



# RESOURCE GUIDE





## **MISSION STATEMENT**

The Markham Waxers Hockey Development Program will endeavor to provide all association members, both coaches and players, with the support and resources necessary to aid in their development and enrich their minor hockey experience.





## INTRODUCTION

Starting with the 2010 – 2011 hockey season, Markham Waxers Minor Hockey will be operating a Hockey Development Program to help aid in the development of all our minor hockey coaches and players.

The Markham Waxers Hockey Development Program (MWHDP) will encompass two separate programs, the Coach Mentorship Program and the Player Development Program.

For everyone who is involved in minor hockey in Markham, this program has been designed for them to help insure the proper support, tools, and resources are available as they progress through their development in minor hockey.

We hope that with their support and utilization of this program, minor hockey in Markham will reach a strengthened level of development as it relates to the support and resources being made available to everyone in our association.







## PURPOSE OF THE PROGRAM

Over the past few hockey seasons, members of our association have made a growing request that there be additional levels of support and programs available to help them achieve higher levels of success throughout their hockey seasons. Understanding this need, Markham Waxers Minor Hockey has developed under the control of a director, the Markham Waxers Hockey Development Program.

This program will grow on its own to meet the needs of all our members while following the constitution set fourth by Markham Waxers Minor Hockey and its mission. In particular to organize, develop and promote minor ice hockey for the youth of the Town of Markham including Unionville and Thornhill. As well to continually strive to become an improved hockey organization exemplifying the standard for others to follow.

The Hockey Development Program will work in partnership with the Ontario Minor Hockey Association and Hockey Canada, following the guidelines and framework already available. Whenever possible, the Markham Waxers Hockey Development Program will use those resources and programs available through these governing bodies and execute them at the local level.

We hope that with the implementation of this program, we will see success in many areas, including and not limited to; higher coach recruitment/retention, an increase in players and parents believing in "community hockey", a higher promotion of players through AE-AAA, and an improved level of success and enjoyment of all our member teams, players, and coaches.





## COACH MENTORSHIP PROGRAM

The purpose of the Coach Mentorship Program is to provide all coaches with the resources and support necessary to further develop their skills as minor hockey coaches.

All coaches within the Markham Waxers Hockey Association will have access to a designated Coach Mentor capable of providing the skills, knowledge, and support that may be required to help improve their coaching performance.

The Coach Mentorship Program will be offered complimentary at no-cost to all Markham Waxer Coaches.

It will be the goal of the Coach Mentorship Program to help strengthen our coaching body and foster an improved level of camaraderie between all of our minor hockey coaches.

### PROGRAM HIGHLIGHTS

- Offering local NCCP Coaching Clinics.
- Delivery of Specialty Coaching Clinics/Seminars.
- Guest Speakers/Instructors (Tier II Jr. A, OHL, NCAA, CIS).
- Credits toward Continuing Education Program (Pending Certification).
- Maintaining a growing resource centre for coaches (Drills, Books, Articles).
- Promoting age-specific skill development for all age groups and levels.
- Pairing of Coach Mentors with all our minor hockey coaches.

Potential Classroom Topics Include:

Team Building ♦ Growth & Development and Teaching Techniques ♦ Rewards & Discipline ♦ Teaching Offensive & Defensive Team Play ♦ Teaching Thinking Skills ♦ Teaching Power Plays & Penalty Killing ♦ Teaching Forechecking & Individual Checking Skills ♦ Teaching Face-offs ♦ Teaching Breakouts ♦ Conflict Resolution for Coaches ♦ Technical Skill Development ♦ Planning the Season







## PLAYER DEVELOPMENT PROGRAM

The Player Development Program will serve to provide all current registered Markham Waxer players with additional opportunities to improve their overall development as minor hockey players.

Through this program, players will have the option and opportunity to attend specialty clinics, and camps throughout the hockey season. All camps, and clinics will focus on specific skills and will be offered to both players and goaltenders.

The purpose of this program will be to offer the additional time and instruction for our minor hockey players to further practice, develop and enhance their fundamental hockey skills in a positive, learning environment. All sessions will be age and level specific (where appropriate) and run by qualified instructors, coaches, and/or members of our Hockey Development Program.

We hope that with the additional commitment and opportunity being made available to our players we can continue to aid in the promotion of players from AE through AAA.

### PROGRAM HIGHLIGHTS

- Adopting Hockey Canada's Long Term Player Development Model.
- Implementation/Offering of Hockey Canada designed specialty clinics.
- Low coach-to-player ratio for all clinics/skill sessions.
- Structured progression for skill development and team tactics.
- Promoting and providing additional opportunity for players to develop and practice the fundamental skills required for their age and level.

Specialty Clinic Modules Include:

Skating ♦ Puck Control ♦ Shooting and Scoring ♦ Checking ♦ Creating Offense  
Creative Thinking ♦ Goaltending ♦ Special Teams ♦ Developing Defensemen





## HOCKEY CANADA



### NATIONAL COACH MENTORSHIP PROGRAM (NCMP) OVERVIEW

#### **Mentor...**

- A wise and trusted teacher, advisor, counselor, instructor, tutor, trainer.

#### **Mentoring...**

- A relationship between a guide (mentor) and a coach that enables the coach to become more successful in all aspects of his/her coaching skills.

#### **Mentoring involves...**

- Stimulating and managing the individual growth necessary to support coaching performance in the delivery programs beyond the present levels of delivery within the Canadian hockey system.

#### **Benefits of mentoring...**

- Provides coaches with the required skills, knowledge and support to promote and sustain higher levels of performance within the coaching field.

#### **Program Purpose**

The purpose of this program is a result of direct action Hockey Canada and its member Branches have taken since the Coaching Association of Canada's evaluation of the NCCP in 1995 and the Molson Open Ice Summit on player development of 1999. In both events, it was determined that the mentoring of coaches at all levels and specifically minor hockey is the key to the future growth of coaching in Canada. The ultimate outcome is improved athlete development through the establishment of a national coach-mentoring program. As a result, at the 2000 Annual General Meeting, the Board of Hockey Canada approved unanimously the creation and implementation of the National Coach Mentorship Program (NCMP) to foster the future growth of coaching and player development in Canada.





## ONTARIO MINOR HOCKEY ASSOCIATION



### COACH MENTORSHIP PROGRAM

#### **What is mentorship and what does it involve?**

Mentoring is not a new idea nor is it complicated in its basic form. More experienced coaches (mentors) work with beginner or less experienced coaches, providing feedback and encouragement in supporting the development of these coaches. This will ultimately result in improved player development.

Mentorship is an ongoing, trusting, personal relationship between a guide (mentor) and a coach. Through directed learning activities and self-discovery, a coach, with the support of a mentor coach, can confidently deal with the many challenges of the coaching environment. This mentoring process will enable the coach to become more successful in all aspects of coaching.

#### **MENTORING ...**

- Involves providing coaches a secondary and continuous source of coaching education and support.
- Provides players with more knowledgeable coaches further enhancing player enjoyment of the game.
- Provides coaches with the opportunity for personal growth and development.







## COACH MENTORSHIP FORMAT

### MARKHAM WAXER HOCKEY

COACH MENTOR		COACH MENTOR		COACH MENTOR		COACH MENTOR		COACH MENTOR		COACH MENTOR	
TYKE	NOVICE	M. ATOM	ATOM	M. PEEWEE	PEEWEE	M. BANTAM	BANTAM	M.MIDGET	MIDGET		
Super 7	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA		
	AA	AA	AA	AA	AA	AA	AA	AA	AA		
	A	A	A	A	A	A	A	A	A		
	AE	AE	AE	AE	AE	AE	AE	AE	AE		

Through the Coach Mentorship Program, each Markham Waxer Minor Hockey Coach will have an assigned Mentor to work with for the duration of the hockey season.

For the older age groups, ONE Mentor will be assigned to both the minor and major age groups and their levels (Bantam-Midget). At the younger age groups (Novice-Pee wee), the AAA coach will also be responsible for assisting the AA, A, and AE coaches in addition to the assigned Coach Mentors.

Coach Mentors will be responsible for scheduling appropriate meeting times and dates with all of their assigned coaches. Duties of the Coach Mentors will include working on-ice, and off-ice with their coaches, assisting with clinics, and being a reliable source of support and guidance for their coaches. Mentors will have the freedom to work with their assigned coaches on a mutually agreed schedule that works for all parties involved.

### GENERAL EXPECTATIONS

- Mentors will make contact with each of their coaches 1-2 times a month (For Example – 1 Games, 1 Practice). Some Mentors may be required to meet more often with a team or coach.
- Mentors will become familiar with the players and teams in their assigned age group. Keep notes, statistics, etc.
- Mentors will be a valuable source of information to their coaches and will share whatever resources they can to help in the development of their coach.
- When requested to, Mentors can assist the head coach with the planning and running of team practices.
- Mentors will do their best to be available by phone and/or email to their coaches.





## HOCKEY CANADA



### COACH SPECIALTY CLINICS OVERVIEW

The purpose of this program is a result of direct action Hockey Canada and its member branches have taken since the Coaching Association of Canada's evaluation of the NCCP in 1995 and the Molson Open Ice Summit on player development of 1999.

In both events, it was determined that the mentoring of coaches at all levels and specifically minor hockey is the key to the future growth of coaching in Canada. The ultimate outcome is improved athlete development through the establishment of a national coach mentoring program.

A series of specialty clinics have been developed to offer coaches a practical session on teaching various skills, tactics and systems. This proactive approach will also open the doors of communication and provide a non-threatening environment for coaches to further pursue a mentor.

The NCMP specialty clinics were designed with the following messages in mind:

- Keep them moving – whether it's a practice, clinic or camp, ice sessions should be designed to engage every participant consistently.
- Emphasize the fundamentals – build a foundation that will never crack.
- Incorporate a progression of skill development for every participant.

### PROGRAM FORMAT

All specialty clinics have TWO (2) components to them.

- Classroom Session:
  - Length will vary depending upon the number of skills to be presented. Each skill will require approximately 45-60 minutes of class time.
  - Content of classroom session will include:
    - Video presentation of the skills to be illustrated to the coaches.
    - Group discussion of the skill set required for each skill execution.
    - Group discussion of the format of the on-ice session and review of the drill selections.







## HOCKEY CANADA



### COACH SPECIALTY CLINICS OVERVIEW

#### PROGRAM FORMAT (CONTINUED)

- On-ice Session:
  - Length of the on-ice session will vary depending upon the number of skills to be presented.
  - Each Specialty Clinic module will require 60 minutes of ice time.

#### TARGET AUDIENCE

All OMHA Coaches – Clinics are applicable to the Initiation up to Midget level coaches.

#### CLINIC HOSTING CRITERIA

A Minor Hockey Association wishing to book a Specialty Clinic must provide/or have in place the following items:

1. Minor Hockey Association Development Contact / Coaching Coordinator.
2. A classroom appropriate for lecture presentations to 24 delegates.
3. AV items including a laptop computer, LCD projector, screen and flip chart (optimal/preferred) or, TV, DVD player, and flip-board.
4. Ice time sufficient for the presentation of the specialty skills (60 minutes per skill)
5. Attendance by at least 16 coaches (max 24).

The reasons for holding the Minor Hockey Associations to a qualifying standard (to host a clinic) is simply to ensure the Specialty Clinics leave a legacy behind for each Minor Hockey Association to continue the development of their Coach Mentorship Program.

#### COST TO MINOR HOCKEY ASSOCIATION (As of January 2010)

Minor Hockey Association's will be charged a reduced fee of \$150.00 for their first Specialty Clinic. Subsequent clinics will be subject to a \$200.00 fee.







## **COACH RETENTION**

(From the OMHA Coach Development Guide)

### **KEEP THEM COMING BACK**

Finding volunteer coaches qualified to meet the needs of your association requires work. Once you've successfully secured a volunteer's support, it's important to ensure that the benefits of volunteering continue to outweigh the costs.

When volunteer initiatives are well managed and individuals are matched to service opportunities that are mutually beneficial to the association and the volunteer, your recruitment job becomes much easier. Satisfied volunteer coaches can be strong advocates for your organization's mission and persuasive partners on your volunteer recruitment team.

There are many ways to foster volunteer coach retention. Just as people are attracted to volunteer at your organization for a multitude of reasons there are many reasons why they continue to serve. Oftentimes, these reasons are different than the ones that persuaded them to give of their time in the first place. For example, a 1983 study of volunteer firefighters by Pearce "found that these subjects stated that they joined the organization for predominately service reasons, but friendships and social interaction were more influential in their decision to remain with it" (cited in Brudney 1990, p. 162,).

### **TIPS FROM THE FIELD**

- **CAREER ENHANCEMENT**
  - Helping volunteer coaches acquire new coaching skills.
  - Providing opportunities for advancement.
- **RECOGNITION**
  - Showing your appreciation often, in many ways, and in ways that are individual-specific.
- **MEANINGFUL WORK**
  - Periodic orientations that link volunteer assignments to the broader mission of the organization.
  - Making the work meaningful and never wasting their time.
  - Making good matches from the start - head vs. assistant coach.
- **PERSONAL GROWTH**
  - Letting them grow with the program.
  - Giving them opportunities that they wouldn't get outside of a volunteer position.
- **RESPECT**
  - Treating volunteer coaches as staff\* by inviting them to attend staff/board meetings and giving them a voice within the organization/association.
  - Accepting their recommendations/taking their advice.





## **COACH RETENTION - CONTINUED**

(From the OMHA Coach Development Guide)

### **KEEP THEM COMING BACK**

At the same time that you are listening for ways to keep them coming back, be sure to listen for organizational barriers to continued volunteer involvement. Some of the reasons why volunteers leave are out of your control; others may speak to program management, organizational culture, or logistical issues that can be addressed. Just as positive word of mouth by volunteer supporters can enhance your recruitment efforts, negative word of mouth by former participants can undermine future endeavors to attract volunteers.

Once you've 'lost' a volunteer due to program or organization inadequacies, it is hard to get them back.

To summarize, some of the keys to better, happier volunteer coaching that continue to come back to your association year after year are:

- New programs offered to improve knowledge of the game and of coaching.
- Coach appreciation sessions that give coaches a sense of belonging and worth.
- Positive, constructive feedback on their performance and how it can be improved.
- Give all coaches a clear job description of what is expected of them over the course of the season – this should include association vision, fair play codes etc.







## HOCKEY CANADA/OMHA SPECIALTY CLINICS SAMPLE SCHEDULE

Starting for the 2010 – 2011 hockey season, Markham Waxers Minor Hockey will offer Hockey Canada designed specialty clinics for coaches and players. Based on ice time and classroom availability, these clinics can be scheduled bi-weekly, with two (2) topics covered each month. For each session, coaches will have the opportunity to learn the module in a classroom setting and on the ice. Players will also have the opportunity to participate in the on-ice portion of the clinic with coaches and instructors on the ice.

### SAMPLE TIMELINE AND SCHEDULE

Time	Activity
8:00 AM	Arrival & Registration
8:15 - 8:30 AM	Refreshments
8:30 - 9:15 AM	Classroom Session: SKATING
9:30 - 10:15 AM	Ice Session: SKATING (Coaches Only)
10:15 - 11:00 AM	Ice Session: SKATING (Super 7 - Novice)
11:00 - 11:45 AM	Ice Session: SKATING (Atom - PeeWee)
11:45 - 12:00 AM	End of Clinic

SPECIALTY CLINIC	INITIATION	NOVICE	ATOM	PEEWEE	BANTAM	MIDGET
Skating	Sept. / Oct.	Sept. / Oct.	Sept. / Oct.	Sept. / Oct.	Sept. / Oct.	Sept. / Oct.
Puck Control	Sept. / Oct.	Sept. / Oct.	Sept. / Oct.	Sept. / Oct.	Sept. / Oct.	Sept. / Oct.
Small Area Games	Sept. / Oct.	Sept. / Oct.	Sept. / Oct.	Sept. / Oct.	Sept. / Oct.	Sept. / Oct.
Shooting & Scoring			Sept. / Oct.	Sept. / Oct.	Sept. / Oct.	Sept. / Oct.
Goaltending*			Sept. / Oct.	Sept. / Oct.	Sept. / Oct.	Sept. / Oct.
Checking*		Mar. / Apr.	Sept. / Oct.	Sept. / Oct.	Sept. / Oct.	Sept. / Oct.
Creating Offence			Nov. / Oct.	Nov. / Oct.	Nov. / Oct.	Nov. / Oct.
Developing Def.			Nov. / Oct.	Nov. / Oct.	Nov. / Oct.	Nov. / Oct.
Special Teams				Jan. / Feb.	Sept. / Oct.	Sept. / Oct.
Creative Thinking*	Jan. / Feb.	Jan. / Feb.	Sept. / Oct.	Sept. / Oct.	Sept. / Oct.	Sept. / Oct.

