This letter is directed mostly towards the coaching selection committee. This includes the executive board, ACE Coordinator and Administrative coach.

My hope is that our current board/executive board members will in the future put more thought into the decisions being made and how they affect those involved. This is from my personal viewpoint as a member of the association. I have not spoken to the other HS coaching candidates other than my husband.

By now, most everyone is somewhat aware of the situation happening with the selection of coaches for the HIgh School team. If not, I will review the situation at hand. There were 4 applicants for high school coach. Each one of them filled in their application and turned it in by the cutoff date of March 25th as stated in our bylaws. They each proceeded to go thru the interview process. According to our rules, a coach was to be announced at the next monthly board meeting. Instead, a few weeks later, these applicants were texted or called and told that none of them were chosen and that the executive board decided to re-open the position for applications but that they were still under consideration for the job. A few hours later, an email was sent to the entire association stating these same facts.

I have searched the handbook, and no where can I find that the applications for coaches can be reopened to suit your own wants or needs. In my opinion, the executive board overstepped its powers by going rogue and completely ignoring the association bylaws. It chose to disregard the process set in place and create their own set of rules to solidify their own agenda. In the process, you have publicly humiliated 4 coaches in front of the entire association. Four coaches who together have volunteered in this association for over 50 years. One who has been a coach for nearly 20 years. One who is currently head coach of the High School and has coached for at least 10 years. Another who has been coaching for 10 years or more. And finally, another who has been a student coach since fifth grade and who continued to stay and coach as an adult after graduation because he loved it so much. I want you to put yourself in their shoes for one minute and tell me how you would feel from the actions you have taken. You basically told all of them and the rest of the association that they were no longer good enough to coach. This is now the perception of many and it infuriates me that you are the cause of this.

I am very angry in the fact that these rules are set in place, yet were chosen to not be followed. Why do we have an application process if you are not going to follow it, but only choose to enforce it based on whether or not you are happy with the outcome? Next year, if someone decides 2 weeks after the application deadline that they would like to coach, are you going to reopen the application deadline for them as well? You have now set the precedent that it is OK to abide by your own rules.

My anger does not lie in the fact that my husband did not get picked as head coach, but rather that none of these candidates were chosen. I would have had no resentment to the executive board had they followed the process and chosen one of these 4. I would have been disappointed of course as would anyone who applied and was not chosen. I can only hope that your actions have not caused the loss of these 4 valuable coaches. I know that the coach you

have in mind will be great but the fact that he did not have his application in on time shows that he was not interested in coaching to begin with and had to be talked into it yet you had four willing candidates that you decided to cast aside in order to set in place your own plan.

In this association, and many others, too much emphasis is placed on what a coach does wrong, not what he does right. If you were one of the few who came to the end of the year banquet, you would have heard all the great things that happened this year thanks to ALL of our coaches. It's not always about getting the win, but making a difference in these kids lives: from teaching them how to skate to getting their first goal. These guys help shape our children on and off the ice and I am grateful for every one of them.

With all that being said, I would like to see something positive come out of this situation. As discussed in a recent meeting, I would like to see a yearly award given out for coach of the year and one for student coach of the year. They could be nominated by anyone and voted on or drawn out of a hat at the end of the year banquet. At least we can show our coaches that we support them and appreciate all that they are doing for our children and this association.

Again, I stress that my anger is not because my husband was not chosen as coach but because you chose to disobey our bylaws and in the process, embarrass these 4 great men. Your actions against them not only violated our bylaws, but also the trust and respect of these 4 coaches. What's done is done and these men will continue to be great men; with or without this association. I hope that in the future, you will think more about your actions and how it affects the numerous people who donate hours and hours of their time to this association because without them you are nothing more than a name and a sheet of ice.

Thank you. Melissa Pullen Message from the executive board,

We understand that this process has been trying for many members in the association. We, first

of all, want to thank all of our applicants for their interest and dedication to the association. We

hope to see all applicants back this season to help in whatever capacity they are needed. It was

our number one priority to find the most suitable person to provide the best possible situation for

our youth athletes. Through all of the hard work that everyone in the association puts in, it is

easy to lose sight of why we do all of this work... for our youth athletes. After the first round of

applications, a decision could not be made for a single applicant. Following the reposting of the

midget position a 3-0 vote was made in favor of the selected candidate with two abstentions.

Again, it is understandable that there is some frustration from this process, but we ask that you

keep our youth athletes in mind and move forward in a positive manner. Thank you all for your

cooperation and let's continue to grow our favorite sport in this community.

Again, that was a message from the executive board.

Coaches for 19-20 season:

Squirts – Eric Campbell

U12 Girls – Jeremiah Haile

PeeWee – Fred Haley

High School – John Mans

YEAR	GAMES	WINS	LOSSES	TIES	WINNING %
2017-18	53	40	11	2	0.755
2018-19	58	41	15	2	0.706
Combined	111	81	26	4	0.731
2014-15	40	34	4	2	0.851
2015-16	44	31	9	4	0.704
2016-17	31	17	11	3	0.548
Combined	115	82	24	9	0.713
First 111 games	111	79	23	9	0.711
YEAR	PENALTIES	Pen/Game	PIM	PIM/Game	
2017-18	199	3.7	608	11.47	
2018-19	258	4.4	666	11.48	
Combined	457	4.1	1274	11.47	
2014-15	225	5.6	857	21.42	
2015-16	278	6.3	762	17.31	
2016-17	129	4.1	404	13.03	
Combined	632	5.5	2023	17.59	

### Wisconsin Hockey Registrations 2018-2019 Compared to 2017-2018

+282	+103	+64	+101	+43	+39	+19	-29	-58	
19,890	3,459	2,768	2,779	2,565	2,159	1,056	702	4,402	2017-18
20,172	3,562	2,832	2,880	2,608	2,198	1,075	673	4,344	2018-19
Total	1-6	7-8	9-10	11-12	13-14	15-16	17-18	19+	Totals
+246	+25	+58	+72	+69	-13	+16	*4	+15	
3,832	872	594	561	450	385	197	140	633	2017-18
4,078	897	652	633	519	372	213	144	648	2018-19
Total	1-6	7-8	9-10	11-12	13-14	15-16	17-18	19+	Female
+36	+78	+6	+29	-26	+52	τ̈́	-9	-97	
16,094 <u>16,058</u>	2665 2587	2180 ; 2174 ;	2247 2218	2089 2115	1826 1774	862 859	553 562	3672 <u>3769</u>	2018-19 2017-18
Total	1-6	7-8	9-10	11-12	13-14	15-16	17-18	19+	Male





### Hockey SafeSport Program Future Changes to USA



## Demands and Requirements for NGBs

- Federal law
- US Olympic Committee imposes additional requirements for oversight of NGBs.
- US Center for SafeSport authority expands.
- To maintain our position within sports, and to properly oversee our programs for the safety of our members, throughout our Affiliates and local programs. level, and must oversee and enforce compliance USA Hockey must enhance our programs at the national



### Changes That Will be Required

- Minor Athlete Abuse Prevention Policies
- US Center for SafeSport Code requirements
- SafeSport Training
- Background Screening
- Banned Lists
- Reporting of Cases and Results of ALL SafeSport Reports
- Auditing of compliance by Affiliates and Programs
- Affiliate and Local Program Sanctioning Requirement/ Agreement



### SafeSport Training

- Annual requirement (with Refresher course)
- Training for 18 year olds with regular contact with or authority over minor athletes players playing with minors
- Players on teams with minors.
- Affiliate and local program board members and other volunteers
- Unclaimed coaches and volunteers.
- Training for Minors (track "offer and give")
- Posting list of trained coaches



# New USOC Background Screening 2020-21

- Single screening program/company for NGB
- Enhanced screens/additional databases
- Minimum screening criteria
- Approved provider(s)
- Screening costs (blended)



## **Background Screening Future Changes**

- Built into USAH registration **cont.**
- Unclaimed coaches and volunteers
- "Red Light" system
- Automatic DQ or reviewed first
- How/Who addresses hearings/appeals
- Compliance by Affiliates and Programs
- **Board members**
- Volunteers
- Auditing
- Review of Hits involving Sexual Misconduct
- Vendor contracts (rinks and other contractors)



## Other Required or Needed Changes

- Banned lists (including revisions to USAH Bylaws)
- Reporting by USA Hockey and Required Reporting by **Affiliates**
- Auditing of compliance by Affiliates and Programs
- Training to Affiliates/Local Programs
- Affiliate and Local Program Sanctioning Requirement/ Agreement



#### **Next Steps**

- SafeSport Training becomes annual this season.
- 18+ player training begins (hopefully) in 2020-21.
- Background screening will begin in 2020-21.
- Reporting to USA Hockey needs to happen immediately.
- Affiliate and Local Program Agreements begins on 2019-20.



### **USA Hockey Individual Registration Fee** Increase 2019-20

- First time in 7 years USA hockey is raising registration fees
- Fee increase is \$6.00
- 6 years old and younger remains free
- 7- 18 fee is \$56.00
- 19 and older \$51.00



#### FOR CREATING A SAFER CULTURE HOCKEY DEPARTMENT SUGGESTIONS FOR BODY-CHECKING

Be in Control of our Hockey **Environment** Goal:



### Call the Rule Book

call the rules currently in the rule book. Action: Encourage & support the officials to body-checking in all levels of 14U & Up Direction: Create a new culture in youth safer culture for youth players. hockey while continuing to allow Goal: Continue to allow body-checking in all levels of 14U & Up while trying to create a

this goal. Premise: Calling the rules that are currently parameters/limitations should help achieve in the Rule Book while adding a few specific

# Rules in Need of Re-Emphasis

- A player must be in possession of the puck. (In the rule book). body-checked. No player should be the puck to be legally body-checked that does not have
- Hands to the face or head must be contact is in the rule book). called a penalty - player size differential does not matter. (Head

# Rules in Need of Re-Emphasis

- Players/teams should be penalized for Emphasize 'after the hit' (No taunting is in the banging sticks on the boards after a hit.
- In any scrum, contact to another player's facemask or helmet should be an automatic 2 book) severe penalty (head contact is already in the & 10. 'Punch'/'punches' would be a more



### What We Know

currently in the rule book. The goal of having a safer culture for our youth players must be the main point of emphasis. Encourage & support the officials to call the rules that are

Support is needed from USAH, leagues, associations, coaches,

parents, players.

Increased Education & Communication

USAH must create a large communication initiative with assistance from NHL, NHLPA, NCAA, etc. to communicate the new philosophy on body-checking.

social media campaign. These new standardized communication pieces will be included in CEP & officiating modules, clinics, newsletters, direct email &



# Player Development Updates for 12U Youth and Girls

#### Youth

around April 27th. Players invited into the TW 2006 and 2007 birth year tryouts should plan to attend the tryout camp Aug 3rd & 4th a player card for this year should email info@teamwisconsin.net requesting entry into the tryout. Players will start to receive invites primarily come for those players attending the Kohlman Cup tryouts however anyone that played Tier 1 last year and has not signed Team Wisconsin is planning to run a fall program dedicated to 2006 and 2007 birth years. Invites into the TW tryout camp will

What will TW 2006 & TW 2007 fall teams incorporate?

Season will be August and September so all players can return to their winter PeeWee/Bantam teams

Two day camp run by TW staff.

8 hours of practice ice.

~10 games

Join TW 14 team for team and TW regional practices

Cost: \$650

Coaches: (adding more to each team)

Ryan Blick

Steven Libert





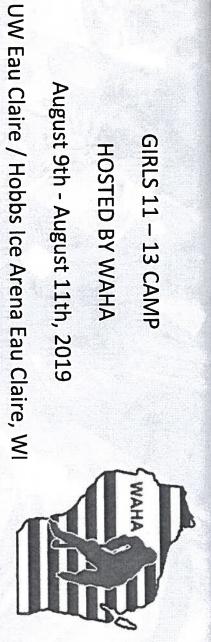
# Player Development Updates for 12U Youth and Girls

Girls

**GIRLS 11 – 13 CAMP** 

**HOSTED BY WAHA** 

August 9th - August 11th, 2019



the State. Invitations will be sent to players who participated in the Kohlman Cup giving them a chance to compete and develop friendships with other players from across available during open registration. Girls will be divided into 8 teams of 15 skaters 2 goalies. Invitations will be sent to select players, plus a limited number of open spots will be Overview: The Girls 11-13 camp is made up of players who were born in 2006 & 2007. be open to 2006 and 2007 players who reside in Wisconsin until capacity is reached or June Tournament. Players have 15 days to accept their invitation. After this date, registration will The purpose of the camp is to provide a developmental experience for the players while 15th, whichever comes first.

### Director of Hockey

by the president of each WAHA sanctioned association. The Director of Hockey position is a new volunteer service position within an association and will be appointed annually

#### Mission

assisting head and assistant coaches within an association to successfully implement ADM best practices. As a reminder, the ADM is a long term athlete development model for all ages of play 6U-Adult. The mission of the Director of Hockey is to support the efforts of the USA Hockey American Development Model by

#### The Primary functions of the position are to:

- Help coaches implement the American Development Model
- Serve as a liaison between WAHA Coach in Chief, WAHA Grassroots Committee and local association coaches
- Association Director of Hockey should have regular communication with association coaches
- Know and understand the ADM framework grounded within the principles of Long Term Athlete Development.
- Be able to effectively articulate LTAD principles to youth hockey administrators, coaches and parents, as well as to rink and league administrators
- Assist WAHA Coach in Chief in arranging clinics, demonstrations and seminars
- Understand and help disseminate resources and support materials from the WAHA website and USA Hockey
- Make recommendations on new resources and information needed to drive the acceptance and success of hockey development at the association level



#### Annual Meeting/Workshop August 2 and 3, 2019 Jefferson Inn Wausau, WI

#### Presenters

- Joe Pavelski San Jose Sharks
- Pat Kelleher USA Hockey Executive Director
- Katie Holmgren USA Hockey Director of Program Services
- Norm Hayward USA Hockey Media Administrator
- Emily West USA Hockey ADM Manager Wisconsin
- Guy Gosselin USA Hockey ADM Manager Wisconsin



#### TORAL YOU DO TANK YOU

