

## **STANDARDS AND POLICIES FOR COACHES**

The coach is retained by the Director of Coaching (“DOC”) and approved by the club. The coach has the sole responsibility for coaching the team, which includes:

- Selecting a team manager and approving any parent team support
- Selecting and removing players from the team
- Determining tactics and formations that comply with Club philosophy
- Determining playing positions
- Determining playing time
- Ensure the proper training/game equipment is available for each coaching event  
Equipment requirements/needs should be forwarded to the DOC
- Establishing training time and number of practices per week with assistance from the DOC and the Club field scheduler
- Establishing and implementing training techniques in line with the USSF Curriculum and Club DOC.
- All coaches, regardless of age group should make liberal use of the RCUSC purchased Coerver program. Coaches of teams U12 and younger should strive to make the Coerver program drills a significant part of their practices. Coaches of teams U13 and older should adjust the Coerver program to fit the needs of their respective team.
- Recruiting players within Alabama Youth Soccer Association guidelines
- Selecting the tournaments in which the team will play with recommendations and approval from the DOC
- Perform at least 3 team meetings with parents present during the season after tryouts, at or about mid-season to update the parents as to the progress of the team and at the end of the season
- Secure substitute coach when the coach is unable to attend a game/practice
- Provide written or verbal evaluations to players u8-u14 once per year
- Provide written or verbal evaluations to players u15-u18 (when requested by the player or parent)
- Ensure the RCUSC Uniform Policy is enforced for training and games
- Ensure the RCUSC Travel Policy is enforced when playing games away
- Be available to parents to discuss their son’s or daughter’s play
- Keep good communication with the manager for all team correspondence
- Keep good communication with the treasurer in regard to team finances

## **RCUSC COACHES CODE OF CONDUCT**

- Lead by example
- Be ultimately responsible for the team regarding the enforcement of all club and team policies, procedures, rules, and regulations, including the mission statement of the club.

- The Coach is responsible for the actions of the assistant coaches, parents and team players, prior to, during and after each game, practice and club event. Repeated conduct issues or violations of the General Code of Conduct should be reported to the DOC
- Attend all scheduled club coaches meetings, tryouts, including special meetings called by the DOC
- It is the obligation of the coach to advise the Team and/or Club if an event cannot be attended.
- At no time handle ANY team or club funds including bank accounts or accounting records
- Wear RCUSC provided Under Armor shorts or pants and RCUSC logoed Under Armor shirts to all practices
- If traveling by public transportation to games with 5 or more players:
  - Wear RCUSC provided Under Armor shorts, hoodies, or pants.
  - Under Armor hats or visors are also acceptable.
  - Wear RCUSC provided Under Armor warm-up jacket or Under Armor rain jacket in inclement weather.
- Understand that all teams are the property of Rivercity United Soccer Club
- All Coaches, Assistants and Trainers must complete the concussion training program and coaches education seminar each year – and be approved prior to coaching
- If a coach wants to add an assistant, volunteer coach, trainer (including fitness coach) to his/her staff, the head coach must first receive approval from the DOC.
- Any private training sessions conducted by a RCUSC coaching staff member must be approved by the DOC prior to a private training session being conducted.
- RCUSC coaching staff can conduct private training of individuals or group training sessions for registered RCUSC players only.
- RCUSC coaching staff cannot coach team/s or player/s who are not registered members of RCUSC without prior approval of the DOC. Any instance of a potential conflict of interest should be discussed with the DOC prior to initiating a coaching situation.
- Private training key rules: No RCUSC coach or staff member may transport a player or players to or from a private training session; and an adult, other than RCUSC staff, must be present at all times during any private training session. Any parent or volunteer that is in direct contact with players during training or games must be approved by the DOC.
- Each Coach is an independent contractor
- Coach shall complete all required payroll documents as requested by the club in order to receive their payment.
- Coach shall not represent to third parties that he/she is employed by the Club unless through a separate agreement with the Club.
- Coach shall comply with all requirements of any applicable federal, state or local law, rule, or regulation.

## **GENERAL POLICIES**

- All coaches will be paid every month during the course of the regular season
- The first payment will be paid one month after the official start of the season.
- With subsequent payments to follow on a monthly basis
- Final payment will be made at the conclusion of the season
- The coaches total fee for the season will be divided evenly for the given number of months for the season
- Coaches travel per diem/expenses will be paid to the coach before the coach travels for each out of town event
- A schedule of per diem/travel amounts will be made available to the coach and manager of each respective team

## **ADDITIONAL THOUGHTS**

### **1. Setting a good example**

- The coach's example is powerful. If a coach insists on fair play, concentrates on players' enjoyment of the game and their overall, long term development, and supports the referee, players and parents will notice. If a coach discourages (or allows) players to play outside the rules, are overly concerned about the results, and/or criticize the referee or opposing coach, players and parents will also notice. Above all, children deserve a coach they can respect.
- Coaches, in all contact with RCUSC players, parents, officials and coaches, should strive to set an example of the highest ethical and moral conduct. Before, during, and after the game, they should be an example of dignity, patience and positive spirit.
- Before games, opposing coaches should meet and exchange greetings to set the proper tone for the game. After games, the teams and coaches should meet and congratulate each other in a sportsmanlike manner.
- Coaches should ensure that their players' soccer experience is one of fun and enjoyment, and improvement in skill (winning is only part of it). Players should never be yelled at, lectured or ridiculed for making mistakes or losing a game. Coaches should be generous with praise when it is deserved.
- Coaches should avoid any conduct which could be construed as physically or verbally abusive.
- Coaches should completely refrain from verbal dissent during a game with an opposing coach's bench.
- Coaches should honor all professional relationships with colleagues, associations, the media, officials and the public. Conflicts of interest and exploitation of these relationships must be avoided.

## **2. Keeping players safe**

Coaches should have the safety of the players in their charge as their first priority at all times.

Coaches should be familiar with the facility(ies) and fields on which their teams practice and play, and be

mindful of the levels of fitness and skill of each one of their players. Coaches should also be familiar with the Laws of the Game, current with principles of age-appropriate coaching, aware of applicable existing rules and regulations, and informed of the affairs of RCUSC and their league.

- Coaches should check players' equipment and playing facilities frequently. They should meet safety standards and be appropriate for the age and ability of players.
- Coaches should follow the advice of a physician when determining when an injured player is ready to play again. During a game, and in an absence of medical advice, coaches should err on the side of caution in permitting an injured player to return to play.

## **3. Creating a positive experience**

RCUSC wishes to ensure that games are fair, positive and enjoyable experiences for the children and adults involved. A soccer game should be friendly and unifying - a spirited social and athletic occasion for players, coaches, referees, and spectators.

- Coaches should require all players and spectators to adhere to the highest level of sportsmanship at all times. During the game, the coach is responsible for the sportsmanship of the players. If a player is carded or is disrespectful, irresponsible or overly aggressive, the coach should remove the player from the game at least long enough for him/her to calm down. Coaches should explain acceptable behavior to players and parents at a preseason meeting. Encourage parents to make positive comments about good play by either team. Prohibit them from yelling at players and the referee.

## **4. Relating to officials**

Coaches should demonstrate respect for the official and his/her role. Coaches can help referees improve by letting them concentrate on the game, accepting their inevitable, occasional mistakes, and offering constructive post-game comments.

- Before a game, coaches should introduce themselves to the referee. During the game, they should never address the referee except to request a substitution. After the game, they should thank the referee and ask players to do the same.
- A small disagreement should be discussed with the referee calmly after the game. For major complaints, or if the referee appeared to be unfair, biased, unfit, or incompetent, should be reported to the state soccer referee association.