



CW3 Coaching Policy

Objective: The purpose of this policy is to ensure that CW3 players are provided quality coaching in order to learn the game of soccer and reach their fullest potential and to provide procedures for handling coaching complaints.

Behavior/Conduct

All coaches are expected to comply with CW3 Rules and By-Laws. Recreational Travel and Select Travel Coaches are also expected to comply with the Rules and By-Laws of WSSL and MSYSA.

Background Check

All coaches must comply with MSYSA's rule on risk management, which involves a background check and culminates in the issuance of a **Risk Management Card**.

Education/Training

All coaches are encouraged to attend CW3 sponsored clinics to ensure that the basic concepts of soccer are understood. CW3 also encourages its coaches to obtain certifications and/or coaching licenses. Coaches should also, through attending such coaching clinics and/or reading the written coaching materials provided by CW3 or outside resources, familiarize themselves with how to run an effective practice appropriate for their age group.

Handling Complaints Regarding Coaches

While recognizing that volunteer coaches are the basis of CW3, CW3 nevertheless will take seriously all complaints regarding coaches and will respond appropriately based on the nature of the specific circumstances.

Complaints Regarding Abuse

Any allegation of abuse (physical or emotional) will be immediately investigated by the Division Director and the Coaching Director.

Complaints Regarding Incompetence/Rules Violations

Any allegation of incompetence or of a rules violation, if made by a single source, will first be reviewed by the Division Director in order to determine if it has merit. This can be done by speaking with other parents or coaches familiar with the situation at issue. If it is determined that the allegation has merit or if the allegation is made by multiple sources, then the allegation shall be investigated by the Division Director, in consultation with the Coaching Director.

Coaches are expected to familiarize themselves with all applicable rules and guidelines; therefore, a coach shall not be excused from adhering to such rules and guidelines by pleading ignorance of their contents. Such information will be taken into consideration; however, in determining the appropriate means of corrective action.

Complaints Regarding Coaching Methods

CW3 recognizes that some coaching methods are more appropriate for one age group than for another age group and that certain children respond favorably to certain coaching methods, while other children in the same age group respond negatively to the same methods. Thus, any complaint regarding a coaching method shall be brought to the attention of the coach by the Division Director so that the coach can be made aware of his/her effect on the player(s) he/she is coaching. If complaints persist, this may be taken into consideration in deciding whether to select that particular coach for a coaching assignment in the future.



Investigations referenced in this policy will consist of gathering as many facts relevant to the situation as is reasonably possible. The results of the investigation shall be communicated to a Disciplinary Committee appointed by the Board of Directors. The Disciplinary Committee shall determine what, if any, corrective action will be taken.

The results of all investigations and determinations made, including the fact that a complaint has been lodged, shall be communicated by the Division Director or the Disciplinary Committee, as appropriate, to the Board of Directors at the next regularly scheduled Board Meeting, if not sooner.

Corrective Action for Coaches

Corrective action is intended to provide improvement opportunities and/or correct inappropriate behavior. Following an investigation and communication to the Disciplinary Committee, the Disciplinary Committee may, if the circumstances warrant, decide to take one of the following courses of action. Corrective action may include any of these actions, in any sequence, depending upon CW3's assessment of the gravity of the situation. In some instances, immediate dismissal may be appropriate.

Informal Discussion of Matters with a Coach

The Division Director or the Disciplinary Committee may discuss corrective measures with the coach involved in an effort to allow the coach an opportunity to explain the circumstances and, if necessary, correct his/her actions and/or behavior.

All matters informally discussed with a coach must be documented and maintained by the Division Director or the Disciplinary Committee for the duration of the season, plus one additional season if the coach continues to coach into the next season.

Formal Corrective Action by the Disciplinary Committee

- The Disciplinary Committee may take one of three formal corrective measures, depending upon the severity of the conduct.
- The coach may receive a verbal warning and be required to provide a verbal commitment to improve.
- The coach may receive a written warning and be required to provide a verbal commitment to improve.
- The coach may be temporarily suspended from coaching. If suspended, the coach must provide a written commitment to improve prior to returning to his/her team.

Removal of a Coach by the Disciplinary Committee

As mentioned above, CW3 must take care in the handling of coaches, since they are volunteering their personal time to support the organization and the game of soccer. However, there may be situations that require the removal of a coach, including consistent refusal to adhere to CW3's stated expectations.

All formal corrective measures discussed with or actions taken with respect to a coach must be done with more than one CW3 representative present and must be documented and maintained by the Disciplinary Committee for three years. The affected coach may appeal any decision to the full Board of Directors; however, CW3 reserves the right to move forward with the corrective action pending the appeals process.