



Expectations of HFSA Coaching Staff

All Coaches on staff with the Hutchinson Figure Skating Association must maintain a ISI membership, carry ISI liability insurance (paid for by HFSA – if Hutchinson is your home ISI rink). Each coach will also participate in an annual review.

Section 1.

I will be a role model and facilitate:

1. Individual growth and excellence in skating for all members of HFSA.
2. Positive and constructive interaction between all skaters, parents and Coaches in HFSA.
3. Respect and appreciation for the individual skater's unique personality, skating ability and developmental age.
4. Feeling of "belonging" to HFSA, HFSA unity and working together to accomplish HFSA goals.
5. Support and respect for all skaters participating in HFSA events.

Section 2.

I will support and respect other Coaches and their philosophy, work and disciplinary procedures, and treat all skaters fairly.

Section 3.

I will cooperate with other Coaches and skaters regarding space on the ice by moving around and using the whole rink, and holding meetings with groups of my skaters off the ice.

Section 4.

I have the authority to maintain a positive training atmosphere on the ice.

Section 5.

I will provide all of my students with written documentation of my fees and expectations upon contracting services with them.

Section 6.

I will talk to each of my students about proper skating procedures and behavior on the ice, following all HFSA ice rules and demand proper behavior at all times.

1. All Coaches are responsible to be observant for inappropriate skating etiquette.
2. If inappropriate skating etiquette is observed, the Coach of the skater involved and the Coach who observed the behavior will meet off ice and all parties will address and resolve the problem. This will take place at the time of the incident.

3. If the skaters Coach is not present, the issue will be discussed with the skater, and the skater's parent/guardian. The skater's Coach will be notified as soon as possible by the observing Coach.

Section 7.

If I need help with a problem, I will follow the appropriate Grievance Procedure, as outlined by the Board. I will first try and work out my differences one-on-one with the person involved, but if this does not work, I will file a grievance. The Board has the authority to use any or all of the disciplinary steps outlined in the parent/skater agreement and the disciplinary policy for Coaches and Board members depending on the severity of the problem.

Section 8.

I will conduct myself chemically free (alcohol, illicit drugs) whenever participating in an HFSA skating session or skating competition.

Section 9.

I will respect and support the decisions made by the HFSA Board in my interactions with skaters, parents and other Coaches.

Section 10.

I will meet with the HFSA Coaching Staff and the Board as determined by the Board and as necessary to fulfill my responsibilities.

Section 11.

The HFSA Board wants to foster good communication between ALL parents, skaters, Board members and Coaches. Coaches do not have the authority to dictate who another Coach can have a conversation with. However, Coaches are reminded that conversations with students of another Coach may be improper in certain contexts.

Section 12.

I realize that all skaters and parents have the right to switch Coaches at any time for whatever reason as long as ISI guidelines are adhered to. Nobody, ex-Coaches, current Coaches, parents, or skaters have the right or authority to criticize this decision.

I have reviewed the above expectations and agree to fulfill each and all of them as the basis for initiation and maintenance of Coaching Staff status at the Hutchinson Figure Skating Association.

Printed Name of Coach

Signature of Coach

Date
