament competition, players can expect a minimum of two team practices per week along with one dedicated skills session, targeting a minimum of four hours of on-ice instruction weekly. Practices will take place in the evenings on weekdays; an effort will be made to secure consistent days and times each week to help families plan ahead.

Beyond on-ice development, players will also participate in off-ice training sessions focused on coordination, agility, mobility, speed mechanics, and athletic movement patterns. Throughout the season.

Players may also be introduced to video or classroom sessions covering hockey IQ concepts, shift review, positional habits, and game understanding. This well-rounded structure is intended to support complete player development both on and off the ice.

League home games will be played in North Bay and surrounding areas, while away games will involve travel to southern centres. Some travel weekends could require overnight stays depending on league scheduling.

The team is also expected to participate in up to 5 out-of-town tournaments during the season. Hotel room blocks may be arranged by the team; however, accommodations must be secured by parents before posted deadlines. Families are responsible for arranging their own transportation to all games, events, and tournaments.

 <p>TEAM PRACTICES</p> <p>3 HOURS WEEKLY MINIMUM</p> <ul style="list-style-type: none"> ✓ Structure & Systems ✓ Positional Play ✓ Game-Type Scenarios ✓ Team Concepts ✓ Competitive Repetition 	 <p>INDIVIDUAL SKILL DEVELOPMENT</p> <p>1 HOUR WEEKLY MINIMUM</p> <ul style="list-style-type: none"> ✓ Fundamental Skills ✓ Puck Control & Shooting ✓ Skating & Edge Work ✓ Small Area Training ✓ Individual Improvement 	 <p>OFF-ICE DRYLAND TRAINING</p> <p>1 HOUR WEEKLY MINIMUM</p> <ul style="list-style-type: none"> ✓ Strength & Stability ✓ Agility & Coordination ✓ Speed Mechanics ✓ Mobility & Flexibility ✓ Injury Prevention 						
 <p>VIDEO / CLASSROOM SESSIONS</p> <p>Hockey IQ, shift review concepts, positional play, game tactics and team development.</p>	 <p>OFF-ICE TRAINING</p> <p>Athletic development to support performance, energy systems and overall hockey readiness.</p>	 <p>SMARTER MINDS. MAKE BETTER DECISIONS.</p>						
<p>OUR SEASON JOURNEY</p> <p>SEPTEMBER - MARCH</p>			<p>APRIL</p>					
 <p>TEAM PRACTICES</p>	 <p>SKILL DEVELOPMENT</p>	 <p>GAME TACTICS</p>	 <p>LEAGUE PLAY</p>	 <p>EXHIBITION PLAY</p>	 <p>TOURNAMENTS x5 (TBD)</p>	 <p>PLAYOFFS (AS QUALIFIED)</p>	 <p>OFF-ICE TRAINING</p>	 <p>TEAM PRACTICES PROVINCIAL CHAMPIONSHIPS</p>
<p>★ COMMITMENT TODAY. SUCCESS TOMORROW. ★</p>								

Seasonal Timeline

(Phased seasonal breakdown to come)

September – March

Team practices

Skill development

Game tactics

League play

Exhibition play

Tournaments x5 (TBD)

Playoffs

April

Team practices

Provincial Championships

This schedule is tentative and may be adjusted based on league structure, ice availability, and tournament confirmations. Our goal is to create an environment that develops players, builds strong habits, and fosters a positive team culture and identity rooted in work ethic, accountability, and pride. We are committed to providing a rewarding experience for all players and families while helping players grow both on and off the ice.

Expectations of the Coaches

Our coaching staff (TBD) is committed to creating a positive, safe, and development-focused environment where every player has the opportunity to learn, improve, and enjoy the game. Coaches are expected to lead by example through professionalism, preparation, and respect for players, families, officials, and opponents. The goal is to help players build confidence, develop strong habits, and grow both as hockey players and as people. Coaches will challenge players in a constructive manner while ensuring the experience remains fun, rewarding, and age appropriate.

Coaches are expected to:

- Provide a safe and supportive environment for learning and development.
- Teach and reinforce fundamental hockey skills in a clear, positive manner.
- Develop an understanding of teamwork through structured drills, activities, and game-type situations.
- Promote fair play, sportsmanship, cooperation, and respect for others.
- Help refine basic motor skills, coordination, and athletic movement patterns.
- Build player confidence through encouragement, instruction, and recognition of progress.
- Create practices that are engaging, challenging, and age appropriate.
- Positively challenge players to step outside their comfort zones and improve.
- Reward effort, attitude, teamwork, and commitment.
- Foster strong relationships with players and families through communication and trust.
- Encourage healthy habits, fitness, and an active lifestyle on and off the ice.
- Be prepared, organized, and professional at all team activities.
- Ensure all players are treated fairly and with respect.
- Support long-term player development while maintaining a fun experience.

Expectations of the Players

Our program is built on effort, respect, accountability, and enjoyment of the game. Players are expected to arrive early and fully prepared for practices and games, ready to learn, compete, and improve each day. We want players who are coachable, supportive teammates, and committed to giving their best effort in every environment. Positive habits developed now, both on and off the ice, creates future success. Players are also encouraged to work on their skills at home and bring a strong, competitive attitude to every session.

Players are expected to:

- Show good sportsmanship toward teammates, opponents, officials, and all participants.
- Demonstrate strong work ethic at all practices, games, and team activities.

- Commit fully to the team by attending ALL practices and games.
- Communicate absences in advance when circumstances prevent attendance.
- Treat coaches, teammates, opponents, officials, and families with respect.
- Arrive early, dressed, and prepared for practices and games.
- Be safe on the ice at all times and play within the rules.
- Wear all required and proper equipment at every session.
- Pay attention, listen carefully, and apply instruction.
- Be coachable and show a willingness to learn and improve.
- Give full effort, compete hard, and always do their best.
- Ask questions when unsure and seek feedback to improve.
- Practice skills at home and take ownership of development.
- Bring a positive attitude and be a supportive teammate.
- Have fun, enjoy the process, and take pride in representing the team.

Expectations for Parents

Parents are valued partners in the development process and play an important role in helping create a positive team environment. Families are responsible for ensuring players arrive on time, prepared, and ready to participate in practices, games, and team events. Parents are also key contributors to their child's growth by supporting healthy habits, encouraging practice at home, and reinforcing positive attitudes toward effort, learning, and teamwork. Most importantly, we ask families to trust the process, remain patient through challenges, and support the long-term development path of every player.

Parents are expected to:

- Ensure their player attends ALL practices, games, and team events.
- Communicate absences promptly when illness, injury, or other valid reasons prevent attendance.
- Ensure their player arrives on time and prepared for all team activities.
- Have players at practices at least 40 minutes early whenever possible.
- Have players at games at least 60 minutes early to allow time for preparation and warmups.
- Encourage players to become independent in dressing and preparing their equipment.
- Support healthy habits including nutrition, hydration, sleep, and recovery.
- Encourage players to practice skills at home and take ownership of improvement.
- Focus conversations on effort, attitude, learning, and progress rather than only results.
- Support their child positively through success, adversity, and setbacks.
- Demonstrate respectful behaviour toward coaches, players, officials, opponents, and other families.
- Communicate concerns respectfully through the appropriate channels, including the parent representative when needed.

- Understand that practices and game plans are built around attendance, so timely communication is important.
- Support team decisions made in the best interest of player and team development.
- Trust the coaching staff, trust the process, and remain committed to long-term development.
- Help create a positive, enjoyable hockey experience for all players and families.

Specific Team Requirements

To ensure a positive, organized, and development-focused season, all players and families are expected to follow the team standards. These requirements are designed to support communication, accountability, safety, and a professional team environment throughout the season.

Communication & 24-Hour Rule

- Families are expected to use the 24-hour rule regarding concerns after games or incidents involving players, parents, staff, or volunteers.
- This means waiting 24 hours before contacting coaches, allowing time for perspective and productive discussion.
- All communication with coaches should go through the designated parent representative or by respectful written email.
- Concerns requiring association involvement will be addressed through proper channels.

Dressing Room Standards

- The team will follow the two-deep dressing room policy at all times for player safety.
- Approved dressing room monitors will assist with supervision, player readiness, and maintaining conduct standards.
- Players are expected to respect teammates, staff, equipment, and dressing room spaces.
- Bullying, harassment, or inappropriate behaviour will not be tolerated.
- Privacy measures will be in place where available and expected to be respected by all.

Travel Requirements

- Out-of-town travel expenses are the responsibility of each family.
- Families are encouraged to stay at the designated team hotel when applicable.
- Players are expected to attend scheduled team meals, meetings, and events during travel weekends.
- Players must follow team curfews, conduct expectations, and supervision standards while away.

- Any recreational activities such as swimming will only occur if approved and supervised by team staff.

Conduct & Discipline

- Players and families are expected to understand and follow all team, association, and league codes of conduct.
- Respectful behaviour toward coaches, teammates, officials, opponents, and other families is mandatory.
- Failure to meet conduct expectations may result in disciplinary action.
- Significant matters may be reviewed with the coaching staff, parent representative, family, and association where necessary.

Financial Commitment

- Team fees help cover costs such as tournaments, additional ice time, apparel, and team operations.
- Families are expected to meet payment deadlines communicated by the team.
- All families are required to assist with fundraising and sponsorship opportunities.
- Financial updates will be shared periodically throughout the season for transparency.
- Any surplus funds at season end may be returned evenly or applied as determined by team policy.

Shared Commitment

- Families are expected to support a positive team culture throughout the season.
- Trust in the process, patience through challenges, and commitment to development are essential.
- Our shared goal is to provide the best possible experience for every player on and off the ice.

Program Outlook

This is the first step in building a sustainable player development pathway for young hockey players in our community. The program is designed to create structure, develop responsibility, and establish strong habits that will benefit players both on and off the ice. It provides families with a clear, organized, and professional introduction to long-term development.

The vision is to lay the foundation for a connected pathway that can grow from U11 through U15 and beyond, giving players consistent standards, progressive development opportunities, and a sense of identity within the program. By building the right culture now, we are paving the way for future success while creating something sustainable for years to come.

The program is built to be high in standards, realistic for families, sustainable over time, measurable in progress, and strongly connected to our hockey community.

Final Message to Players & Families

The mission is to create an environment where players can grow in confidence, skill, character, and understanding of the game. The focus is not measured solely by team results or short-term success, but by the individual progress each player makes throughout the season and how they maximize the opportunities in front of them. We believe personal growth plays a major role in team success, both now and in the future, as stronger more balanced players create stronger teams. When players improve their habits, mindset, and abilities, the entire group benefits and grows together.

We are committed to building a strong culture rooted in work ethic, accountability, coachability, and teamwork. Players will be encouraged to embrace challenges, learn from mistakes, compete with purpose, and take pride in their development.

This program is about laying the foundation for future success, development, stronger teammates, and responsible young leaders. It is the belief that those who commit to the process, stay eager to learn, and make the most of each opportunity will place themselves in the best position for long-term growth both on and off the ice.

U11 HPP Proposed Budget 2026/2027

Revenue

Player Fees	\$27,300.00	14 x \$1950
Fundraising	\$15,000.00	
Sponsorship	\$10,000.00	
Total	\$52,300.00	

Expenses

Practice Ice (North Bay)	\$13,500.00	60 x \$225
Practice Ice (Powassana)	\$6,400	32 x \$200
Tournaments	\$8,750.00	5 x \$1750
Dryland (Canadore Dome)	\$2,000.00	
Provincials	\$1,500.00	
Goalie Skills	\$1,500.00	
Skills Coach	\$3,500.00	
Team Apparel	\$10,500.00	14 x \$750
Practice Jerseys/Socks	\$1,000	
Helmet Stickers	\$200	
Water Bottles	\$300	
Team Pictures	\$500.00	
Miscellaneous	\$1,000.00	
Total	\$50,650.00	