Coaches Conduct & Requirements

This handbook applies to coaches supporting and participating in any of the sports offered by Flex Academy & HCOS.

For any questions or comments regarding this document or athletics, feel free to reach out to:

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Pillars

1. God First

This is our cornerstone. We coach as a form of ministry. Our identity is not defined by wins and losses, but by our faith and character. We will model Christ-like integrity and servant leadership in every situation. Athletic ability is a gift, and we will use it to glorify God.

In Action, this looks like:

- Integrating faith into the team experience through prayer or devotion.
- Demonstrating grace and composure under pressure.
- Teaching athletes that true success is honouring God with their effort and attitude.

2. Honour & Respect

Respect is mandatory. It is demonstrated through our actions towards teammates, coaches, opponents, officials, and our school community. This is not just about the game; it is about holding ourselves to a higher standard in the classroom, in the hallways, and online. We will compete with intensity and integrity, representing our school with honour.

In Action, this looks like:

- Direct, honest, and respectful communication at all times.
- Zero tolerance for disrespectful language or behaviour.
- Leaving every facility, home or away, cleaner than we found it.

3. Team Culture & Relationship

We believe that relationships are the foundation of our team. Our “team-first” philosophy prioritizes the success and unity of the group over individual accolades. This is a culture built on action, not words. We develop strong relationships by showing up on time, respecting each other enough to give maximum effort, and putting the team’s needs above personal ambition. By understanding who each person is and what it means to win and lose together, we build the core of our success both on and off the court.

In Action, this looks like:

- Enforcing punctuality and preparation as a sign of respect for each other’s time and effort.
- Celebrating wins and supporting each other through losses, demonstrating that we are in this together no matter the outcome.
- Fostering an environment of trust where athletes hold each other accountable and push each other to be better from a place of care, not criticism.
- Taking the time to get to know one another, understanding each other’s strengths, and appreciating what everyone brings to the team.

4. Dedication

We are committed to the relentless pursuit of excellence. This requires a disciplined approach to preparation, a commitment to continuous improvement, and an unwavering work ethic. As coaches, we are dedicated to our own growth and to maximizing the potential of every athlete who commits to our program. Playing time and position are earned through dedication, not guaranteed.

In Action, this looks like:

- Executing organized, purposeful, and high-intensity practices.
- Making objective, performance-based decisions.
- Modeling a strong work ethic and demanding the same from our athletes.

Expectations

The relationship between a coach and athlete is a privilege that I deeply value. In my role as a coach, I fully acknowledge the significant impact I have on the personal and athletic growth of my players. As a model for my team, I commit to upholding the mission, vision, and values of Flex Academy and HCOS.

- I will abide by and endorse directives from the Athletic Coordinator, BC School Sports’ Competitive Rules & Regulations, as well as those of our local athletic association and sport commission.
- I will adhere to the rules of the sport and foster a spirit of respect for those rules, while encouraging my players to do the same. Show respect for officials’ decisions and guide my players to do likewise.
- In cases of protest, I will follow proper channels.
- I will not discriminate against any players based on race, color, ancestry, religion, family status, physical or mental disability.

- I will clearly communicate my expectations to players, maintaining open lines of dialogue with both players and their parents.
- I will determine playing times and roles that align with the team's best interests and objectives.
- I will not use verbal aggression or physical force in any capacity while coaching.
- I will ensure that my players demonstrate appropriate behavior under my supervision, encompassing dressing rooms, the field/court, players' bench, travel to/from games, and hotel stays.
- I will refrain from using tobacco products and alcohol when around players or school-sanctioned events.

I understand that coaches who violate these expectations may face disciplinary measures or sanctions, including potential suspension from coaching duties.

Standards

Practices

- **Preparation:** Coaches must arrive at every practice with a structured plan that is purposeful and designed to maximize player development and engagement.
- **Punctuality & Energy:** Coaches are expected to be the to arrive on time, fully prepared, and to lead with high energy. The tone of the practice is set by the coach.
- **Active Engagement:** Practices must be dynamic, with constant movement, clear instruction, and active coaching. "Standing around" is not the Firebird standard.

Game Day

- **Pre-Game Preparation:** Arrive well before the team is required to be there. Have a clear warm-up protocol and a concise pre-game talk that outlines key objectives and reinforces the game plan.
- **Post-Game Communication:** Whether after a win or a loss, have a structured plan for post-game communication. This may be a brief talk on the court/field immediately following the game or a follow-up email/message to the team within 24 hours. The communication should be constructive, addressing both successes and areas for improvement while maintaining a respectful tone.

Communication

- Coaches are expected to maintain timely, professional, and clear communication with players, athletic director and parents regarding schedules, expectations, and team matters. A predictable communication rhythm (e.g., weekly touch points) is highly encouraged.
- Communication can be scheduled through the Athletic Director if need be.

Recognition

- **Year-End Awards:** Coaches are expected to keep informal notes throughout the season to identify candidates for year-end awards, such as Most Valuable Player, Most Improved Player, and team leadership awards.
- **Player of the Week**: Coaches should be prepared to nominate a “Player of the Week” when requested. This recognition is not just for on-court performance but also for players who exemplify the Firebird Pillars through their character, effort, and attitude.

Health & Safety

Coaches Protocols

All coaches are required to complete the mandatory concussion training as required by BCSS. This certification is valid for two years, and it is the coach’s responsibility to ensure their training is current before the start of their season.

Start Concussion Training

FLEX + Local HCOS: OCSAA Coaches Ethics Declaration

HCOS Only: Submit your CATT Certification

Game Ejections

If there has been an ejection, either coach or player, you must notify your athletic coordinator right away. Discipline procedures follow a strict 72 hours protocol.

More Information

Players Code of Conduct

HCOS Athletics Frequently Asked Questions

HCOS Athletics for Families (SOPHIE)

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