

Beaverlodge Minor Hockey Association Head Coach Selection Policy

Purpose:

To provide a process that is the most fair and straight forward in the selection of the Head Coach position for all association teams.

Scope:

The selection of Head Coaches for the Initiation and Novice divisions will be performed by the President and one other executive member. The selection of Head Coaches for league teams Atom to Midget will be performed by a 3 person panel made up of Association Executives.

Definitions:

The 3 person panel may contain current Past President, Vice President, All Peace Rep, Referee in Chief, and/or Registrar. With the Association President overseeing the panel and making final decision if a tie is required to be broken from the stated procedure below. Head Coach Interviews for Atom to Midget will be performed by the panel members, except in the case of a deemed conflict of interest. In such a case that panel member or members will step out during the interview. Head Coach Interviews at the Initiation and Novice level will be conducted by the President and one other executive member, if interviews are deemed necessary by the President.

Interview Procedure/Guidelines:

The panel will review Hockey Canada and Hockey Alberta coach selection interview guidelines before interviews proceed. And will follow guidelines to the best of their abilities.

Head Coach and Assistant Coach Application deadline will be 15 days before first day of expected scheduled team tryouts for the upcoming hockey season. Any applications received after deadline will only be looked at if no other individual has applied for the Head Coach at application division, or if a strong candidate presents themselves after the deadline.

Only individuals who have applied for Head Coach Positions will be interviewed unless an applicant who has applied for Assistant Coach has been deemed a possible Head Coach, and then such person will also be asked to come to an interview if they so choose.

All candidates for Head Coach Positions will be notified by the Association President of their scheduled interview time.

Interviews will take place 10 days before first day of schedule team tryouts, or no later than 7 days before tryouts.

Interviews may run up to a max of 20 minutes.

All interviews will follow an on camera procedure in which everything said within that interview will be completely confidential, and kept within confidentiality among the panel and President.

Interview questions will consist of a set of pre-approved questions that will be asked to all individuals interviewed. Individuals might also be asked a few specific questions on top of the pre-approved questions, based on past coaching experiences or concerns that have happened within the Association.

To avoid possible conflict of interest no panel member will be involved in the interview and selection process of the Head Coach in the division in which they have a child playing in for the upcoming season, and/or if they have a spouse or themselves are applying for a Head Coach position. If either case occurs the panel member or members will step out of the interview and the interview will be conducted by the remaining members. And in the case that the panel member is applying for a Head Coach position, they will have their own scheduled interview time with the other panel members.

Coach Pick Procedure/Guidelines:

Head Coaches will be voted on for each division from Atom to Midget once interviews have been completed and if there is only 1 team in that division. Head Coach will be decided by majority vote. In case of tie do to panel member or members not being allowed to vote to prevent conflict of interest, then tie will be broke by President.

If there is more than 1 team in the division of Atom, Peewee, Bantam, and/or Midget then Head Coaches will be ranked by each panel member involved in the division interview. Results will be tabulated and possible Head Coaches will be listed in rank based on results. Once tryouts are completed Head Coach for team 'A' in given division will be picked based on rank Coach List and rank Player List based on tryout evaluations. Head Coach for team 'B' will be picked from ranked list of remaining available possible Head Coaches after team splits have been confirmed.

Head Coaches picked will be notified by phone or email. At which time all individuals who have applied for an assistant coach position with in the same division will be listed to the Head Coach. The Head Coach has full right to pick their assistant coaches as they seem fit, but if an assistant coach is not deemed acceptable by association policies than the panel can be called to vote by the President on the selection of the assistant coach in question.

Head Coaches will be listed on the Beaverlodge Minor Hockey Website, once they accept their position. Parents have up to 24 Hrs. after Head Coach posting to email in detail reason to President on why they do not agree with the Head Coach selection. All concerns will be forwarded to the panel, who will review concern with selected Head Coach. At which time they will decide to either keep the selected Head Coach or review possible replacement of selected coach. All decisions from the panel will be relayed back to the concerned parent with explanation of panel's final decision.

Head Coach Requirements:

Head Coaches once picked are fully responsible to make sure they are up to certified standard based on Hockey Alberta requirements. Head coaches will also be responsible for obtaining a criminal record check based on association policies or confirming their criminal record check on association file has not expired.

Hockey Alberta Coaching Requirements as of 2016/2017

| | Coach 1 - Intro to Coach | Coach 2 - Coach Level | DEV. I | H.P. I | Checking Skills | Respect In Sport - Coach | Safety |
|--|-----------------------------------|-----------------------|--------|--------|-----------------|--------------------------|-----------------------------------|
| Initiation | One Team Official Per Ten Players | | | | | All Team Officials | One Team Official Per Ten Players |
| Novice | Head Coach | | | | | All Team Officials | One Team Official |
| Atom, Atom Female | | Head Coach | | | Head Coach | All Team Officials | One Team Official |
| Peewee A, B, C, D, Female | | Head Coach | | | Head Coach | All Team Officials | One Team Official |
| Bantam <i>All levels below Male AA & Female Elite</i> | | Head Coach | | | Head Coach | All Team Officials | One Team Official |
| Midget <i>All levels below Mal AA & Female Elite</i> | | Head Coach | | | Head Coach | All Team Officials | One Team Official |