



SASKFIRST PROGRAM

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PROGRAM MANDATE

The mandate of the SaskFirst Ringette Program is to provide a continuum of athletes and coaches with a high-performance training environment that will significantly improve performance levels and standings of Saskatchewan athletes and teams at inter-provincial and national competitions, with a major focus being the Canada Winter Games.

In addition to success at these competitions the program is geared to develop selected athletes' technical, physical, and psychological skills by exposing these athletes to enriched levels of training and competition. Aside from skill acquisition, athletes will be provided opportunities for personal development.

Use of the Sport Medicine and Science Council of Saskatchewan's programs and services will be required for this program. These programs will help support and optimize competitive sport performance through the delivery of high quality and evidence-based sport medicine and science services.

The SaskFirst Ringette Program will also assist in the development of the sport throughout the province by working in conjunction with other coaches and volunteers committed to the development of high-performance athletes and coaches.

PROGRAM OBJECTIVE

Canada Winter Games is an opportunity for Learn to Win/Train to Win stage where athletes compete as part of their provincial team. This program is seen as a stepping-stone towards international level and NRL competition.

PROGRAM GOALS

- Develop physical talents to maximize an athlete's potential by engaging in competitive activities, while promoting sound health, safety, and physical fitness
- To promote athlete, coach, and official development. Specifically building a larger pool of Competition Development Certified coaches.
- To provide an athlete-centered ringette experience that complements long-term athlete and coach developmental plans, generally in the LTAD 'Learn to Win/Train to Win' stage of development.
- Following the Athlete Development Matrix, the athlete will build key skills through their participation in the sport at the high-performance levels
 - [Athlete Development Matrix - Learn to Win/Train to Win](#)
- Strengthen ringette through CWG by celebrating and inspiring the next generation, whether that be an athlete, coach, volunteer, or association
- To provide a provincial showcase of ringette which increases public awareness and support for ringette
- Enhance and strengthen collaboration throughout the province and the AA programs
- Provide a legacy for growth of the sport across the province.

SASKFIRST MANAGEMENT COMMITTEE

The SaskFirst Management Committee (SFMC) will consist of:

- Minimum of 2 RAS Board Members (appointed)
- 2 representatives from any of our 4 associations. Highly recommended these individuals have previous experience with the Sask First program.
- SaskFirst Head Coach

- RAS Executive Director
- RAS Technical Director

This committee will be appointed in year two of each 4-year cycle. Members of this committee are not eligible to be affiliated with this program in any manner outside of serving on the SFMC. Extreme effort will be made to have consistent representation on this committee throughout each 4-year program.

The responsibilities of the SFMC are to:

- Provide a framework and program guidelines for the design and delivery of a quality elite program
- Aid in the development of, and ongoing monitoring and evaluation of, program design and delivery to ensure it is operating within guidelines and budgeted resources
- Be visible, knowledgeable, and approachable during the program delivery
- Provide an opportunity for athletes, parents, and Associations to complete a written evaluation throughout and the end of the program

PROGRAM FUNDING

The Ringette Saskatchewan Board of Directors will determine the association's 4-year financial commitment to this program in year 2 of the program cycle. The head coach, and assistant team staff when applicable, will determine the annual budgets.

All financial activity of the SaskFirst program supported by RAS or CWG program funds will be routed through RAS office. Team fundraising will be the responsibility of the team manager and will require a dual signatory team bank account. 100% of the funds the team fundraises will go to the Canada Winter Games team.

Purchases for this program should be around what the coaches need to develop and carry out a quality program which focuses on what an athlete needs.

Some examples but not limited to of some eligible and ineligible expenses

Eligible expenses:

- Athlete development
 - Talent ID
 - Training
 - Competition
- Sport Medicine & Science
 - Mental Training
 - Strength Training
 - Drug Education
 - Injury Prevention
 - Sports First Aid & Taping
 - Exercise Physiology
 - Medical Coverage
 - Equipment Rental
 - Fitness Testing
 - Biomechanics
- Jersey and pants for Canada Winter Games Competition

Ineligible expenses: will be determined by RAS Executive Director and Head Coach

PROGRAM TIMELINES

Subject to change.

Year	Date	Activity/Event	# of Athletes
2021	Aug 17	Distribution of program info to athlete cohort	All interested & eligible
	Sep 15	Deadline for athlete self-ID video submissions	
	Oct	Virtual Q & A (athletes, coaches, parents)	
	Oct/Nov	Program registration deadline	
	Dec 19	Virtual session (athletes and coaches)	
2022	Jan 7-9	Camp #1, Regina	All registrants
	Feb/Mar	Athlete homework assignments (ringette IQ)	
	Apr 29-May 1	Camp #2, Saskatoon	
	May 20-23	Camp #3, location TBD	25-30
	June	Camp #4 or possible tournament	18-22
	July	Camp #4 or possible tournament	
	Aug	Possible tournament	
	Oct	Tournament	17-20
	Oct	Selection of final roster	16-18
	Dec (or Jan)	Tournament	
Jan/Feb	Weekly team practices, possible exhibition		
2023	Feb 18-25	CWG, PEI	16-18
	May	Team wind-up	

TEAM STAFF

The SaskFirst team staff complement will be one head coach, three assistant coaches, and a team manager. One of the coaches must be female. The manager will not be listed on the roster therefore not allowed on the bench.

Head Coach

A. Minimum Application Requirements:

- Full Level certification to coach AAA level must be obtained 12 months in advance of the CWG.
- A minimum of 3 years' experience coaching at the U16AA/U19AA level.
- Must have been an active coach within the sport for one or more of the previous 3 seasons
- Must be a member in good standing with the RAS (or alternate Ringette PSO)

The SaskFirst Coaching Application form must be completed in full and needs to be accompanied by two letters of recommendation that provides emphasis on working in a team setting, leadership and guidance skills, and how you successfully relate and manage players.

B. Selection

Subjective selection criteria will include:

- The individual's technical knowledge of the sport and their proven ability to develop excellence among top athletes in the province
- The individual's knowledge of long-term athlete development
- Their commitment to upgrading their coaching expertise
- Their ability to communicate with and motivate athletes, coaches, volunteers, and parents
- Their ability to plan, organize, and conduct team training and competitions
- Promote the SaskFirst program as a credible and opportunistic program
- Work with the local associations to ensure the stability of their AA club programs, specifically the U19AA division

C. Job Description

Under the supervision of the SFMC, the SaskFirst head coach is directly responsible for the overall design, implementation and management of a high-performance talent identification and training program in preparation for competition at the Canada Winter Games.

The SaskFirst Coach is expected to act in an exemplary, professional manner and assist in the promotion and advocacy of high-performance sport and its value and positive impact. At all times, they are to be cognizant of their influence on athletes and coaches involved in Ringette. This individual is expected to represent RAS and the SaskFirst program accordingly and assist athletes and coaches throughout the province in their pursuit of excellence.

The SaskFirst Coach needs to adhere to all RAS policies and guidelines, emphasis on Code of Conduct and Ethics policy, Social Media Use policy, and the Conflict of Interest Policy.

The SaskFirst Coach shall be responsible and answerable to the SaskFirst Management Committee through the Executive Director.

D. Expectations

The SaskFirst Coach, in relation to their responsibilities to the high performance and coaching programs, will:

- Keep abreast of the technical developments within the sport and provide recommendations to the RAS Board in relation to high performance strategic direction
- Serve as a professional team leader for all coaches interested in working with high performance athletes and act as a technical advisor to these coaches.

- Promote and facilitate interaction, cooperation and learning opportunities among interested A/AA coaches by utilizing these coaches at SaskFirst talent identification camps.
- Select the SaskFirst assistant coaches and team manager with a coaching selection committee in year two of the program. Prepare their roles and responsibilities in relation to the remainder of the program.
- Ensure that all SaskFirst team staff are fully certified 12 months in advance of the CWG.
- Maintain open communication with AA club coaches to avoid difficulties and ensure the best preparation of the athletes

The SaskFirst Coach, in relation to their responsibilities in identifying talent and selecting the SaskFirst Team, will:

- Coordinate a comprehensive talent identification strategy to identify a pool of talented athletes a minimum of 18 months prior to the CWG.
- Provide athletes with quality coaching and instruction and ongoing evaluations throughout the year
- Provide opportunity for all athletes to learn the necessary skills to perform/compete at the high-performance level within the sport and maintain their long-term involvement
- Prepare and provide both an in-season and off-season training program for all athletes
- Coordinate and provide athlete services relative to sport science and medicine consultations; physical testing, mental training, sport first aid, drug awareness, sport nutrition, etc.
- In conjunction with assistant team staff and SFMC prepare criteria and procedures for athlete selection, select the final roster of 18 athletes (and alternates, if applicable).
- Develop monthly training and competition schedules for athletes and coaches
- Provide enhanced competition opportunities for the SaskFirst Team to be exposed to the high pressure and unique demands of a multi-sport event
- Communicate information in a timely manner to athletes, coaches, club teams, associations, volunteers, media and others as appropriate, to ensure the effective operation, delivery and promotion of the program.
- Provide an opportunity for athletes and parents to seek counsel or clarification from program coaches at any time

The SaskFirst Coach, in relation to their responsibilities to the SFMC, will:

- Monitor annual budgets with RAS Executive Director and Technical Director.
- Prepare training and competition schedules and provide timely reports to the SFMC
- Attend quarterly progress meetings with RAS staff, or when necessary, send quarterly reports regarding the operation of the program.
- Communicate with RAS staff prior to and after training camps and competitions.
- Prepared detailed reports for presentation at the RAS Annual General Meetings
- Assist in the objective evaluation of the SaskFirst program and provide recommendations based on activities performed and the result of those activities.

E. Certification Requirements

- Complete all certification to coach at AAA level 12 months in advance of the CWG.

F. Remuneration

- SaskFirst team staff will be reimbursed for travel, accommodation and meals when conducting approved team or RAS business. Reimbursement will follow the RAS rates and fees.

Assistant Coaches

The head coach along with an appointed coach selection committee will select the assistant coaches in the 2nd year of the 4-year program. The SFMC strongly encourages that a minimum of one team staff member come from the opposing major city that he/she is from.

The head coach will determine the roles and responsibilities of the assistant coaches with the approval of the SFMC. To ensure clear communication with RAS staff and the SFMC we will require all communication to run through the head coach.

Identified candidates must be actively pursuing their NCCP Competition Development Coaching certification for Ringette a minimum of 24 months in advance of the Canada Games and must complete their certification 12 months in advance of the CWG.

Team Manager

The head coach will determine the roles and responsibilities of the team manager with the collaboration from Ringette Saskatchewan staff. Identified candidates must obtain the Ringette Canada Manager's certification 12 months in advance of the CWG.

ATHLETE ELIGIBILITY

Eligible athletes are those that are 20 years of age or younger prior to midnight, December 31 immediately preceding the Canada Winter Games. Athletes will not be excluded from participating on the basis of the location of their residence. Athletes chosen for the CWG team must compete on a AA or NRL (Open A if NRL is not available) level team during the season of the Games. Athletes chosen must compete on a AA team, or striving to compete on a AA team, since the 2019/20 season.

Selection criteria will be determined by the coaching staff and approved by the SFMC and will include but not be limited to the athlete's physical and technical ability and potential, their willingness to work within a team environment and their ability and commitment to work toward the goals of the program.

Excluded from the Canada Games eligibility are:

- Athletes who have been National Team members at any time

CONDUCT

The use of alcohol or drugs that are in contravention of the Criminal Code of Canada, are strictly prohibited while in attendance at any training or competition functions. Malicious damage to accommodation, competition sites, transportation vehicles or any other personnel misconduct causing harassment to participants or spectators will not be tolerated. In all cases, damage to property will be the responsibility of the individual at fault (in the case of minors it will be the responsibility of the parent). Any misconduct of the nature mentioned above may result in:

- Immediate dismissal of the individual from the SaskFirst program
- Further suspension by the RAS
- Prosecution by law

The use of banned substances as specified by the Canadian Centre for Ethics in Sport are also prohibited.

All individuals involved in the Canada Winter Games program must adhere to RAS policy. There will be an emphasis that athletes, coaches, and parents be educated in and following RAS Code of Conduct and Ethics policy, Conflict of Interest policy, and Social Media Use policy. Coaches will be expected to sign a contract that lays out specific expectations as it relates to coaching and them always acting in a professional manner.

MISCELLANEOUS INFORMATION

RAS Logo Requirements/Apparel

- On and off ice apparel needs RAS approval to ensure alignment with branding requirements.
- Ringette Saskatchewan logo is to be the main logo on the CWG jerseys

Social Media

- The team will not have their own social media accounts however, RAS will post photos to our accounts on behalf of the team.

APPENDIX 1 – Key Performance Indicators

1. Improve standings at Canada Winter Games to top four

2. All games played at Canada Winter Games be within a 1-2 goal spread
3. At least one athlete identified at Canada Winter Games invited to try out for Junior or Senior National Team
4. Have 80% amount of athletes' tryout for the Canada Winter Games Program
5. 80% of athletes satisfied or above satisfied with the program
6. 80% of parents satisfied or above satisfied with the program
7. 90% of A/AA Head Coaches satisfied the Canada Winter Games program aligned and collaborated with their A/AA program the year of the games
8. Athletes meeting or exceeding national physical fitness testing standards
9. All athlete's fitness testing results improve from the beginning of the program to right before the games
10. Increase in Comp Dev certified coaches
11. Increase in Level 5 certified officials
12. Host two successful Canada Winter Games team showcase events that increases our media and public attendance online

Long-Term Indicators

1. 90% of the athletes continue to play the next two seasons following Canada Winter Games
2. 65% of Canada Winter Games athletes try out for the Sask NRL team the following season after Canada Winter Games (i.e. 12 athletes for an 18 athlete roster)

APPENDIX 2 - Program Evaluation – at minimum

Phase 1 Survey Questions

1. Was the weekend what you expected?
2. Do you feel all the players got the opportunity to showcase all their skills?
3. Were the individual sessions helpful? Which was your favorite?
4. Did you find the athlete/parent meeting informative about the program?
5. Were the organizers approachable during the event?
6. How do you feel the weekend went? Organized?

Phase 2 Survey Questions

1. Was Phase 2 what you expected?
2. Are you an athlete or a parent?
3. Have there been parent/athlete meetings at all events?
4. Are athletes receiving feedback during practices/games?
5. Do you understand what is expected of you during the program?
6. Is the program currently what you thought it would be?
7. Have the sessions changed throughout the phases?
8. As an athlete do you feel you were provided with adequate training?
9. Do you think the try-out portion of the program is appropriate length to evaluate skills?
10. Knowing what you know now, would you still have taken part in the CWG's program? Why or Why not?
11. Would you encourage other athletes to try-out for future CWG's programs? Why or Why not?
12. What was the most meaningful portion of this program to you? What will you take away?
13. Overall, how would you rate your experience on a scale of 1 to 5? 1 being not very good.

Head Coach

Assist in the objective evaluation of the SaskFirst program and provide recommendations based on activities performed and the result of those activities.