



# Baseball Newfoundland and Labrador

## High Performance Program Coach Selection Policy

1. All high performance teams are under the jurisdiction of the Baseball Newfoundland and Labrador Executive, the High Performance Program, and the High Performance Committee, and shall follow the applicable guidelines:
  - a. All BNL HPP Coaches shall be chosen by a Coach Selection Committee, composed by individuals named by the BNL Executive on an annual basis. At a minimum, the Coach Selection Committee will consist of the BNL Coaching Coordinator, a BNL executive member, and a consultant from outside of the BNL executive who possesses baseball coaching and technical knowledge at the HP level. All members must be present during the entire selection process. None of the committee members can be applying for a position, an immediate family member of one who is applying, or a relative of an eligible player trying out.
  - b. Any appeals of the committee's decisions will go through the BNL complaints policy located on the [website](#).
  - c. The Coaching Coordinator, provided that they will not be applying for a coaching position or an immediate family member of someone applying, will chair the selection committee; otherwise, the BNL Executive will appoint another chair who is/will not be applying for a position or an immediate family member of one who is applying, or a relative of an eligible player trying out.
  - d. If the committee is unable to be filled with individuals who meet the specific criteria above, a person who has entered a coach application can be added to the selection committee under the condition that they are not permitted to be involved with selecting the coaching staff for a team in which they have applied.
  - e. Upon direction from the BNL Executive, the Executive Director shall create an advertisement for the position of Head Coach and Assistant Coach for each HP team (13U, 14U, 15U, 16U Girls, 17U, 18U, 18U Female, 21U Women, 22U). This ad will be communicated electronically via email, and on all BNL operated social media accounts, the BNL website, and communicated via our stakeholder email distribution list.
  - f. All advertisements and communications shall state the deadline for the application process. All advertisements shall state the deadline for receipt of applications and be accepted by the Executive Director at the [baseball@sportnl.ca](mailto:baseball@sportnl.ca) email address.
  - g. All applications must be received by the Executive Director before or on the deadline for the application process as displayed on the advertisement. Applications received after the deadline shall not be accepted.
  - h. Any position for any team which does not receive an application shall be reviewed by the Coach Selection Committee who is then tasked with securing coach volunteers in consultation with the HP Committee.



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2. Coach applications will include:
  - a. Contact Information
    - i. Name
    - ii. Email
    - iii. Contact Phone Number
    - iv. Complete Mailing Address
  - b. Baseball Information
    - i. Local Association
    - ii. NCCP Number (if known)
    - iii. Age group & role for which you are applying
    - iv. Brief overview of past baseball experience including coaching and/or playing experience
  - c. For the purpose of Canada Games coach selection, head coach applications will be accompanied by a three year development plan. More specific details will be provided in the coaching advertisement during the start of each new Canada Games cycle.
3. Applications will be distributed amongst the Coach Selection Committee by the Executive Director.
4. Criteria for coach selection by the coach selection committee include, but are not limited to:
  - a. Level of certification (NCCP)
  - b. Level/years of experience
  - c. Previous results/experiences
5. Interested head coaches will be interviewed by the coach selection committee members. Assistant coaches will be placed in a pool and presented to the Head Coach. The Head Coach will select one additional assistant from the list and the remainder of the coaching staff will be decided on by the Coach Selection Committee.
6. An applicant not meeting the minimum qualifications as established by [BNL](#) & Baseball Canada shall not be selected over one who meets and/or exceeds the stated qualifications, unless their experience and ability vastly exceeds those of the applicant meeting the minimum qualifications.
7. Selected coaches without the necessary certifications at the time of application/selection must be prepared to meet the necessary certification standards prior to their National Championship in the year in which they apply.
8. Once Canada Games coaching staffs have been selected for a specific year, the assignment of those coaches in the years prior to Canada Games will be as follows: In year one (two years prior to CG), the Canada Games male coaching staff will be given priority to coach the 15U team and the Canada Games female coaching staff will be given priority to coach the 14U female team. In the second year (one year prior to CG) the



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assignments for Canada Games coaching staffs will be decided upon by the selection committee and will be dependent on multiple variables. In the third year of the program (CG year), both coaching staffs will coach Team NL at the Canada Summer Games.

- a.** Section 8 is subject to change depending on the age of competitors decided upon by the Canada Games Council.
- 9.** All coaches selected to a position with any BNL HPP team must supply BNL with a Criminal Record Check and Vulnerable Sector Check upon acceptance of their respective position. The following minimums must be met:
  - a.** A background check that is less than one year old at the time of the coach's/manager's respective Baseball Canada National Championship is acceptable to Baseball NL (as Baseball Canada requires a new background check each year for National Championships).
  - b.** Any background check that is older than one year – at the time of the coach's/manager's respective National Championship – is not acceptable and a new background check must be acquired and submitted to Baseball NL.