

Coach Mentorship Program Outline

"A good coach can change a game. A great coach can change a life." - John Wooden

MISSION

Ringette Alberta is dedicated to coach development from Active Start through Open. We believe mentorship plays an important role in this development and will ultimately have a positive impact on our athletes and coaches, both on and off the ice.

What is coach mentorship?

Mentorship is a strategy employed by the sport domain to support, develop, and retain coaches. It's a key element of personal and career development. Mentorship is a relationship in which a person with useful experience, knowledge, skills, and/or wisdom offers advice, information, guidance, support, or opportunity to another for that individual's professional or personal development.

Why is mentorship important?

Mentorship helps coaches increase learning, productivity, and decreases feelings of isolation in their roles. It provides a support system from someone who knows exactly what they're dealing with and can offer concrete solutions.

Who is mentorship for?

The mentee may be new to ringette, new to coaching, or both, and there are mentors who can help guide them through it all. Ringette Alberta's coach mentorship program will consist of matching established and experienced coaches with new or inexperienced coaches. With a pool of qualified and approved mentors, the focus of the program will be on the mentees' progress.

After surveying female coaches, 90% of the 350 who responded felt that a mentorship program would help encourage more women to become head coaches. 41% of the 450 men who responded to a similar survey were interested in seeing a mentorship program.

Mentor/Mentee goals

This program is steered by the mentee and their experience. Each mentee will have different needs, and while the mentor is there to offer help, ultimately the mentee is responsible for asking questions and being a leader within their pair. The ratio of mentors to mentees will be 1:1 except in situations where the mentor feels able to take on a second mentee.

Short term: teach/learn about planning and running successful practices based on skill progression, enhance coaching mechanics, begin to offer feedback to athletes.

Long term: continuing as coaches in the future, advancing to Competition Introduction if desired, coaching at Alberta Winter Games, and on.



Time Commitment

This program will be considered informal, with minimal structure, however there are certain expectations.

- Mentors/mentees will interact at least once per month throughout the season, and one of those must be in-person.
 - Only being on the ice together would not count, time must be set aside to talk or ask questions and discuss concerns.
- Mentors and mentees will attend Mentorship Program Workshop & Orientation in the fall and a Program Wrap-Up in the spring. It is yet to be determined if this will be online or in-person.
- Mentors will complete the mentorship course offered by the NCCP, receiving PD points.
- Mentees will log their attendance with their team, and meetings with their mentor.

Roles & Responsibilities

Mentors

Qualifications:

- Submit application
- Confirmation of completion of a Police Check, including vulnerable sector check (Ringette Alberta will check with the local associations if needed)
- Not necessarily an active coach, but must have current certification to match their mentees' coaching context
- 5 years coaching experience
- Knowledgeable, clear communicator, active listener
- Provide continuous feedback & constructive criticism
- Flexible and resourceful

Mentees

Qualifications:

- Submit application
- Confirmation of completion of a Police Check, including vulnerable sector check
- NCCP training/certification, or in the process of completing
- Actively coaching with a local association (Ringette Alberta can help you find a team if needed)
- Active listener, willing to try new things, positive attitude
- Be active in coaching and in the mentorship pair
- Able to steer the program in the direction that best suits mentees' needs

Selection Process

Ringette Alberta will review applications and select based on experience and commitment to the program. Geographical regions will also be considered, depending on the number of applicants. We will accept a maximum of 10 mentors and 10 mentees.

Mentors and Mentees will be paired based on experience and needs.

Ringette Alberta will check in periodically with mentors and mentees to monitor progress, provide access to courses and workshops, and cover the cost of mentor training.