

PARA COACHING RESOURCE COMMITTEE

Committee Members:

TJ Greenier	Curt Schramm	Dan Cheynes
Tom Yen	Rudi Riet	Kristin Cook

Overview:

The PARA Coaching Resource committee met to discuss if there is a better process to schedule coaches with events where PARA athletes have been selected to attend for development, post-season and FIS competitions. The goal was to provide recommendations for improvements and ensure that we allocate our coaching resources appropriately for PARA and its athletes.

In our discussion we consider the current PARA budget, current coaching experience within the state, need to retain high level coaches in our region and the qualifications necessary to represent PARA at these events.

We recognized that there are numerous challenges to scheduling, coordination and confirming attendance with these events. Coordination can be really difficult and time consuming.

- While most events are scheduled in advance, some events do not provide enough notice for coaches to make arrangements.
- Athlete selection for events does not provide with a lot of time for planning
- Some events require significant travel and span several days requiring substantial time off
- There are many events to consider staffing and PARA budgets need to be considered
- Season is shorter and many event are close together which makes it harder to coordinate schedules and get commitments

We also recognize that there is also a need to balance highly experienced coaches with younger or less experienced coaches to ensure a sustainable pool of coaching for these events in the future. Many experienced coaches are called upon too often and their time is strained, others are enthusiastic but have less experience to coordinate with athletes and parents alone at these events and other times we have relied on parents coaches who may not have the best intentions to provide oversight for all athletes attending.

Suggested Recommendations:

The committee recommends that PARA establish a process with some structure to assist Bruce and/or the Coaching Chair with the assignment of coaches for development, regional and FIS events.

PARA should develop a post-season pool of coaches via an online form that will provide coaching availability to the Coaching Chair and others as needed. A [Google Form](#) has been created and attached as an example.

- The selection of coaches for each event would come from this pool and will be made by the Coaching Chair

- The form would export to a spreadsheet so the Coaching Chair can easily assign events.
- Club or program directors would distribute the form amongst their club coaching staff.

We strongly recommend that each event has one Lead Coach at all events who has had experience at the level of the event. We also believe that a younger coach should be paired with a Lead Coach to develop not only a higher level of coaching experience, but provide PARA with a pipeline for the future.

The committee suggests the following criteria for a Lead Coach:

- Ability to guide younger coaches
- Ability to represent PARA at the events that we attend
- Ability to coordinate with parents
- Ability to have tough conversations with athletes

We also recommend that we attempt to have a back up coach for all events in the case of conflicts. We also agree that parent coaches should be utilized to assist if the criteria fits. The committee also feels it would be appropriate to ask parent-coaches to take a reduced rate. We suggest offering parent-coaches half the per diem and mileage in one direction for compensation. This change will require a revision to the compensation one sheet.

Specifically for FIS Devo Events, we suggest that any program director that has an athlete attending an FIS event to coordinate through Curt Schramm. Curt will coordinate coach needs based on athlete participation. PARA should communicate to program directors this process. Budget for these events should be on a case by case basis based on athlete make up for the event. In some cases, like when the event is local or a limited number of athletes are attending, clubs would pay coaching costs.

Finally, we suggest that this document is continually updated as needed based on changes and findings during this process.

Potential Events:

U12 NWAC Dev Camp
U14 NWAC Dev Camp

U14 Finals
U14 Champs

U16 Finals
U16 Champs

U19 Finals
U19 Champs

HS Champs

FIS level events