Organizational Practice Manual

Table of Contents

Practice & Work Ethic Philosophy 2
Season-Long Weekly Practice Templates..... 3
Drill Banks (by Age Group) 8
Goaltender-Specific Drill Banks 12
Seasonal Drill Progression 14
Coach Self-Audit Form 16

Practice & Work Ethic Philosophy

Our Standard

Practice is where our culture is built. Every practice must demand intent, effort, and responsibility from both coaches and players. Skill development only occurs in an environment where expectations are clear, work ethic is non-negotiable, and accountability is consistently enforced.

We do not confuse **activity** with **engagement**. Players are expected to work with purpose. Coaches are expected to plan, teach, and hold the line.

Coach Responsibilities (All Ages)

Coaches are responsible for setting, modeling, and enforcing standards. Coaches must:

- Plan Purposeful Practices
    - Clearly defined objectives
    - Age-appropriate drills and progressions
    - Minimal standing, maximal engagement
- Establish Effort Expectations
    - Set the tone at the start of practice
    - Reinforce pace and compete level throughout
- Hold Players Accountable
    - Address low effort quickly and consistently
    - Use teaching moments, not emotion
    - Adjust drills when engagement drops
    - Compete on every rep
    - Finish drills with purpose
    - Hustle between drills
    - Practice with discipline and detail
- Teach Accountability
    - Explain why effort matters
    - Reinforce positive behaviors
    - Apply consequences fairly and age-appropriately

Age-Appropriate Application (Guiding Principle)

Accountability looks different by age, but **effort is never optional:**

- Younger Ages (8U–10U):
    - Simple reminders, quick resets, positive reinforcement
- Middle Ages (12U–14U):
    - Clear standards, earned reps, competitive expectations
- Older Ages (16U–18U):
    - Self-accountability, peer leadership, game-transfer habits

The expectation of effort remains **constant**; the delivery evolves.

Non-Negotiables

- Effort is coached every practice
- Standards are consistent across teams and age groups
- Accountability is fair, instructional, and respectful
- Practice habits must transfer to game habits

Our Commitment

We commit to creating practices that challenge players, demand effort, and build habits that extend beyond the rink. Coaches will lead with clarity and consistency. Players will learn that their effort matters—every day.

This is how development happens.

Season-Long Weekly Practice Templates

Internal Coaching Guide

Framework: Integrated USA Hockey ADM + Hockey Canada LTPD

Audience: Coaches, Directors, Player Development Staff

How to Use This Guide (Internal Expectations)

This document establishes the **baseline practice structure** for all teams. Coaches are expected to:

- Follow the **weekly format** for their age group
- Align drills to the **development focus**, not game results
- Maintain the recommended **practice-to-game balance**
- Use creativity **within** the structure, not outside of it

This is **not a drill-by-drill script**. It is a guardrail to ensure consistency, quality, and long-term development.

Season Structure (All Age Groups)

Season Length: ~24 weeks (adjustable)

- **Phase 1 – Foundation (Weeks 1–8):** Skill acquisition, habits, identity
- **Phase 2 – Application (Weeks 9–16):** Decision-making, systems, competition
- **Phase 3 – Performance (Weeks 17–24):** Execution, consistency, readiness

Game-heavy weeks may require reduced volume but **not reduced intent.**

10U (Learn to Play)

Practices/Week: 3 | **Ice Time:** 60 min

Weekly Practice Template (Use Every Week)

- **Practice 1 – Skating & Puck Touches**
  - 8 min: Fun dynamic warm-up (Tag, edges)
  - 12 min: Skating fundamentals (balance, cross overs, starts, stops)
  - 12 min: Puck control stations (wide turns, pulls, moves)
  - 15 min: Small-area games-learn to compete (Races, 1v1, 2v2, 3v3)
  - 5 min: Cool-down + fun challenge
- **Practice 2 – Passing & Compete**
  - 8 min: Warm-up with puck
  - 12 min: Passing basics (forehand/backhand)
  - 12 min: Puck protection & awareness
  - 15 min: Small-area games-Compete (keep-away, mini nets)
  - 5 min: Cool-down
- **Practice 3 – Player Development**

    - Focus on skill acquisition-pay attention to details and habits
    - Execution under pressure using small games
- **Coaching Emphasis (Internal)**
    - Maximize puck touches
    - Correct skating before correcting systems
    - Fun, energy, and confidence are priorities

12U (Learn to Train)

Practices/Week: 3 | **Ice Time:** 60 min

Weekly Practice Template (Use Every Week)

- **Practice 1 – Skill Refinement**
    - 8 min: Dynamic warm-up
    - 15 min: Edgework & agility/Passing Drills
    - 15 min: Puck skills under light pressure
    - 17 min: Small-area games/Races-Compete
    - 5 min: Cool-down
- **Practice 2 – Tactics Introduction**
    - 8 min: Warm-up
    - 15 min: Passing & receiving under movement
    - 15 min: 1v1 / 2v1 decision drills
    - 17 min: Small-area transition games/Game Concept Drills
    - 5 min: Cool-down
- **Practice 3 – Player Development**
    - Focus on skill acquisition-pay attention to details and habits
    - Execution under pressure using small games
- **Coaching Emphasis (Internal)**
    - Teach why, not just what
    - Encourage creativity with structure
    - Begin accountability habits
    - Push the Pace

14U (Train to Train / Intro to Compete)

Practices/Week: 2–3 | **Ice Time:** 60 min

Weekly Practice Template (Use Every Week)

- **Practice 1 – Skating & Skills**
  - 10 min: Dynamic warm-up
  - 20 min: Power skating/puck skills/Passing drills
  - 20 min: Skill application drills
  - 20 min: Small-area games/Game Concept Drillss-Compete
  - 5 min: Cool-down
- **Practice 2 – Team Concepts**
  - 10 min: Warm-up
  - 20 min: Breakouts & regroups
  - 20 min: Forecheck/backcheck concepts
  - 20 min: Controlled scrimmage/Game Concept Drills
  - 5 min: Review
- **Practice 3 – Player Development**
  - Focus on skill acquisition-pay attention to details and habits
  - Execution under pressure using small games
- **Coaching Emphasis (Internal)**
  - Blend individual skill with team structure
  - Introduce systems progressively
  - Demand effort consistency
  - Push the Pace

16U (Train to Compete)

Practices/Week: 2–3 | **Ice Time:** 60 min

Weekly Practice Template (Use Every Week)

- **Practice 1 – Speed & Skill Under Pressure**
  - 10 min: Warm-up
  - 20 min: Speed & agility skating/Passing Drills
  - 25 min: High-pressure skill drills
  - 20 min: Small-area battles/Game Concept Drills-Compete
  - 5 min: Cool-down
- **Practice 2 – Systems**
  - 10 min: Warm-up

    - 25 min: Team systems (breakouts, NZ)
    - 25 min: Situational drills
    - 20 min: Scrimmage/Game Concept Drills
    - 5 min: Review
- **Practice 3 – Player Development**
    - Focus on skill acquisition-pay attention to details and habits
    - Execution under pressure using small games
- **Coaching Emphasis (Internal)**
    - Practice pace must exceed game pace
    - Hold players accountable to details
    - Manage physical and mental load
    - Push the Pace

18U (Train to Win / High Performance)

Practices/Week: 2–3 | **Ice Time:** 60 min

Weekly Practice Template (Use Every Week)

- **Practice 1 – High Tempo Skills**
    - 10 min: Warm-up
    - 25 min: Speed, edges, puck protection, Passing drills
    - 25 min: Skills under pressure
    - 25 min: Competitive small-area games/Game Concept Drills
    - 5 min: Cool-down
- **Practice 2 – Systems Execution**
    - 10 min: Warm-up
    - 30 min: Team systems refinement
    - 30 min: Full-ice situational drills
    - 15 min: Scrimmage/Game Concept Drills
    - 5 min: Review
- **Practice 3 – Player Development**
    - Focus on skill acquisition-pay attention to details and habits
    - Execution under pressure using small games
- **Coaching Emphasis (Internal)**
    - Precision and detail over volume
    - Prepare players for next level expectations
    - Leadership development is intentional

- Push the Pace

Non-Negotiables (All Coaches)

- Small-area games weekly at every age
- Goaltending development integrated
- Clear practice plans submitted in advance
- Practices reflect development stage, not standings, Keep pushing the Pace

This guide defines the standard. Consistency across teams is a competitive advantage.

Drill Banks by Age Group

Purpose: Provide coaches with approved drill options that align with each practice block. Coaches may rotate drills week-to-week while maintaining structure and intent.

10U Drill Bank (Learn to Play)

Warm-Up / Skating Fundamentals

- Red Light / Green Light (starts & stops)
- Edge Tag (inside/outside edges)
- Knee Bend Glide Races

Puck Control Stations

- Figure-8 Puck Carry
- Wide Turn Puck Control
- Pull & Push Through Cones

Passing Basics

- Stationary Partner Passing
- Pass & Follow (short range)
- Pass Through Gates

Small-Area Games

- 2v2 Cross-Ice
- Sharks & Minnows (with pucks)
- Keep-Away in Box
- Races to win a puck

12U Drill Bank (Learn to Train)

Edgework & Agility

- Mohawk Progressions
- Tight Turn/Escape Drill
- Forward/Backward Transition Circuits

Puck Skills Under Pressure

- 1v1 Puck Protection Circle
- Cone Weave with Passive Defender
- Escape Turn + Attack

Decision-Making (1v1 / 2v1)

- 1v1 to Net
- Continuous 2v1
- Give & Go Progressions

Small-Area / Transition Games

- 3v3 Continuous
- Corner Battle to Net
- Neutral Zone Keep-Away

14U Drill Bank (Train to Train)

Power Skating & Skill Application

- Overspeed Skating Lanes
- Puck Control at Speed
- Stop-Start Attack Drill

Breakouts & Regroups

- D-to-D Breakout Progression
- Low Support Breakout
- Regroup with Middle Drive

Forecheck / Backcheck Concepts

- 1-2 Forecheck Progression
- Backpressure Tracking Drill
- Angling to Contact

Controlled Scrimmage Focuses

- Touch Count Scrimmage
- Coach-Directed Situational Play
- Small-Area + Full-Ice Hybrid

16U Drill Bank (Train to Compete)

Speed & High-Pressure Skills

- Full-Ice Speed Lanes
- Retrieval Under Pressure
- Attack with Backpressure

Team Systems

- Breakout vs Forecheck Read Drill
- Neutral Zone Counter Attack
- Controlled Entry Progressions

Special Teams

- Power Play Entry & Setup
- Penalty Kill Pressure Lanes
- Net-Front Battle Drill

Game Situations

- Last-Minute Defensive Zone
- Protect the Lead Scrimmage
- Faceoff + Immediate Play

18U Drill Bank (Train to Win)

High-Tempo Skill Execution

- Puck Protection Through Contact
- East-West Attack Drill
- Reaction-Based Passing

Systems Execution

- Five-Man Breakout Under Pressure
- OZ Cycle to Slot Attack
- Neutral Zone Re-Attack

Special Teams (Advanced)

- PP Quick Strike Reps
- PK Rotation & Clears
- 6-on-5 / 5-on-6 Situations

Competitive Scenarios

- Score-Adjusted Scrimmage
- Short-Shift High-Intensity Games
- Situational Faceoff Battles

Internal Guidance for Coaches

- Select **2–3 drills per block** per practice
- Progress drills from **low pressure → game pressure** over the season
- Do not eliminate skill blocks to add systems
- Passing Drills should be at every practices
- Goalies must be intentionally included

Drills support the model; the model drives development.

Goaltender-Specific Drill Bank

Principle: Goalies are developed **within team practices**, not isolated from them. Every practice must intentionally include goaltenders.

10U Goaltenders

Warm-Up / Movement

- Crease movement (T-push, shuffle) with no pucks
- Follow-the-puck tracking

Save Fundamentals

- Stationary shots from coaches
- Glove/blocker positioning drills

Compete / Fun Games

- Goalie tag
- Mini-net challenge

Avoid: High shot volume, breakaways, fatigue-based drills

12U Goaltenders

Skating & Movement

- Crease movement with angle awareness
- Post integration (VH introduction)

Shot Control

- Low-shot rebound control
- Catch-and-direct drills

Decision-Making

- Pass or hold scenarios
- Controlled 2v1 reads

14U Goaltenders

Technical Refinement

- Angle management with lateral movement
- RVH progression

Game Situations

- Net-front traffic shots
- Controlled rush chances

Recovery

- Rebound control to reset

16U Goaltenders

Speed & Reads

- East-west puck movement
- Pre-shot depth adjustment

Tactical Situations

- Power play reads
- Penalty kill lateral pushes

Mental Load

- Reset routines
- High-tempo shot sequences

18U Goaltenders

Elite Execution

- One-timer recovery drills
- Screen management

Special Teams

- PP seam reads

- 6-on-5 net-front chaos

Performance

- Fatigue decision-making
- Game-scenario goaltending

Seasonal Drill Progression Map

Phase 1 – Early Season (Weeks 1–8)

Focus: Technique, habits, pace control

- Low pressure drills
- Isolated skill reps
- Teaching tempo

Examples:

- Station-based skill work
- Walk-through systems
- Reduced opposition drills

Phase 2 – Mid Season (Weeks 9–16)

Focus: Decision-making, pressure, execution

- Increased resistance
- Read-and-react drills
- Transition emphasis

Examples:

- Continuous small-area games
- Live forecheck reads
- Situational battles

Phase 3 – Late Season (Weeks 17–24)

Focus: Game realism, consistency

- High tempo
- Score/time scenarios
- Short, intense reps

Coach Self-Audit Form

Internal Use – Development & Alignment Tool

Coach Name: _____
Team / Age Group: _____
Week of Season: _____
Season Phase: ☐ Early ☐ Mid ☐ Late

---

1. Practice Structure Alignment

For the majority of practices this week:

Statement	Yes	Somewhat	No
I followed the approved weekly practice template	☐	☐	☐
Each practice had a clear theme and objective	☐	☐	☐
Practice tempo matched my age group standard	☐	☐	☐

If "Somewhat" or "No," explain:

---

2. Skill vs. Systems Balance

Statement	Yes	Somewhat	No
Skill development was prioritized appropriately	☐	☐	☐
Systems work matched the players' development stage	☐	☐	☐

I avoided drills listed in the “What Not to Run” section	☐	☐	☐

---

3. Drill Selection & Progression

Statement	Yes	Somewhat	No
Drills were selected from approved drill banks	☐	☐	☐
Drills progressed from low pressure to game pressure	☐	☐	☐
Players received high-quality repetitions	☐	☐	☐

One drill that worked well:

One drill I will adjust or replace:

---

4. Small-Area Games & Compete

Statement	Yes	Somewhat	No
Small-area games were included this week	☐	☐	☐
Compete level was appropriate and positive	☐	☐	☐

---

5. Goaltender Integration

Statement	Yes	Somewhat	No

Goaltenders were intentionally included	☐	☐	☐
Goalie workload was age-appropriate	☐	☐	☐
Goalie development matched season phase	☐	☐	☐

---

6. Coaching Behaviors

Statement	Yes	Somewhat	No
I coached habits and effort over results, establish player's accountability	☐	☐	☐
Feedback was clear, concise, and age-appropriate	☐	☐	☐
Teaching moments outweighed excessive stoppages	☐	☐	☐

---

7. Reflection

One thing I did well this week:

One thing I will improve next week:

---

8. Director Follow-Up (Optional)

☐ No follow-up needed
☐ Drill selection
☐ Practice structure / alignment
☐ Season phase expectations

Director Notes:

Intent: This self-audit exists to support reflection, alignment, and long-term development — not punishment or comparison.