



Coach Selection Policy

Policy Contact: Director of Coach Development, coachdev@beaumontringette.com

Effective Date: September 2021

1. Purpose

- 1.1. To provide a fair, transparent and objective Head Coach Evaluation and selection process.
- 1.2. To ensure that Head Coaches are selected based upon an established set of coach qualification criteria, so the best candidate is selected for the job.
- 1.3. To ensure Head Coaches are selected after all players have been tiered. Head Coach Selection will have no effect on the ranking of players.
- 1.4. To ensure that Coaches are selected consistent with the Ringette Canada and Ringette Alberta Certification and gender equity requirements.

2. Head Coach Selection Committee

- 2.1. The Head Coach Selection Committee will consist of the same group of individuals that make up the Team Selection Committee.

3. Application

- 3.1. All prospective Coaches shall, in each year they wish to coach, complete the “Coaching Application” form on the Beaumont Ringette Association (BRA) website.
- 3.2. Coach applications for Head Coach positions must be submitted in order to be considered for a coaching position. Applications for Head Coach must be submitted by September 1st for the upcoming playing season.
- 3.3. All Coaches, Assistant Coaches, Trainers and Managers must obtain an RCMP criminal record check every three years, these are mandatory. Coaches, Trainers and Managers must have this completed before November 15th of the current season. Criminal record checks are to be submitted to the Director of Coach Development.
- 3.4. Assistant Coach applicants may be considered for Head Coach roles if no suitable Head Coach application is received for a team. These individuals will be contacted to see if they are interested in being a Head Coach.

4. Eligibility Criteria

- 4.1. In order to be eligible for selection as a coach, manager or trainer, or to continue to be a member of team staff past the deadlines noted below, individuals must:
 - a) Meet all requirements set forth by Ringette Alberta, including completing all mandatory training.
 - b) Provide a Criminal Record and Vulnerable Sector Check by November 15th.
 - c) Provide a signed "Bench Staff Code of Conduct" form by October 1st.
- 4.2. If requirements are not met then the individual(s) will be notified in writing that they may not continue as a member of the team staff.

5. Selection Criteria – Head Coach

- 5.1. BRA may use a wide range of criteria it deems appropriate in order to select its Head Coaches. Head Coaches will select Assistant Coaches with the Selection Criteria established by BRA listed below. The selection criteria include but are not necessarily limited to or constrained by:
 - d) A level of experience commensurate with the level of Ringette being coached.
 - e) Demonstrated conformance to the Bylaws and Policies of BRA, Zone 5 Ringette Association, Ringette Alberta and Ringette Canada.
 - f) Strong interest and commitment to child/athlete development. Long-Term Athlete Development (LTAD) program.
 - g) Commitment to BRA and/or other community associations.
 - h) Ability to maintain a positive team environment.
 - i) Evaluations from prior seasons.
- 5.2. Where multiple Head Coach candidates are of otherwise equal qualifications, preference will be given to the selection of female Head Coaches.

6. Selection Process – Head Coach

- 6.1. The Head Coach Selection Committee may canvass applications for all coaching positions, review all applications by perspective candidates and other relevant parties and make its determination of the appropriate candidates for each Team.
- 6.2. The Head Coach Selection Committee will advise all candidates of their status in the timeliest possible manner.
- 6.3. In the event that the Head Coach Selection Committee is unable to reach a unanimous decision, the decision will be determined by a vote at a Special Resolution Executive meeting.
- 6.4. At no time shall a prospective coach who is applying for a Head Coaching position attend any Head Coach Selection Committee meeting when that specific position is being discussed.
- 6.5. All decisions of the Head Coach Selection Committee are final. Grievance of coaching selection shall follow BRA Complaint Policy.

7. Selection Criteria – Assistant Coach, Trainer and Managers

- 7.1. Head Coaches assigned to teams by the Head Coach Selection Committee will assign additional team staff as they see fit. These staff members must meet the requirements listed above in Paragraph 4 to stay on as Team Staff.

8. Coach Evaluations

- 8.1. BRA will distribute a Coach Evaluation Form to every player at the end of current season of play.
- 8.2. Each parent is requested to provide feedback in relation to the Coaches, including Assistant Coaches, in order to assist in setting direction relating to clinics and future coaching requirements for BRA, Ringette Alberta and Ringette Canada.
- 8.3. The Director of Coach Development along with the Divisional Director will review the content of the evaluations with any Coach if required or requested.

9. References

Title	Link
RAB Team Staff Requirements	https://ringettealberta.com/team-staff-requirements/
RAB Team Staff Policy 10.0	https://ringettealberta.com/technical-regulations/

10. Policy History

Approval Date	Policy Version	Revision Description
6 Sep 2021	0.0	Removed redundant repetition of RAB Policy Updated Team Selection Committee makeup