

	Title	Coach Selection
	Policy #	Operational – 8.5
	Draft Date	December 1, 2019
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	Revised Date	January 5, 2022
		February 2, 2024
	Owned By	Coach Coordinator/Executive Committee

1.0 OVERVIEW

This document will serve as the guidelines for selecting coaches for both our paid and volunteer positions each season. The main purpose of this policy is to provide for fair, transparent and consistent selection processes of selecting Head Coaches that best exemplify the goals of AMHA.

2.0 COACH ELIGIBILITY

For our volunteer coaches, only people who apply and register each year through the RAMP Coach Registration process will be considered to coach within AMHA for that upcoming season. For the paid coaching positions, postings will be done via the AMHA website to ask for applications, including references and a coach history.

Coaches with a wide range of experience and coaching background will be eligible for Head Coach roles. Coach interviews will take place with the Coaching Coordinator and other members of the AMHA Coach Selection Committee.

All AMHA Coaches must complete, at a minimum, the Respect in Sport Activity Leader course and provide a clear RCMP Criminal Record Vulnerable Sector Check as per Policy #5.1 Volunteer Screening. Head Coaches will/may be required to obtain more Hockey Alberta courses based on the level of hockey they will be coaching. Refer to the Hockey Alberta website for Coach Education Requirements and deadlines to have the courses completed by.

3.0 COACHING SELECTION COMMITTEE

The committee may consist of the following:

- 1 or 2 Executive Board Members
- Director of the applicable Stream
- Coordinator of the applicable Division
- Coaching Coordinator

- Player Development Coordinator

4.0 INTERVIEW PROCESS

- There will be a standard set of coaching interview questions.
- Each selection committee member will score each applicant independently.
- Then the Coaching Coordinator will compile the results to discuss with the selection committee before choosing the Head Coaches.
- This will all be completed before the season starts, and a list of possible Head Coaches will be compiled for potential teams they may be suited for based on where their players is placed.

5.0 RANKING PROCESS

Applicants will be ranked based on their interview, their previous training, their current Hockey Alberta coach certifications, experience, and results from previous coach surveys.

6.0 HIGH-PERFORMANCE COACH SELECTION

Wherever possible, it is the mandate of AMHA to fill AA Coaching positions with non-parent coaches; however, this may be reviewed on an individual basis annually.

These coaches will be paid an honorarium monthly, from September to March, amount set by AMHA upon hiring and paid for by the individual Teams funds.

7.0 TEAM STAFF

The minimum volunteer staff of each team in every category will be 3.

- Head Coach – Selected by the Coaching Selection Committee
- Assistant Coach – Selected by the Head Coach
- Team Manager – Selected by the Head Coach

Each team can roster up to 6 coaches, 1 Head Coach and 5 Assistant Coaches and more with AMHA approval, however a team can only have a maximum of 5 team staff on the bench for a game.

It is not allowed to have married/common law partners be a Head Coach and Team Manager of the same team.

Should the Head Coach wish to change their selected Assistant Coaches after selection, the coaching staff must consult with their stream coordinator, director, VP and have in person meetings. The meeting must include a facilitator such as the Discipline Coordinator. This meeting must occur prior to any change in staff.

Head or Assistant coaches can be removed by the stream Coordinator, Director and VP, with consultation with the Discipline Coordinator for policy violations, including, but not limited to Respect Matters and Code of Conduct policies.

- 8.0 All Coaches must commit to participate in the start of the season Coach Meetings/Symposium, Evaluations of their or other divisions, and Coach Development Clinics held throughout the season.