

GCRA Competitive Coaching Selection Process

The objective of this process is to identify the competitive coaches to ensure the on-going development of our teams based on a variety of criteria.

The Coaching Selection Process is comprised of the following steps:

1. Identification of Candidates
2. Triage of Candidates
3. Informal Resolution Process
4. Interviews
5. Final Approval

Identification of Candidates

GCRA will seek interested candidates for competitive head coaching positions through publication on the association's website and via email to association members. Dates for submissions will vary slightly from year to year depending on dates of provincials, easterns and nationals. Interested candidates are only required to initially demonstrate an interest in the team they are seeking via email. No formal application is required at this stage.

Triage of Candidates

The VP Competitive will review all applications and determine which candidates should proceed to the next step. If the VP Competitive requires additional information from any candidates they may request the submission of a more formal application. Not all candidates will automatically proceed in the process. The objective of this phase is to remove any candidates who do not have the basic training or experience to coach at the level they have applied. For example, if there are suitable candidates for a U19 AA team, a coach with no competitive coaching experience should not proceed further. The VP Competitive should consult with the Director Novice for coaches moving up from the U10 age group and the VP House League for coaches with past Regional Coaching experience.

The VP Competitive will provide the non-selected candidate with justification for the termination of the application and if suitable, attempt to provide the candidate with developmental experience in the future.

Informal Resolution Process

If there are 2 or more suitable candidates, the VP Competitive will contact the applicants, advise them of the names of other applicants and provide them with the opportunity to work together for the upcoming season, if they so choose. No candidates are obliged to participate in this phase and no applicant should feel forced to remove their application. If the applicants come to an agreement, they will confirm their decision with the VP Competitive who will in turn provide a recommendation to the Executive for final approval. It is important to note that only 1 Head Coach can be selected.

Interviews

If there are 2 or more suitable candidates remaining, the VP Competitive will then proceed to a more formal selection process. Candidates will be requested to provide a formal application to support their candidacy. The application should provide basic information such as coaching qualifications and experience, along with their plans for the upcoming season.

The VP Competitive will then proceed to identify Selection Interview Committee members. The committee will be chaired by the VP Competitive and include a minimum of 2 and a maximum of 4 other individuals. The committee will be comprised of members with experience in competitive ringette, either as a player or a coach. One member of the committee may be selected based on their experience in other areas, which may be deemed as a benefit to the committee, such as human resources experience or experience in other competitive sports. Once the VP Competitive has identified committee members, each candidate will be notified and provided the opportunity to identify any potential conflict issues. If the candidate identifies a potential conflict, the VP Competitive will have to determine if the perceived conflict warrants the exclusion of the committee member.

The objective of the interview is to provide the selection committee with a sense of the candidate's qualifications and plans for the upcoming season.

The interview may cover but is not limited to the following areas:

- Ringette Coaching Qualifications/Training
- Ringette Coaching Experience
- Coaching experience/training in other sports
- Coaching Philosophy
- Player Selection
- Player/Team Management
- Season Plan

- Bench Staff
- Communication
- Budgets
- Costs associated to non-parent coaches
- Player/Parental Coaching Feedback

The interview process will vary from age group to age group given the differences between age groups and levels of play.

Candidate Ranking:

Each candidate will be ranked based on their coaching application, interview results and any other information available to the selection committee.

Selection Committee Recommendation:

The committee will provide a recommendation based on the rankings of each candidate. If the selection committee is not able to recommend a candidate, the chair of the committee will be the deciding vote.

Final Approval:

The VP Competitive will provide the Executive with the recommendation of the committee for their review and approval.

Head Coach Announcement:

Head Coaches play an integral part of our tryout process and every effort will be made to announce the coach prior to tryouts or as quickly as possible as coaches have an important role to play in the evaluation process.

Parent Coaches:

It is recognized that the majority of our coaches have children playing ringette and that they are ultimately applying to coach their child. It is the responsibility of the VP Competitive to determine when

the announcement of the selected coach can be made. A number of factors will be evaluated in determining when the announcement can be made and include but are not limited to, players past playing history and their ability to play at the desired level. If the player is determined to be able to compete at the desired level, the VP Competitive may proceed with the announcement. It is also understood that a coach may be required to use one of their picks to select their daughter however that player should be able to reasonably compete at this level, if not, then the coach should only be named if there are no other coaching options. It is our intent to try and balance all factors in selecting coaches with a particular focus to our guiding principle of ensuring players compete at the appropriate level.

The VP Competitive will contact all candidates and advise them of the final association decision, along with any constructive feedback if available.

Bench Staff:

Once the team is finalized, the Head Coach will submit the names of their proposed bench staff prior to publically announcing them. The VP Competitive will ensure there are no issues with any of the candidates and confirm the proposed candidates with the head coach. If there are issues with any candidate and no agreement can be reached between the VP and the Head Coach, the matter will be forwarded to the executive.

Other Issues/Questions:

A person who applies to coach is not automatically guaranteed a spot on the bench staff. The association may recommend bench staff members to the head coach however it is their bench staff and they must make the ultimate decision on who they want to work with during the season.

Non-parent coaches are a viable option for the association however they are not always the most appropriate choice. If a non-parent coach is selected, they must accept the risk that their team will not cover travel expenses and must be aware of the limitation on travel expenses.

Coaching development is key to the association's continued health and the development of our athletes. As such, each head coach should be working with their bench staff to develop future coaches. In particular, we would like to generate interest in current or former members of the association. Whether it be through the coach in training program or through former/current players in their 20's, providing the opportunity helps build our future base as either non-parent coach or future coaches when their families start.

Female Coaches: Our governing bodies have well documented the desire and objectives of developing female coaches and therefore GCRA does not include within our coach selection process any additional criteria and leverage instead the existing processes.

Final coach selection approval process: Coach Selection Recommendations by the selection committee may be subject to GCRA Executive board for approval on a case by case basis.