

## **Olds Minor Softball**

### **Head Coach Selection Policy**

**Amended 11 July 2017**



In the event that two or more persons apply to be the head coach of the same team, the provisions of this policy shall guide the Board Executive in making a final selection.

Coach applicants will be asked to fill out and submit the Head Coach application form. (separate form on next page) The window for applications will be between September 1 and December 1 for the upcoming season for competitive teams, and March 31 for recreational teams.

Once received, OMSA will convene a Head Coach Selection Committee comprised of three persons, one of which shall be the Coach Coordinator who will act as Chair, one additional member chosen from the Board Executive, and one person chosen from the general membership of Olds Minor Softball. Care will be taken to avoid any overt conflict of interest in terms of a Selection Committee member being a relative or direct business/work colleague of one of the coach applicants. If the Coach Coordinator is in conflict for any reason, s/he will be recused and a different chair panellist will be chosen from among the Board Executive.

The Head Coach Selection committee will review the applications. The Committee MAY have the candidates appear at an interview, if the adjudication of the applications is not obvious upon application review. If there is an interview, all candidate will be asked a consistent set of standardized questions in an attempt to gain comparable information.

Decisions of a Head Coach Selection Committee are appealable, in writing, to the President of Olds Minor Softball within seven days, and the decision of the President will be final.

The Board will only concern itself with the selection of the head coach. Once selected, all assistant coaches are at the selection and recruitment of the head coach in assembling a coaching staff, and noting that at least one coach has to have the Softball Alberta mandated certification necessary to compete at a Provincial Championship, and at least one coach must be of the same gender as the players for Provincial Championship play.

Olds Minor Softball prefers that the Head Coach has the Softball Alberta mandated minimum coaching certification requirements, but this is not mandatory. The head coach may not have the coaching certification at the time of the selection, but is encouraged to commit to gaining this certification prior to the commencement of the season.

## Olds Minor Softball - Head Coach Application Form

Applicant Name and Contact Info:

Team (Age group and Calibre) you're wanting to coach:

Please answer the following questions:

1. Please list the skills and experience you possess that are relevant to this head coaching role. This may include, but not limited to, coaching experience in softball or baseball, coaching experience in other sports, playing experience in softball, baseball or other sports, awards or commendations won, courses/seminars completed and/or certifications achieved.
2. Outline your coaching philosophy as it concerns practice.
3. Outline your coaching philosophy as it concerns games and playing time management.
4. What would be some of your team goals and objectives?
5. What is your philosophy on handling a parent concern/complaint on your team?
6. Recognizing that a head coach has a work/professional life, as well a role with other children and family members, what is your anticipated commitment to the team's practices and games?
7. What expectations do you have for practice and game attendance of your players?
8. What is your approach to discipline with individual athletes and the team?
9. Outline your approach to communication with players and their parents?
10. Please provide the **name and contact information of three references** that can speak to your abilities as a coach or leader. The references may be other coaches with whom you have coached in the past, parents of past players coached, past players themselves, or co-workers that can speak to your leadership and organizational skills.

*\*\* Please attach your Criminal Record Check results form. Checks are valid for one calendar year.*