



ARA-PRA Bench Staff Commitment

By signing below, I acknowledge that I have read and accept the principles, policies and code of behaviour contained in the 10 pages forming this document.

Benchstaff Name

Benchstaff Signature

Date: _____



Coaching Selection Key Messages

- We want to retain quality coaches and help them develop. Quality includes:
 - Respectful and positive behaviour with the players, parents and the association(s) and to follow the Coaches Code of Conduct
 - Respect and support to other coaches in the Ajax and Pickering association(s) in all communication and discussions, especially with parents.
 - Knowledge of the sport
 - Support and commitment to the associations
 - Support and commitment to player development
 - Success in the development of players under their guidance
 - Success in the development of assistant coaches under their guidance
 - Willingness to continue to learn and develop
 - Willingness to get and maintain required qualifications
 - Willingness to put the needs of the players and greater good for the team over their own personal needs – winning isn't everything at any level.
 - Understanding that approach to coaching must be consistent with the age and level of competitiveness for the team they are coaching.
- We want to promote and support women in coaching positions and help them develop.
- We want to establish a pool of coaches that will stay with the organization for the longer term with preference to those that do not have their own children on the teams they coach. (Recognizing that this is limited in potential)
- We will fairly evaluate all applications for coaching regardless of possible or perceived incumbents BUT, when all else is equal, we will choose incumbents over new coaches.
- Where possible, we will offer opportunities to participate in coaching for those that would like to coach but do not get Head Coach positions.



Ajax-Pickering Coaching and Player Development Committee

Policies for Team/Player Selection: **Policy On Under aged Ajax-Pickering Players for** **Ajax-Pickering Teams**

This policy covers players wishing to play at an older Age Level (Novice to Belle).

There will be times when registration numbers are such that our ability to field a team at a given age and division relies entirely on the Association requesting that one or two underage players participate in that division

The Ajax and Pickering Association Coaching and Player Development Committee will determine the eligibility of a player to play at a higher age level using the following rules:

1. The player and their legal guardians request or agree for them to play at the higher level.
 - a. The team they wish to play for cannot field a competitive team for the season (less than 10 skaters at the required skill level or in the case of a goalie, no goalie).

OR

 - b. The underage player is in the top 50% of the skill and talent level on the team they wish to play on.
2. The team at the level they wish to leave can still field a competitive team.
3. In the opinion of the committee, there is no perceived safety issue related to the size or strength of the player that is requested to play up.
4. The player is no more than 1 year younger than the lower age level of the team they are requested to play for.

Rationale:

These rules are intended to encourage the development of talent and skill within our community at all levels of play and age. The movement of players to older age groups needs to consider the impact from the point of view of the team the player is leaving and the team the player is going to.



Ajax-Pickering Coaching and Player Development Committee

Policies for Team/Player Selection: **Policy On Under aged Ajax-Pickering Player** **Releases to Other Associations**

This policy covers releases for Players to Play in other associations at an Older Age Level.

The Ajax and Pickering Ringette Associations will NOT sign releases for players to play at an older age level in another association for the reason of "Level of Play Not Offered" unless:

1. The Ajax and Pickering Associations do not have a team at the players own age group at the level of play requested or the highest level of play available for that age group (Novice B not allowed to leave for Prov Petite)
OR
2. The Ajax and Pickering Associations do have a team at the players own age group at the level of play requested but the player did not get selected for the team and is selected for a level below that team.
 - a. Example – Novice Player is offered Novice B in Ajax-Pickering is NOT allowed to accept a position in a neighboring association for Prov Petite in another association. This is not considered "level of Play not offered" because the highest level of play available has been offered.

Rationale:

Ajax-Pickering wants to develop and maintain talent and skill within the Ajax-Pickering communities at all levels and divisions. The displacement of players by underage players reduces the overall development of both the older age level where players are displaced and the younger age level where the player left. Allowing other associations to draw under aged talent away from the community reduces the opportunity for growth, development and success of the players left behind in the community. Further, it is our understanding that the intent behind level of play at the ORA was in relation to players at their own age level only.



Ajax-Pickering Coaching and Player Development Committee

Policies for Team/Player Selection: Policy On Accepting Non Ajax-Pickering Players on Our Teams

Players from out of the Ajax-Pickering Associations can be offered a position for an Ajax-Pickering team using the following rules:

1. The player has been released by their home association.
 - a. Skaters
 - i. The player is top 50% of the skill and talent level on the team they wish to play on.
 - ii. No more than 25% of the team is from outside Ajax-Pickering.
 - b. Goalies
 - i. there is no Ajax-Pickering goalie or
 - ii. if there is only one and two goalies are being selected, or
 - iii. the available goalies in Ajax-Pickering are not considered to be at the level of play for the team in question.

Rationale:

The goal of the Coaching and Player Development Committee is to achieve 100% community-based players on our teams and offer a high level of competitiveness at the same time. Where competitiveness suffers, we can offer players from out of region the opportunity to play to raise the level of performance and therefore the opportunity for growth and enjoyment of the players from our own community.



Ajax-Pickering Coaching and Player Development Committee

Policies for Team/Player Selection: Policy on Players from Associations West of Pickering Passing through Ajax and Pickering to Associations East of Ajax

1. All players applying for permission to play for Associations East of Ajax WILL be BLOCKED from doing so if:
 - a. They attend the tryouts and they are offered a position on the team.
 - b. They do not attend the tryouts:
 - i. They will be offered a position on the equivalent Ajax-Pickering Team at the discretion of the Ajax-Pickering Coaching and Player Development Committee if the player is felt to be in the top 50% of the skill level on the team.
 - These players may be cut from the team up to Dec 31st if they do not play to the level expected.
2. Players applying for permission to play for Associations East of Ajax WILL be allowed to do so if:
 - a. They attend the Ajax-Pickering tryouts and they are NOT offered a position on the team because they are below the 50% skill level on the team or there are too many out of association players.

Rationale:

These rules are intended to discourage players from leaving their home association and reducing the competitive level of those associations. Further, where the player cannot play for their home association, due to level of play offering, Ajax-Pickering must protect it's competitive position vs teams from the East and reduce the potential for the creation of all-star teams in those associations. This provides the most level playing field for the players from our community.



Ajax-Pickering Coaching and Player Development Committee

Policies for Team/Player Selection:

Determination of Players than can be offered positions on the team vs those who cannot.

The evaluation process outlined in the Ringette Evaluations document sanctioned by the Coaching and Player Development Committee shall be used to establish ratings for all players that attend the tryouts.

A combination of an independent evaluation team along with the coaching team will jointly identify the players they wish to offer positions to on each team.

The Coaching and Player Development Committee **MUST** review all players that are to be notified that they have not made the team before and communication can be made to the player or their family.

Rationale:

We want to ensure that all efforts are made to have as fair and transparent a process for player selection as possible. The mandate of the committee is to ensure the interests of the sport, the associations, and all of the players involved are fully considered in the decisions being made.



Association Goals for Our Coaches and Players

1. Sustainable growth of high quality ringette in Ajax and Pickering
2. Engagement and involvement of the Community in the sport
3. Promoting and supporting the philosophy of "Ringette for Life" by treating players in a manner that will ensure they continue to play Ringette throughout their lives.
4. Team and individual player success can only be declared if the following objectives are met (in order of importance):
 - Develop positive Life Skills
 - Physical fitness, positive self-esteem, self-confidence, respect, and discipline while having fun.
 - Develop Ringette and Sport Skills
 - Develop as a strong, trusting and unified Team
 - To be the best thinking team on the ice in any given game.
 - To be prepared
 - To win games and tournaments

Success is so much more than winning games!



Coaches Code of Conduct

The opportunity for athletes to participate in sport should be one where values of good sportsmanship and citizenship are prevalent. Therefore, the following code of conduct will be applied to all O.R.A. Sanctioned Events and activities for all members:

- General Conduct
 - Members are expected to treat all players, parents, officials, other Association volunteers and each other with mutual respect for the betterment of our sport on and off the ice.
- Personal Misconduct
 - The use of drugs is strictly prohibited.
 - Alcohol
 - consumption by minors is strictly prohibited
 - alcohol consumption by those of legal age must be handled with discretion and in a manner not demeaning to the Ringette Association, following all laws according to the Liquor License Act of Ontario.
 - Vandalism to accommodation sites, competition sites, transportation vehicles, etc. will be dealt with severely. If such a situation occurs, the member or association will be held responsible.
 - Abusive or offensive language is not be used on the ice, bench area or the public halls and lobbies of the arena.
 - Bench Staff must abide by the decisions of the game officials, ie: referee, timekeeper or scorekeeper.
 - Bench Staff should ensure that all players are the best possible representatives at all times.
 - Bench Staff should respect the roles played by the volunteers, Host and officials and other bench staff and deal with them in a courteous and friendly manner.
 - Alcohol must not be consumed at least 8 hours prior to game time.
- Conduct of Parents and other guests of the players at events
 - Any person who interferes with the game or verbally abuses or harasses an official, player or bench staff will be asked to leave the playing area and not to return. The Head Coach will be notified by an on-ice official to remove the person. If the person refuses to leave the arena playing area after a reasonable time, the game will be called and the team that the person is associated with will forfeit the game.



Role of the Coaches and Player Development Committee

To support growth of the sport of Ringette in Ajax and Pickering and to maintain the highest standards of quality for program execution by providing

- For coaches
 - training to improve their ringette skills and game knowledge
 - Tools and guides for practice and game management
 - Standard drills to promote consistency and continued progression of players
- For Players
 - level and age specific clinics for all players at all levels
- Guidelines and policies for coach and player selection
- Development of Ajax-Pickering based certified trainers and evaluators