



# Long Term Coaching Development Plan



PSC is committed to recruiting, developing and retaining coaches for our association for both our Explosion Team Program and our Soccer 4 Fun Recreational Program. This plan outlines our investment of support, resources and finances towards those objectives, including appreciation remuneration/discounts, certification & travel cost reimbursement. This intent of this plan is to support coach development and retention.

## **Explosion Coaching Development Plan**

### **1. Explosion Coach Appreciation Remuneration/Discount**

PSC will offer remuneration/discounts to coaches in appreciation of the time committed & costs incurred for their coaching commitments.

#### **a. Coach Appreciation Remuneration/Discount Criteria**

All Remuneration/Discounts will be subject to the approval of the board. Where the following criteria are not met remuneration/discounts may be withheld at the discretion of the board. Head & Assistant Coaches must meet the following criteria;

- i. Have applied to coach again in the fall of the subsequent year and has been assigned to the coaching staff. This coach has proven to be a dedicated and valued volunteer throughout the duration of program attending the majority of practices/games, understanding that at times work commitments or school schedules may hinder a coach's availability but that every effort is made to make themselves available for all team activities.
- ii. Ongoing Commitment to Development; taking the required certification (see below) for the age group(s) they are coaching and avail of coaching development opportunities; Such as PSC coaching clinics & seminars, and/or NLSA Clinics. Required Certification;
  - a. Under 7 & Under 8 – Fundamentals
  - b. Under 9 - Fundamentals or Learn to Train
  - c. Under 11 – Learn to Train or Soccer for Life
  - d. Under 13 Metro - Learn to Train or Soccer for Life
  - e. Under 13 – 17 PYL (Tier 1 or Tier 2) – C Licence or Soccer for Life
  - f. Under 15 – 17 Metro – Soccer 4 Life
- iii. They must also have completed the Respect in Sport/Making Ethical Decisions/Making Head Way-
- iv. Must have up to date RNC Vulnerable Sector and Certificate of Conduct checks.
- v. Coaches must complete the Request for Volunteer Coach Remuneration/Discount Request Form and submit to [allstar@pysa.ca](mailto:allstar@pysa.ca).

#### **b. Explosion Coach Categorization for Remuneration/Discount Entitlement**

- i. **Non-Parent Coaches (Student)** – Do not have a child on the team they are coaching & “student” defined as currently attending Post-Secondary Education or graduated from post-secondary education within the last 1 year will be

awarded the remuneration below after November 1<sup>st</sup> of the subsequent year and subject to meeting the criteria above.

1. Fall Appointments - \$300
    2. Appointments after April 1<sup>st</sup> - \$150
  - ii. **Non-Parent Coaches (Non-Student)** – Do not have a child on the team they are coaching and graduated post-secondary more than 1 year ago; Where a coach has no children playing within the association they will be not be remunerated. However, if this coach has children within the association playing for other teams than the one they are coaching, then the Club will award a discount per child up to a maximum discount as detailed below off their children(s) registration in the subsequent year
    1. Fall Appointments - \$100 discount per child up to a maximum of \$300
    2. Appointments after April 1<sup>st</sup> - \$50 discount per child up to a maximum of \$150
  - iii. **Parent Coaches** – Defined as a parent volunteering to help coach their own child’s team will receive a discount of \$50 off that child’s registration for the subsequent year after November 1<sup>st</sup> in the subsequent year and subject to meeting the criteria above.
2. **Explosion Coach Certification Reimbursement** - PSC will reimburse coaches for registration costs for NLSA/CSA coaching certification courses. Coaches will receive 50% reimbursement immediately upon submitting proof of payment, and the remaining 50% in the subsequent year that they are assigned to coach a team within the association.
- a. Coaches are taking the age appropriate coaching certifications for the team(s) they are working with as outlined above.
  - b. Where coaches wish to take a course above the level or age group that they are coaching they must apply for approval form the Board in advance or registering.
  - c. Coaches will be reimbursed up to an amount of \$40 for the First Aid course registration fee upon receipt of proof of payment.
3. **Competitive Team Coaches Travel Reimbursements** - PSC has a policy for reimbursing coaching staff of Competitive teams for travel for competition outside of Avalon. (Coaches must submit the required form to receive reimbursement - See separate policy)

## **Soccer 4 Fun Recreational Coaching Development Plan**

### **1. Trainee Coach Payment**

Trainee Coaches will receive payment for assisting with the delivery of the Summer Recreational Programs providing they have taken the Active Start and/or Fundamentals Coaching Course and/or attend the regular staff training sessions weekly throughout the summer.

This opportunity will be offered for our older players (playing on our U15 and U17 teams) to become “Trainee Coaches”. Trainee coaches must attend mandatory training session (at the club’s discretion but may be as often as on a weekly basis) led by our coordinators outlining and demonstrating the

activities for that particular week. Preference will be given to coaches that have received the Active Start/Fundamentals training.

Trainee coaches will then work under the supervision/mentorship of older more experienced coaches helping out with our U5 to U8 programs.

Trainee Coaches are paid at a rate of minimum wage. Paradise SC will cover the costs of training and certification of Trainee coaches. Coaches will be reimbursed for costs incurred for Training courses taken previously in that year.