

Coach Fee Guidelines

(To be used in conjunction with the Coach Hiring and Management Guide)

CanSkate & CanPowerSkate:

It is essential that the coach and club work together to arrive at a reasonable rate for a CanSkate or CanPowerSkate session based on a 1-hour session. The normal session consists of 45 minutes of on-ice time and 15 minutes of off-ice preparation. Organization for any type of lesson (i.e. CanSkate, CanPowerSkate, group or private lessons) must take place before arriving at the rink. Follow up must take place immediately following a session or lesson. For a CanSkate or CanPowerSkate session, a professional coach needs to base his/her fee on one full 60-minute session of work that includes: planning and delivering lessons, talking to parents, skaters, and other coaches both prior to, and after a CanSkate/CanPowerSkate session, reviewing CanSkate/CanPowerSkate progress sheets, lesson records, and notes, reviewing the lesson currently being taught in preparation for the next lesson, etc. All of these areas are crucial to Skate Canada program delivery, for which the Skate Canada professional coach is responsible and to be held accountable.

Group STARSkate:

As with CanSkate, there are many programming areas that a coach is expected to fulfill. Offering quality instruction to skaters via group lessons will not only ease the transition from CanSkate, but it will also provide skaters and parents a more affordable way to continue in the sport. Parents are often discouraged by the costs and time commitment of private lessons. Group lessons are a simple and logical lesson format. STARSkate provides an opportunity for personal growth and the development of important life skills such as goal setting, self discipline, time management, coping strategies, confidence, and a healthy lifestyle. It can be financially viable to offer group lessons, as coaches are often busier.

Private Lesson (STARSkate/Competitive Stream):

Coaches set a private lesson coaching rate. This is expected to be an annual point of discussion with the club during contract negotiation.

Remember, customers have invested money in the club and deserve the utmost of customer care. When customers are provided with simple and accurate information, they are better equipped to make informed decisions about their child's participation in the sport from the beginning.

Coaching Fee Negotiation Guidelines

This guideline is provided for the purpose of providing some direction and guidance to the coach, the club or skating school, and to the parents. The fee structure is intended to be a guide only. All contracts are still subject to negotiation between the club and their coaching staff.

NEGOTIATING FACTORS: Clubs, skating schools and coaches must consider various factors when using this guide. These factors must be considered prior to setting and communicating initial coaching fees. They include, but are not limited to, the following:

- NCCP certification level
- Years of coaching experience
- Coach’s level of education, including applicable post-secondary education
- Coach’s competitive experience (Sectionals, Challenge, Nationals, Worlds, Olympics, and other significant championship events)
- Coach’s level of experience in coaching competitive and test levels
- Coach’s level of personal tests and competitive achievements
- Coach’s Professional Development
- Coach’s expertise in specialty areas
- Coach’s related volunteer experience
- Geographical area, comparable programs and other coaches in the area (ex. cost of living differences)
- Financial considerations of the club/skating school

NEW NCCP CERTIFICATION MODEL - LTAD	OLD NCCP CERTIFICATION LEVELS	SUGGESTED STARTING HOURLY RANGE FEE GUIDELINES <i>(negotiating factors noted above to be taken into consideration)</i>
Club Coach (In Training, Trained, Certified) LTAD: Learn to Skate	CanSkate In Training CanSkate Trained CanSkate Certified	\$16 - 25
Regional Coach (In Training, Trained, Certified) LTAD: Learn to Train	Primary STARSkate Trained Primary STARSkate Certified	\$24 - 32
Provincial Coach (In Training, Trained, Certified) LTAD: Learn to Compete	ISPC In Training ISPC Trained ISPC Certified	\$28-36
National Coach (In Training, Trained, Certified) LTAD: Train to Compete	Partial Level 3 Level 3 Certified	\$33-42
High Performance Coach LTAD: Learn to Win/Live to Win	Partial Level 4 or 5 International Level 4 & 5 Certified	\$45 - 60

Additional Considerations

Private Lessons	Base fee as determined by the coach. One lesson is considered to be 15 minutes in duration.
Private Group Lessons (2 or more skaters)	Fee as determined by the coach. Due to extra time spent planning, organizing and administering group lessons, skaters may see a fee increase.
Ice Shows/Carnivals	Fee for off-ice preparation work should be negotiated with the club. This includes services such as music preparation, production, casting, scripting and planning.
CanSkate/CanPowerSkate/ STARSkate Session	Fee should be negotiated with the club. This may include services such as organizing classes, report cards, music preparation and additional planning. For example, if a session is 45 minutes in duration, it is recommended that the fee be based per hour.
Test Fees	Excess travel and missed lesson/work time may be factors to consider. Freestyle – 1 lesson for each part of test (min.) Dance – 1 lesson per dance (min.) Skating skills – 1-2 lessons (min.) Interpretive – 1 lesson (min.)
Dance Partnering	Coach – 1 lesson (min.) per dance (for partnering student). Coach fees relating to partnering students and/or other skaters are set by the coach. All other expenses related to partnering are divided equally among skaters participating.
Competitions	Skaters or clubs/skating schools should expect to pay coach expenses when traveling to competitions. It is common to divide these expenses among all skaters attending. Coach expenses may include: travel, food, accommodation and missed lesson time. Competition fees should be negotiated prior to travel. Practice ice and events – min. 2 lesson fees per event entered.
Coach STAR Assessments	Individual lesson fee applies
Music Selection and Recording	Fees relating to music selection and recording are determined and set by the coach.

For the areas where fees are negotiated between the coach and the club, the negotiating factors are to be taken into consideration.