

Coach Job Descriptions

Head Coach (along with the help of the team manager):

- Serve as the official spokesperson on behalf of the team
- Coordinate the delegation of responsibilities to the assistant coach and manager
- Plan on and off-ice activities in consultation with the assistant coach
- Organize parents meeting to inform them on the team's hockey season plan
- Coordinate player evaluation and selection in conjunction with the Association mentor
- Plan, implement and control pre-game preparation and communication with the team
- Design the practice plans in consultation with the assistant coach and hockey director
- Coach the team in all games and practices
- Establish rules for the team and oversee the supervision of the players
- Submit a year end report which contains the following information - evaluation of player's performance, evaluation of team's performance, outline of practice plans and game strategy and recommendations on how the program can be improved.

Assistant Coach:

- Assist with player evaluation and the player selection process
- Assist with planning, organizing and conducting practices
- Assist with pre-game preparation
- Assist with the operation of the team during the games
- Assist with scouting and evaluation of opponents
- Assist with the supervision of players off and on the ice
- Assist with the formulation of the game plan
- Submit a year end report to the head coach containing player observations
- Report to the head coach
- **The following qualifications can be applied to both the Head Coach and the Assistant.**
- **Coaches must meet GHA & USA Hockey certification requirements for that age category**
- Strong hockey background in playing, coaching, evaluating
- Strong interest and commitment to child/athlete development
- Ability to work with fellow coaching personnel
- Ability to communicate on and off-ice requirements to players and parents
- Available to meet time requirements

Communicating With Players:

These are some questions that a coach or assistant coach should consider when dealing with players:

- How are your team rules communicated to the players?
- How do you instill a sense of motivation into one or more players?
- Do you see yourself as a role model for the athlete?
- How do you handle the player who does not get along with teammates?
- What approach will you take to individual and team discipline?
- What is your approach when dealing with players who have suggestions?
- How would you handle a situation where there is jealousy between two players or where two players dislike one another?
- How do you handle behavior changes of your players at the specific age group?
- What makes players of this age-group different from adults?

Communicating With Parents:

These are some questions that a coach or assistant coach should consider when dealing with parents, First all parents should be directed to the Team manager and Association Hockey Director:

- How you would handle a parent who has a different philosophy or game plan than yours?
- What is your approach when dealing with parents who have criticisms and/or complaints?
- What is your approach when you hear that a parent is criticizing you "behind your back" and hasn't approached you on their own to discuss the concern?
- How would you approach the parent who is excessively vocal and negative in the stands knowing that it is affecting either their own child or the team?
- How would you handle a complaint from a parent that his/her child does not play enough?
- How would you handle complaints/accusations from a parent that the team's budget isn't in order and that there may be money missing?
- What are the most important steps in a dispute resolution?

Self-Assessment - How am I Doing?

A self-evaluation is a useful tool for personal development. At a minimum, it creates an introspective look into an individual's personal coaching style and motivations. It can target strengths and weaknesses, and may lead to realizations about barriers to effective coaching style.

The following sets of questions can help you articulate your philosophy of coaching as well as the atmosphere of your team and practices.

- How do I want players to interact on the ice?
- What resources should be available to my players?
- What was the most important thing I tried to teach the players this week, month?
- What is the most important thing my players will learn from me this season?
- What did I learn from my players this week?
- Did I reach my coaching goals?
- Are the players having fun? Am I having fun?

Other Aspects of Coaching for GHA

Non-parent coaches will be given priority during the application and hiring process.

A ranking system will be used during the hiring process, and the candidate with the highest ranking will be recommended for hire by the board of directors.

As a coach for GHA, you will be a w2'd employee of GHA, and will be covered under GHA insurance. You will **NOT** be covered by insurance if you are not at the ice arena. ie. travel to and from the rink, travel to and from towns, hotels rooms etc...

You will be expected to travel with your team coaches. 1 coach will be reimbursed for fuel and hotel rooms. All coaches are eligible for reimbursements for meals (see GHA handbook). Certain exceptions apply (male and female coaches, health related issues)

Coaching Pay Schedules.

Varsity Head Coach \$5,000

Varsity Assistant Coach \$2,000

JV Head Coach \$3,500

JV Assistant Coach \$1,500

14U Head Coach \$2,500

14U Assistant Coach \$1,000

Girls Head Coach \$2,500

Girls Assistant Coach \$1,500

12U, 10U, 8U, and 6U will be volunteer positions only

Pay is not a flat fee and will be subject to taxes