



## Coaches

Recreational and competitive MSC coaches hold perhaps the most important role in the organization. As such, the MSC expects that all coaches will adhere to the following basic principles of leadership and professionalism.

- Coaches set the example for players and parents alike.
- Coaches will know and coach the Laws of the Game, both in the spirit and the letter of the laws.
- Coaches and players will show respect for officials at all times.
- Coaches and players will respect each other.
- Coaches and players will demonstrate fair play and good sportsmanship.
- Coaches, players, parents, and spectators will not use foul or abusive language, or humiliating or derisive comments or gestures.
- Coaches as assisted by and managers and assistant coaches are responsible for and will control players and spectators.
- No MSC coach, parent, spectator, player, or official will use alcohol, drugs, or tobacco products on any MSC-permitted premises or during any event in which MSC is a participant.

Coaches, in addition to teaching skills, will impress upon players a sense of sportsmanship, fair play, and mutual respect for others. One of the most effective methods for instilling this sense is personal example.

While each coach is held personally responsible for the attitude and behavior of his/her team members and their spectator supporters during the conduct of the game, the referees have primary responsibility for maintaining overall discipline and decorum on the playing field, and action taking place on areas adjacent to the field which have a direct bearing on the conduct of play.

### Recreational Coaches

Recreational coaches are unpaid parent volunteers who receive basic soccer training, are licensed by CJSA (by completing at a minimum the CJSA Youth Module Training) and have registered with the Director of Coaching. The most important characteristic of a successful recreational coach is the desire to make the soccer experience fun for the children. Coaches who stress the competitive aspects of soccer can severely limit the interest of the child who might otherwise want to continue to play soccer.



## Competitive Coaches

MSC Competitive coaches are provided a stipend for each team they coach in a soccer season. For example, if a coach has a single team for the fall season, then that coach will receive the equivalent of 1 stipend. If a coach has two teams for the fall season, then that coach will receive the equivalent of 2 stipends. As a rule, MSC does not allow an individual to coach more than 2 teams per season:

The dollar amount for a stipend is determined by the MSC Board of Directors and Director of Coaching and is dependent in part upon the team's age group, the years of coaching experience, the license level of the coach, and years of service with the MSC. The Director of Coaching is to develop a coaching curriculum that will be delivered and discussed with all coaches. The curriculum is intended to establish basic goals and means of achieving those goals so that players at a particular age can attain the level of skill and game knowledge needed to play and perform at high levels of competition. Coaches are expected to abide by the basic premises of this curriculum even though it may at times differ from their personal philosophy. Any coach failing to follow the curriculum will be subject to review and possible removal. Payment of the stipend will be in three installments. The first installment to be paid prior to the first game of the league season, the second to be paid after the fourth game of the league season and the third payment to be made before the start of the last game of the season.

Coaches are expected to maintain their involvement in the MSC by attending coaches meetings arranged for and held by the Director of Coaching. Coaches are also expected to attend at least half of the coaching education sessions held at times other than during the normal coaches meetings.

Coaches are observed and evaluated on a yearly basis by the Director of Coaching. The Director of Coaching will report to the Executive Board (President, Vice President, Treasurer and Secretary) as well as each Team's General Manager his/her opinion of the coach's fitness to coach within the guidelines and philosophy of the MSC. This assessment will be based on observations of the coaches demeanor, handling of the players, preparation for training, practices, and games, game strategy, fulfillment of the responsibilities listed above and any other pertinent factors. If necessary, the Executive Board will work with the Director of Coaching and Team General Manager to take any actions it deems necessary to further investigate or confirm the observations of the Director of Coaching and the ultimate role the Coach will play in the future with the MSC.

All coaches are encouraged to attend coaching courses to advance their soccer coaching knowledge, and the level of their license. Coaches approved by the Executive Board are entitled to reimbursement for the cost of courses and licensing programs related directly to their development as a coach so long as they are coordinated with the Director of Coaching and pre-approved by the President.

Coaches are the leaders of the team and are responsible for player positioning, practice, organization, game strategies, playing time, and player development. They set an example for the players and should think of themselves as representing the players and the MSC, at all times.



Competitive coaches are expected to:

- Aspire to the highest level of ethical conduct and professionalism, on the field, at practice, and in the community. This includes being prepared for and creative with practice, training and games.
- Treat players, parents, referees, opposing coaches and players with respect, always remembering that soccer is a game, and dealing with adversity is a life lesson from which the players can learn. Coaches represent the players, the team, the MSC and the soccer community in general. Their actions can influence and impact all those that they represent.
- Demonstrate through their actions a commitment to the MSC, its mission statement, bylaws and policies.
- Know and follow the Laws of the Game, the leagues and tournaments in which their team participates.
- Attend coaches meetings and coaching clinics as arranged and scheduled by the Director of Coaching.
- Coaches shall be compensated a stipend as determined. By January 31 of the following year, coaches will receive an IRS Form 1099 that will indicate the amount of compensation that the MSC will report to the IRS that the coach earned.
- Personally organize and conduct 2 to 3 practice sessions each week, beginning well in advance of the playing season and running through the entire season. The agreed upon stipend will cover between 18 and 22 practices per season. Should the number of practices attended be lower or higher than this range, the Team General Manager, Coach and Director of Coaching shall determine an appropriate adjustment to the stipend.
- The agreed upon stipend will cover all scheduled League games (including play-off's), Cup games and one weekend tournament per season. Should the number of games attended be lower or higher, the Team General Manager, Coach and Director of Coaching shall determine an appropriate adjustment to the stipend.
- Establish a good working relationship with the Team Manager and rely on him/her to handle administrative tasks of the Team.
- Refrain from damaging the goal areas through excessive use during practice.
- Refrain from smoking in the presence of the players, on and around the field.
- Help the players and parents understand the individual and team goals relative to soccer development each season, and to help the individual player recognize and identify their own strengths and weaknesses, along with ways to apply and improve on them.
- Support the MSC and its activities by following its policies.
- Act as a conduit of information between the team, the Director of Coaching and the Board. Bringing to the Board's attention any issues that arise or need attention, and disseminating information to team members and parents.



- Seek out the Director of Coaching and other coaches to resolve coaching issues, gain additional perspective on handling players and on alternative coaching methods, and to discuss methods of improving results from practice and training.
- Avoid sharp criticism of players, particularly in public situations.
- Hold and attend at least one-team parent meeting each season to communicate expectations to the parents and players. It is suggested that the fall season meeting be held well in advance of the season to indoctrinate new players and parents, and that the scheduling of that meeting be coordinated with the Director of Coaching so that he/she can attend and address the team on behalf of the MSC.
- Demand and enforce a Code of Conduct by the parents mirroring that expected of the coaches and players--respect, civility, composure, support and a positive attitude.
- Attend all tryouts held in the spring for the following years team. At the conclusion of the tryouts, reach a consensus with the Team General Manager as to the composition of the following fall season's team. Should the Coach and the Team General Manager not be in agreement as to the composition of the team, all differences will be decided upon in a meeting with the Director of Coaching, whose decision will be final.