

The MSHA Coaching Director is a key position in our association. Fundamentally, the job of the coaching director can be summarized in one basic proposition: to develop and improve coaches so that players maximize their potential at all ages.

### **Programs Committee**

The MSHA Coaching Director position is open to anyone with a passion for youth hockey. The coaching director shall sit on the programs committee, where they will make regular reports on the status of coaching in the association. The coaching director will work as a member of that committee to further and improve the programs offered by MSHA. The position is granted 25 volunteer hours, unless the applicant does not have children playing hockey. In that case, the coaching director may be compensated at the discretion of the MSHA board.

### **Coach Recruitment and Assignment**

The coaching director is responsible for coach recruitment and will work with the association board on coach assignment. The coaching director should always be looking to attract great coaches, and individuals with the potential to become great coaches, to MSHA. Just as important, the coaching director needs to provide the recommendation to assign the right coach to the right age group based on the particular strengths of the coach and the demands of the age group. We want our coaches to succeed! The coaching director should help find a position where each coach can be successful.

The coaching director will foster a culture of continuous improvement among the coaches and implement a program for coach development -- both formally (coaching seminars, etc.), and informally (regular feedback and observation, mentoring, etc.). The coaching director will be responsible to ensure all coaching certifications, SafeSport training and background checks are met each year.

The coaching director will work to identify coaches with special talents, or coaches who can help our association in specific areas, such as goalie development, and will work with the programs committee to identify staff for off-season programs or in-season extra training sessions.

### **Player Development**

MSHA values long term success over short term wins and the coaching director will be the key person in creating a culture that values and rewards player development rather than a culture that focuses solely on winning.

The coaching director shall work with the coaches of various levels to ensure that practice time is used efficiently and effectively. The coaching director shall encourage the use of established USA Hockey ADM practice plans and best practice guidelines. The coaching director shall work with the head coach of each level to ensure there are enough coaches or volunteers on the ice at practices to keep waiting in line to a minimum.

The coaching director shall gather survey results and conduct exit interviews with the coaches at the end of each year.

### **Playing Philosophy**

The coaching director will work with the coaches to develop and implement a MSHA hockey system and philosophy that is consistent from one age group to the next and from one coach to another. We want our teams, from Varsity to Mini-Mite, to attempt to play with a similar style and philosophy.

### **Team Tryouts**

The MSHA Coaching Director will be responsible for managing the league level try-outs at the beginning of the season and shall recruit a committee to make an impartial determination on team assignments. The coaching director shall implement a best practices method for determining splits for non-league teams.

### **Behavior Standards**

MSHA has in place a zero tolerance code of conduct that promotes and expects high standards of behavior from our members. Therefore, the MSHA Coaching Director should model exemplary conduct and behavior for our coaches and players. The coaching director shall work with the coaches to implement guidelines for dealing with minor player violations of the MSHA code of conduct.