Barrhead Minor Hockey Coach Selection Process

At the first organization meeting after the AGM all efforts should be made to ensure that the coach selection committee is comprised of board members with conflicts at different levels or no conflicts at all. The committee shall be changed on a yearly basis. There shall be one consistent person from the previous year. Delegates will serve on the committee to ensure there are less conflicts.

The Coach Selection Committee will receive a list of people stating they were interested in coaching from the Registrar mid-August. Once the list is received, an email will be sent to the parents that expressed interest asking for those that want to be considered and interviewed for a Head Coaching position to complete the Coach application. Applications must be received by the deadline decided by the coach selection committee to be interviewed for a Head Coach position. No late applications will be considered

There will be a coach interview panel and a coach scoring panel, both will make up the Coach Selection Committee.

**Coach Interview Panel** will be conducted by 2 individuals of the coach selection committee. If there is a conflict, members at large may be invited to assist with interviews. Interview questions will be determined by the Coach Selection Committee

**Coach Scoring Panel** will be conducted by at least 3 individuals (delegate, coach selection committee). The responsibility of this panel is to review all of the information that the interview panel populated in the Interview Summary Chart and score each individual’s interview.

After each interview, the Coach Interview panel will summarize how the candidate responded to the interview questions. Each coach will be provided a “Coach #”. Only the Coach Interview Panel will know the names assigned to the Coach #.

The Coach Scoring Panel will review the information and score responses to each question and rate them from 1-5 and come up with an interview score.

5=excellent – answered the question completely

3=satisfactory – vague responses

1=unsatisfactory – poor response

0=no response – did not answer the question

Other considerations to be made commitment level (score out of 5), qualifications (score out of 5), former coach evaluations (score out of 5).

The scores will be compiled and averaged to come up with a final interview score.

**Coach Selection**

Once scoring is completed, the two committees will meet to compile results. The coaches will be placed in numerical order, according to their final scores. The Coach that had the highest score will be selected for their preferred division, provided their child(ren) are not on the bubble/coach selection group of that division. This will continue for each coach as per their final scores.

* Where possible, a coach will not be selected if their child(ren) is part of the bubble/coach selection group, however there may be instances where this is unavoidable.
* Where possible a coach will be selected for their “preferred” division, however there may be instances that a coach may be selected for another division based on coach availability for that division.

The Coach Committee will notify the selected coach. Once coaches are selected, and have accepted the position, the rosters, including bubble players will be provided to the head coach from the delegate of that division. A request should be made for the coach to have their decisions within 48hrs. Once bubble players are selected and rosters are posted on the BMHA website, if the coach requests player contact information, this will be provided from the delegate.

Grievances – if an individual is unhappy that they were not selected to be a head coach, they may submit a written request for further information to the delegate where the delegate will engage with the Coach Selection Committee. Information to be disclosed will be decided on a case-by-case scenario.

Coach Evaluations

Mid-season and final season evaluations will go to the coach selection committee to manage any concerns. The committee will be responsible for summarizing evaluations into a letter format. Once the letter is complete, the committee will send to the delegate for the delegate to send to the appropriate coaches. These evaluations will be considered for future coach selection