



Player Development Provincial Program

TECHNICAL OPERATIONS MANUAL

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Long-Term Player Development (LTPD)

LTPD is designed to give players an optimal soccer experience at every stage by putting their needs front and centre: player development, training, competition, and recovery. LTPD is player-centered, coach driven, and supported by administration, sport science, and sponsors.

LTPD:

- *Eliminates gaps in the player development system.*
- *Guides planning for optimal athlete performance at all stages.*
- *Provides a framework for program alignment and integration, from volunteer club coaches to national and professional teams.*
- *Follows scientific principles and practical coaching experiences.*

Benefits for players & parents:

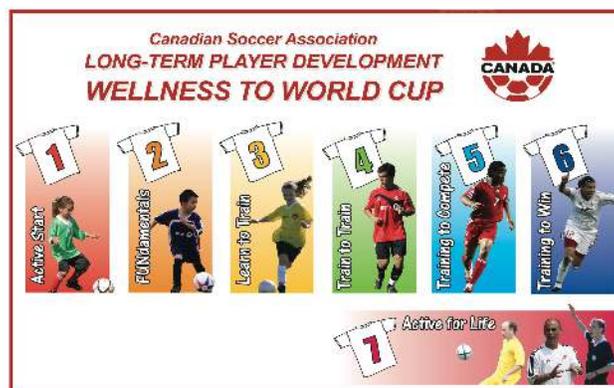
- *Better understanding of what makes a good soccer program.*
- *More players learning at their level and having fun.*
- *Appropriate game and league structures (e.g. size of balls, goals, field etc.).*
- *More opportunity for players to realize their athletic potential.*
- *More coaches who are knowledgeable in leading safe, effective practices.*

Benefits for coaches & clubs:

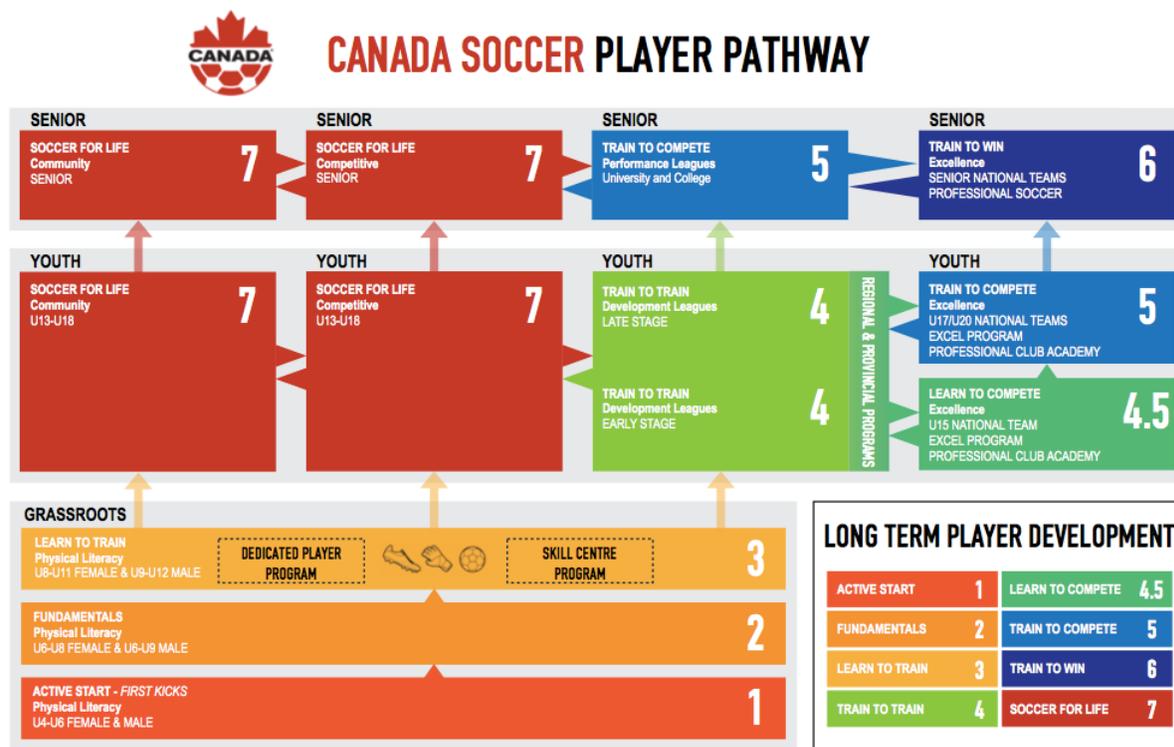
- *Information and education on effective coaching and practice methods.*
- *Guidelines for appropriate game structures.*
- *Guidelines on appropriate competition levels.*
- *Established pathways for player development for all levels of ability and ambition.*
- *Affirmation of best practices for coaches and club administrators*

Benefits for all:

- *Competitive behavior is fostered in players, while over-competitive behavior is discouraged in adults (E.g. coaches and parents).*
- *Players, parents, coaches, and administrators understand that players are unique and therefore different in interest and aptitude.*
- *Players stay involved in the sport throughout their lives (as players, coaches, referees or club administrators).*
- *Soccer grows, and lifelong wellness is promoted for players of all ages, genders, and levels of ability and disability.*



Player Development Pathway



The game within Nova Scotia provides a number of unique challenges to the overall delivery of player development programming.

These challenges include addressing the geographical make up of our province and the harmonization of player and coaching development.

The proposed changes to the recognized provincial program structure considers the effectiveness of the program, addressing the level of resources effecting all stakeholders for the growth of the game at all levels and aligning the program in preparation for a Canada Soccer club centred developmental league. The result is a program that is developed to improve the end objective of the program, obtaining opportunities for players to move from stage 4 'Train to Train' to stage 4.5 'Learn to Compete' with an invite into the EXCEL stream, with the female REX program and male Whitecaps program, or concluding with stage 5 'Train to Compete' or stage 6 'Train to Win'. The changes towards the existing structure will assist the Soccer Development Department in becoming more efficient and progressive in implementing province wide development programming.

It has become essential to the long-term success of player development within Nova Scotia that Soccer NS and its Long Term Player Development Committee take the lead in establishing, guiding and monitoring a recognized path for development within the province for Nova Scotia's players.

This initiative includes the partnering of our member clubs and districts into our overall pathway of development.

Mission Statement

“Through inclusive leadership we will provide Nova Scotia players with sustainable soccer opportunities of excellence.”

Under the direction and leadership of Soccer Nova Scotia’s soccer development department, the Soccer Nova Scotia High Performance Pathway has been established across the province. The aim of the programs are to create and sustain both player and coach development opportunities of excellence. The high performance programs will provide consistent aligned programs from EXCEL to provincial programming for selected players and coaches, with an ongoing objective of creating a higher standard at the provincial league level through a developmental league improving leagues, clubs and districts.

The Soccer Nova Scotia provincial program will deliver on the following key development initiatives:

- ✓ *Support Canada Soccer’s “Player First” mentality and it’s Long Term Player Development strategy*
- ✓ *Harmonize all high performance level of programming*
- ✓ *Eliminate congestion and provides greater clarity for all stakeholders*
- ✓ *Work within existing and supporting structures*
- ✓ *Drive improvements to all aspects of high performance soccer*
- ✓ *Respect and Fair Play*
- ✓ *Prepare and innovate for the future*

In addition the Soccer Nova Scotia provincial program is built on the following guiding core principles of development.

Core Principles

1. *To expose players to further develop their skills in an appropriate 11-aside environment, this includes other technically advanced players playing within a competitive and demanding atmosphere.*
2. *To enhance the technical and tactical components of the players’ game through 11-aside games and off field training and education.*
3. *To provide the players with access to certified, experienced and professional levels of coaching.*
4. *To provide leadership and information on life skills and promote the importance of commitment to excellence and citizenship.*
5. *To provide a healthy and safe training environment to ensure responsible and sustainable development of the player.*

Development Objectives

- *Provide an elevated level of 11-aside competition for high performance players within Nova Scotia*
- *Provide a strong contribution to player development philosophies for the Canadian National Team and Vancouver Whitecaps*
- *Provide a recognized pathway for players to be identified for EXCEL programs, Canadian and US colleges and universities and ultimately the professional level of play.*

Coaching Development

Coaching Standards

All coaches selected to contribute towards the Soccer Nova Scotia provincial program must share and work towards Soccer Nova Scotia's mission, values, principles and competencies.

As coaches:

- ✓ *We should be passionate for the game and pass on this passion, encouraging others to develop a life-long love of the game. Our values should be responsive to the needs of our players and soccer in general.*
- ✓ *We must be accountable to those they work with and the soccer community at large.*
- ✓ *We should be challenging in our work and bring out the best in our players.*
- ✓ *We need to ensure aligned game models, competencies and developmental principles are communicated and adhered to.*
- ✓ *We should be able to communicate and influence those around us, taking ownership of the game.*
- ✓ *We should be actively involved in ongoing coach education opportunities*

Code of Conduct - Coach

1. *The coach agrees to dress and wear appropriate attire whenever he/she is representing the provincial program on and off the field of play and must conduct themselves at all times in an appropriate manner.*
2. *Respect and consideration must be shown towards all Soccer Nova Scotia staff, players, officials, opponents, public and all volunteers who are involved in hosting a game or event.*
3. *Coaches must adhere to any rules set out by Soccer Nova Scotia, its soccer development technical department and the Soccer Nova Scotia Provincial Program Operations Manual - Technical.*
4. *All coaching and technical staff must demonstrate responsible behaviour within all training and match environments.*
5. *All coaches and technical staff must respect and adhere to rules and regulations pertaining to conduct within the official provincial program 11-aside matches.*
6. *All Soccer Nova Scotia provincial program coaches must agree to sign Soccer Nova Scotia provincial program Code of Conduct agreement.*
7. *The use of tobacco, consumption or possession of alcohol and illegal substances is not supported and may not be consumed before or whilst performing Soccer Nova Scotia provincial program official duties in the presence of minors.*

Violation of Coaching Standards, Code of Conduct and Guidelines

Any member of staff, coach and volunteer who is deemed to have contravened the above standards, code of conduct and guidelines may be subject to discipline action. This discipline action may take the form of and not limited to the following:

- ✓ *Soccer Nova Scotia internal action*
- ✓ *Soccer Nova Scotia Provincial Program suspension or removal*

Head Coach, Assistant Coach & Team Manager

It is recommended that all Soccer Nova Scotia provincial program teams will include the following coaches and support staff within recognized program years:

1. *Head Coach and Assistant Coach*
2. *Manager*
3. *Like gender coaching requirement a preference*

Qualifications

As the Soccer Nova Scotia provincial program is built upon a “*PLAYER FIRST*” mentality regarding overall player, team and coaching development, there is an essential requirement to identify appropriate coaching standards in the program which is supported by Long Term Player Development plan (LTPD):

➤ STAGE 4: Training to Train

LTPD’s recommendations for appropriate coaching certification standards are imperative in these stages of development.

The “*minimum coaching certification standards are as follows:*

- ✓ ***Coaching Leads - B License Part 2 (Certified) + MED***
- ✓ ***Mentee Staff - C License (Trained) + MED***

**National federation equivalency to be based on a case-by-case situation*

Coach Stipends

Soccer Nova Scotia will financially compensate head coaches once all obligations are complete the following:

- *Lead coach - \$1,000 & all travel compensated*

**Note - Head and assistant coach roles of travel teams will be confirmed at the time of hiring.*

Head Coach Appointments

It is recommended that all Head Coaches meet the following pre-requisites prior to appointment:

1. *Experience coaching and/or playing at a high performance level of competition is an asset.*
2. *Experience working with technology to support player development.*
3. *Working knowledge of the English language.*
4. *Must be willing to submit a criminal record check (CPIC).*
5. *Head coach must hold a valid passport.*
6. *It is not recommended that the head coach have a son or daughter participating within the age level which they are applying to coach.*
7. *Must be willing to work in conjunction with the Canadian Soccer Association and Soccer Nova Scotia. This would include a commitment to Canada Soccer LTPD standards, REX and Vancouver Whitecaps philosophies as it relates to responsible youth development and coaching certification and ongoing education.*

Assistant Coach Appointments

It is recommended that all assistant coaches meet the following pre-requisites prior to appointment:

1. *Experience coaching and/or playing at a high performance level of competition would be an asset.*
2. *Experience working with technology to support player development.*
3. *Working knowledge of the English language.*
4. *Must be willing to submit to a criminal record check.*
5. *Assistant coach must hold a valid passport.*
6. *It is not recommended that the assistant coach have a son or daughter participating within the age level which they are applying to coach.*
8. *Must be willing to work in conjunction with the Canadian Soccer Association. Soccer Nova Scotia for player development. This would include a commitment to Canada Soccer LTPD standards, REX & Vancouver Whitecaps philosophies as it relates to responsible youth development and coaching certification and ongoing education.*

**Teams will be required to have a like gender coaching appointment on staff with every team.*

Soccer Nova Scotia Coach Mentorship Program

Soccer Nova Scotia will look to integrate a mentorship program into the provincial program. The program has the opportunity for sixteen mentee coaches to be recruited/appointed with the objective of the coach understanding and aligning the game model, philosophy and competencies of the EXCEL programs for integration into their club system.

Mentee Coach Appointments

It is recommended that all mentee coaches meet the following pre-requisites prior to appointment:

1. *Experience coaching and / or playing at a high performance level of competition would be an asset.*
2. *Working knowledge of the English language*
3. *Must be willing to submit to a criminal record check.*
4. *Mentee coach must hold a valid passport.*
5. *It is not recommended that the mentee coach have a son or daughter participating within the age level which they are applying to coach*
9. *Must be willing to work in conjunction with the Canadian Soccer Association. Soccer Nova Scotia for player development. This would include a commitment to Canada Soccer LTPD standards, REX & Vancouver Whitecaps philosophies as it relates to responsible youth development and coaching certification and ongoing education.*

Program Objectives

1. *Education - Coaches to understand the EXCEL game model, philosophies & competencies*
2. *Outcome-focused - All coaching activities must make a positive contribution to achieving a pre-determined coach development goal.*
3. *Player-centred - Based on the needs of the player in the provincial program and aligned to the stage of development of that player.*
4. *Technology Integrated - Trained & understand the benefits of technology to assist in the players development.*
5. *Flexible - To meet the range and needs of the mentee coach.*
6. *Holistic - Focus on the whole person, not just the soccer components.*
7. *Ownership - To create a highly skilled coach requires individuals to accept responsibility for owning, creating, maintaining and improving the environment in which they work and learn.*
8. *Continuous Improvement - Highly skilled coaches must have an inherent thirst for knowledge. They look beyond the results and the outcome of the game to ensure that tomorrow's performance is better than today's. Every coaching situation is an opportunity to learn. Learning, therefore, never ends.*
9. *A provincial coach must combine the most effective traditional methods of instruction with the most modern advances in learning. Therefore a provincial coach should:*
 - a. *Use the traditional passive method of direct instruction but couple it with*
 - b. *Modern active methods like guided discovery and questioning*

Active methods make the learner more accountable for his/her own learning and are shown to produce higher levels of understanding and retention of information.

Female Mentee Coach Development Initiatives

The Soccer Nova Scotia provincial program must provide opportunities for female mentee coaches to work closely with other female coaches within the Soccer Nova Scotia provincial program.

The goal of this initiative is to create an atmosphere where by these mentee coaches may learn in a high performance, exciting, educational and safe environment. It is the hope this experience will encourage them to continue their path of development as a coach and make a commitment to a lifelong involvement in the coaching of players at all levels of play within Nova Scotia.

Coach Orientation

All coaches appointed to the program must attend an orientation in October. This date will be made aware at the time of the application or appointment. The orientation will be a full day and located at the BMO Soccer Centre.

Coaches are required to bring a laptop and all necessary active equipment to participate.

Manager Roles & Responsibilities

All managers selected to contribute towards the Soccer Nova Scotia provincial program must share and work towards Soccer Nova Scotia's mission, values, principles and competencies.

As managers:

- ✓ *We should be passionate for the game and pass on this passion, encouraging others to develop a life-long love of the game. Our values should be responsive to the needs of our players and soccer in general.*
- ✓ *We must be accountable to those they work with and the soccer community at large.*
- ✓ *We should be accessible and supportive to those families involved.*
- ✓ *We should be able to communicate and assist those around us.*
- ✓ *We should be able to plan, schedule & record all matters related to the Soccer Nova Scotia provincial program*

The manager will be a lead for all matters related to:

- *Communicating any matters related to his/her team as assigned*
- *Assisting in collecting cheque payments*
- *Recording all necessary information into GoalLine*
- *Assisting and supporting with preparing necessary needs for travel*
- *Leading and supporting with any travel commitments*

Manager Appointments

It is recommended that all managers meet the following pre-requisites prior to appointment:

1. *Experience managing a sports program/ team.*
2. *Experience working with GoalLine.*
3. *Working knowledge of the English language.*
4. *Must be willing to submit to a criminal record check.*
5. *Manager must hold a valid passport.*

Manager Orientation

All manager appointed to the program must attend an orientation in December. This date will be made aware at the time of the application or appointment. The orientation will be an evening and located at the BMO Soccer Centre.

Player Selection Policies and Procedures

Player Eligibility

A player who is in good standing and registered within Soccer Nova Scotia and is within the age categories as defined by Soccer Nova Scotia.

Player Prioritization

- *Following the selection to Soccer Nova Scotia provincial program, all players must be aware that the Soccer Nova Scotia provincial program takes priority over any additional soccer programming.*
- *Participating within supportive soccer development programming and additional sport development programming during the duration of that year's U12 Academy is permitted if it meets LTPD standards as it relates to appropriate maturation of players. (See LTPD Stages of Development)*
- *If additional soccer and sport activities interferes with recognized programming and scheduling, participation is not recommended so to prevent and avoid the following;*
 - *Increase of injury and over training*
 - *Annual schedule congestion*
 - *Adherence to the recognized periodization plan*
- *The exemption to this policy is the selection of a player to Soccer EXCEL Programming, Canada Soccer and Vancouver Whitecaps sponsored high performance initiatives, National Team Programming and invitation for an official trial or development opportunity at a recognized professional club as defined within the FIFA club membership. This will be recognized and supported by Soccer Nova Scotia.*

Entry & Exit Points

- *November - Tryouts*
- *January - Program Starts*
- *May - Exit Point*
- *July - Program Ends*

Player Feedback

- *The Soccer Nova Scotia Provincial Program must provide a minimum of two (2) written assessment:*
 - *End of February*
 - *End of April*
 - *End of July - Players selected to travel*

Under Age Player Policy

Soccer Nova Scotia and its Pathway for Player Development support the philosophy of continually challenging its member players. Players potentially moving up an age group within the Soccer Nova Scotia Provincial Program will need to meet the following guidelines:

Technical Ability

A player must demonstrate a high degree of individual skill which must be transferable to competitive match situations. In addition, a player's individual skill must meet or excel the technical abilities of other participating players within the age group the player wishes to participate with.

Physical Ability

A player must surpass other players within their age group in physical strength, technical skill and speed, and have the ability to blend in with players of the intended age group.

Mental Ability

Player must surpass other players within their age group in game awareness and general knowledge of the game. Including the mental strength that will be necessary when dealing with older and physically superior opponents.

Social Ability

Player must be able to interact with players within the intended age group on and off the field (games, dressing room, training and social gatherings).

The selection of an underage player will be supported by the High Performance Manager if the player meets these guidelines.

Program Overview

Identification (May-August)

- *Players who participated in the Soccer Nova Scotia Provincial Program the previous year will automatically be invited to tryout unless the player was released for breaking the code of conduct.*
- *Soccer Nova Scotia staff will be observing the existing provincial league and making recommendations to the High Performance Manager.*
- *Regional/Club technical directors will be asked to make recommendations prior to the end of the season to the High Performance Manager.*
- *Players will receive an official invitation from Soccer Nova Scotia technical department via their regional/club technical directors.*

Tryouts (November)

- *Tryouts will take place outdoors in November. The U13 & U14 players will take place in early November & the U15-U17 players towards the end of November.*
- *Tryout cost - \$30. Must register & pay to confirm attendance prior to tryout.*
- *All selections will be selected using a matrix/tool aligned with the competencies of the EXCEL programs.*
- *Players who are not selected can request feedback. However, feedback will be informal due to the large number of players participating.*
- *Selections will be announced 10 days after the tryout.*
- *Players will be selected into four teams (approx. 14-16 players) in the following age groups:*
 - *U13-U14*
 - *30 players selected in each age classification & gender*
 - *U15-U17*
 - *20 players selected in each age classification & gender*
- *Once selections have been announced players & parents will have five working days to register online in order to allow appropriate time for uniform orders.*

11-aside Mini Provincial League

Soccer Nova Scotia Provincial Program will operate as a mini 11-aside league for those players selected. Players will be placed into balance teams and compete in two 11-aside games once a month including classroom video analysis and pre-brief meetings.

- *Program cost - \$425 and includes:*
 - *Eight 11-aside games inc. officials*
 - *Eight classroom sessions to take place prior to the 11-aside game. The objective will be to identify, support, discover the game model, values, principles and competencies of the program.*
 - *Medical leads available at all games*
 - *Access to VidSwap for all video analysis purposes to be aligned with game model, values, principles and competencies.*
 - *Two player feedback assessments to be aligned with game model, values, principles and competencies.*
 - *Full uniform - Adidas*
 - *Blue jersey*
 - *White jersey*
 - *Shorts*
 - *Socks*

****Extras uniform needs, tracksuits & bags to be purchased and available via supplier.***

*****Players selected will require a tracksuit to travel.***

- *Each division will have four teams:*
 - *U13-U14 Male*
 - *U13-U14 Female*
 - *U15-U17 Male*
 - *U15-U17 Female*
- *Four month provincial weekends for 11-aside competition. Each weekend players will receive two 11-aside games resulting in an eight game league.*
 - *January*
 - *February*
 - *March*
 - *April*
 - *Weekend example:*

- *BMO Soccer Centre - Saturday*
 - *10:00am - Classroom*
 - *11:30am - Warm up*
 - *11:45am - Kick off*
- *East Hants Sports Complex - Sunday*
 - *11:45am - Classroom*
 - *1:15pm - Warm up*
 - *1:30pm - Kick off*
- *All teams will deliver a consistent game model, values, principles & competencies aligned with the EXCEL programs*
 - *See Provincial Program Game Model Excel Spreadsheet*
- *Coaching staff will support players during the 11-aside game by stepping onto the field during live play.*
- *Coaches are to deliver mandatory classroom sessions prior to the 11-aside game in conjunction with the technology tools provided by Soccer Nova Scotia to identify, support, discover the game model, values, principles and competencies of the program.*
- *All 11-aside games will be recorded and analyzed with VidSwap (See VidSwap Tutorial Document)*
 - *Coaches are expected to engage players remotely to:*
 - *Review 11-aside game*
 - *Complete tasks to identify, support, discover the game model, values, principles and competencies of the program.*
- *All players will receive two player feedback assessments via GlobalCoach (See GlobalCoach Tutorial Document)*
 - *End of February*
 - *End of April*
- *All 11-aside games will have a medical lead present*

Travel

- *Players will be selected from the mini 11-aside league:*
 - *U13 Development - 18*
 - *U13 Advanced - 18*
 - *U14 - 18*

- o U15 - 18
- o U16-U17 - 18
- *Players selected will have a training weekend during May*
 - o *Training weekend cost - Built into overall travel cost (See appendix on approx. costs due early October 2017)*
 - o *Location will be rotated across the province for each age classification*
- *The following age classifications will compete at the following events:*
 - o *U13 Development - U13 Atlantics - July*
 - o *U13 Advanced - U14 Atlantics - July*
 - o *U14 - U15 Atlantics - June*
 - o *U15 - U16 Atlantics - June*
 - o *U16-U17 - College showcase (May-July)*
- *Players will receive one final player feedback assessment via GlobalCoach after competition.*

11-aside Rules & Game Management

Game Format

- 11-aside
- Field dimensions shall be per FIFA regulations.
- Goals shall be per FIFA regulations.

Incomplete Games

In the event that a game cannot continue through full regulation play, the game shall count provided seventy-five percent (75%) of the game was completed.

The referee shall have the final decision on suspension of matches due to weather or field conditions.

Game Sheets

- Due to the game being competitive, game sheets will be required. The manager of each team will provide and submit to the official.
- The manager of each team shall verify the accuracy of game sheets and obtain a signed copy from the match officials after the match.
- The manager of the winning team will submit all information pertaining to the game sheet via GoalLine.

Playing Time Policy

- *This policy is set at 40% per game*
- *Each player will receive a minimum of four starts over the eight games.*

Substitution Policy

- ***TBD - August 31st, 2017***

Player Guidelines

Successfully selected players for the Soccer Nova Scotia provincial must be aware they are representing their club and Nova Scotia within the program. Players will be judged based on their performances on and off the field of play, as an individual and as a member of a team. Their personal conduct, both in and out of competition, reflects upon the program and their Club Teams image and is the responsibility of the player to safeguard the reputation and pride of those who they represent.

Code of Conduct - Players

- 1. All players must sign a code of conduct when selected for the Soccer Nova Scotia Provincial Program*
- 2. The player agrees to dress and wear identified attire whenever he/she are representing the province of Nova Scotia. He/she is to conduct in an appropriate manner at all times.*
- 3. Respect and consideration must be shown towards all Soccer Nova Scotia staff, teammates, officials, opponents, public and all volunteers who are involved in hosting a game or event.*
- 4. Players must adhere to any rules set out by Soccer Nova Scotia, and the Soccer Development department.*
- 5. The use of tobacco, consumption or possession of alcohol and illegal substances is not supported and is prohibited while participating within officially sanctioned Soccer Nova Scotia Provincial Program matches and events. A **Zero tolerance as it relates to discipline is in effect.***