



High Performance Basketball Coach Selection Process

Introduction

Selecting a basketball coach is a critical decision that can have a significant impact on the success and development of the team. This document outlines a comprehensive selection process to ensure that the chosen coach is not only qualified but also aligned with the school's values and goals. In Most cases at the club level, a coaches will be selected based on need. Most coaches will be selected based on them having a child or relative in the program, and after the balancing/placement process has finished – we Identify a team of like players around that particular athlete so that a team can be formed, and a coach assigned. In the case of high-performance teams (Division 1/2/3), the following process will be put in place - when applicable - to place a coaching candidate to lead said team. As a club, it's important to Rockets Basketball to find the right candidate for high performance teams – especially U12/U14/U16 age groups, which can include parent coaches – but will likely not when possible.

Goals of the Selection Process

1. Identify a coach who possesses the necessary qualifications, experience, and skills to lead the basketball program effectively.
2. Ensure that the selected coach is a positive role model for student-athletes and can promote sportsmanship, discipline, and character development.
3. Align the coaching staff with the club's mission, vision, and values.
4. Provide transparency in the selection process to build trust among other coaches.

Selection Committee

A selection committee should be formed, consisting of individuals who have a vested interest in the basketball program and represent different perspectives within the school community. The committee may include:

- Club President
- Club Technical Coordinator(s)
- Club Secretary
- Club Vice President if necessary

Selection Process

1. Position Posting

- Talk to coaches who may be vying for a particular position if it is open.
- Specify the deadline for the decision, typically before the placement sessions begin for that particular group.
- If a candidate is not obvious, or candidates are not available – advertise the position over various channels to garner interest.

2. Application Review

- If an application was required, review said applications. In many cases at the club level, a formal application will not be required.
- Each Candidate will be considering with the following (not limited to) attributes being considered :
 - Are they a Parent Coach or Not for this group, and will being a parent coach affect their ability to fairly assess talent during placement sessions (ie: is there a chance their child will end up on the team)
 - Do they have any college coaching experience as a Head Coach or as an Assistant
 - Have they coached at High School or Jr High School level before
 - Will they commit to staying in the position for several years (minimum of 2), and if they are the D1 coach – act as the division coordinator for said age group if one has not been already identified.
 - What is their coaching philosophy (systems, skills, etc..)
 - What is their reputation from within the Club
 - Are they in good standing (coaches training)
 - Have there been logged issues with them in the past
 - Athlete Family Support ? Has the athlete's family's endorsed their skills and abilities as coaches?
- Applicants that may not be a fit for the D1 team, may be a perfect fit for D2/3/4, etc... As a club, we are grateful for all applicants and can usually find a home for all coaches to lead a team.

3. Interview Phase

- If required, Conduct interviews with shortlisted candidates.
- Questions will cover coaching philosophy, experience, leadership style, and alignment with the Club's values.
- Evaluate each candidate's ability to communicate effectively with student-athletes, parents, and club staff.

4. Reference Checks

- If Required (new to Cole Harbour Basketball) Contact references provided by the candidates, including previous employers, players, and colleagues.
- Inquire about the candidate's coaching abilities, character, and work ethic.
- Ensure the candidate's background aligns with the Club's standards and expectations.

5. Observation (If multiple candidates still exist)

- Invite final candidates to lead a practice session or attend a game.
- Observe their coaching style, interactions with players, and game strategy.
- Evaluate their ability to motivate and instruct student-athletes.

6. Final Evaluation

- The selection committee discusses the strengths and weaknesses of each candidate.
- Consider input from stakeholders, such as players and parents – as the club level of play, even at competitive divisions is all about develop and reps – and community input is important.
- Rank candidates based on their performance during interviews, reference checks, and observation.

7. Offer and Onboarding

- Extend an offer to the selected candidate.
- Ensure that the coach understands and agrees to abide by the club's policies, code of conduct, and expectations.
- Provide necessary training and resources to support the coach in their role.

Conclusion

Selecting the right high performance basketball coach at the club level is a crucial decision that requires a thorough and transparent process. By following this selection process, the club can ensure that the chosen coach is not only qualified but also aligned with the school's values and goals, ultimately contributing to the success and development of the basketball program here at Rockets Basketball.

Dated: September 29, 2023

President, Rockets Basketball

Robin Veinotte

