



Hollandia Soccer Club

Policy Statement | Updated April 2016 |

Coach Recruitment, Development and Retention

Hollandia uses a Player-centric Developmental Philosophy in line with the Canadian Soccer Association's recommended Long Term Player Development (LTPD) model, rather than a Results-based Philosophy. While we recognize that winning is important, it is not THE most important part of our philosophy. Our philosophy puts the development of the individual player at the forefront, until players reach the Training to Compete Stage (U15-U19 Female/U16-U20 Male) at which time team development takes precedence. The following policies and procedures are designed to promote compliance with LTPD philosophy.

Recruitment

The Director of Coaching and Player Development is responsible for recruiting coaches to the club. This is achieved by using the following strategies:

1. Using coaching courses to identify potential coaches
2. Communicating with former Hollandia and non-Hollandia players
3. Advertising on SYSI and SSA websites
4. Advertising via the Kinesiology Department at the University of Saskatchewan
5. Contacting parents

The recruitment of female coaches is a priority for Hollandia.

Development

Coaches are encouraged to continue their education and development by attending coaching courses. Hollandia pays for coaching development upon approval from the Director of Coaching who maintains a budget for coach development. The Director of Coaching and Player Development is responsible to provide 8-10 hours of in-house coach education and instruction per year.

The Director of Coaching and Player Development administers a feedback mechanism that is used to evaluate coaches and provide feedback to them after each season. If the feedback mechanism uncovers matters that need addressing, the Director of Coaching and Player Development will meet with the coach and help them with strategies to address the issue.

Coaches are encouraged to remain with a specific age group and become age-group specialists, rather than move up with players wherever practical. This strategy enable coaches to become specialized in their techniques, which provides better outcomes for players.

Retention

The club shall provide an annual recognition program for coaches, including a formal letter or card of thanks from the President.

A budget will be established to provide Hollandia branded clothing for coaches and assistant coaches and a plan will be established to provide honoraria to all coaches.