



COACH SELECTION POLICY

I. OBJECTIVE:

- A. This procedure is put in place to create a fair, open, and objective coach evaluation process and may be reviewed annually by the CMHA Board. It is very difficult to satisfy the expectations of all stakeholders in the evaluation process; therefore, the CMHA Executive Committee will deal with extraordinary or unusual circumstances.

II. COACHING NOMINATIONS:

- A. CMHA requests persons interested in coaching to indicate on their child's registration form. The Coach Director along with Division Directors will contact those indicating interest to ensure there are sufficient coaches for the ensuing season.
- B. After reaffirmation of their coaching desires, each division Director will request all potential coaches, assistant coaches, trainers and managers to complete a current CMHA coaching application form. Once the CMHA Coach Director receives these coaching applications, the interested person is considered nominated.

III. HEAD COACH PLACEMENT:

- A. As most persons applying to restrict their head coach application to their child's team, head coach placement within a division cannot be established until potential placement of the child occurs. If no other nominations for the head coach are received for a particular team the head coach nomination will be reviewed by the Coach Director and respective Division Director for affirmation barring no deficiencies on the CMHA coaching application form and the skill of the nominated head coach is appropriate for the level of hockey.
- B. Where there are multiple nominations for head coach vying for the same team, the Coach Director and Division Director will discuss the situation with each nominee and come to an amicable agreement. If no such agreement can be established, the Head Coach Selection Criteria will be utilized to determine the Head Coaching position in contention.

IV. HEAD COACH SELECTION CRITERIA:

- A. To ensure fairness and equality in the selection process, the following key areas were examined for individuals competing for Head Coach positions. These key areas are weighted to correlate with the guiding principles of the CMHA

i. Coaching Credentials - weighting of 20

Rationale: Nominees applying for coaching positions should be recognized for ANY HOCKEY coaching certificates currently held and valid, in addition to any other coaching certificates (soccer, in-line hockey, lacrosse, etc.). Past coaching experience will also be taken into consideration.

Rationale: Recognition of skills a Nominee would gain while progressing through coaching divisions and positions attained.

ii. Playing Experience - weighting of 10

Rationale: Nominees should be recognized for playing experience as Nominees participating in hockey and then going on to coach hockey have a unique insight into the game.

iii. Prior Parent Evaluations - weighting of 20

Rationale: Past Nominee performance evaluations must be utilized in the selection process. If no prior CMHA coaching experience, references from prior Association will be obtained and interviewed.

iv. Coaching Philosophy - weighting of 10

Rationale: The Nominee's philosophy must emphasize skill development through fun for all levels of teams and must include team building through on-ice and off-ice sessions and parent involvement; further, discipline must be a factor as chaos on the bench cannot be tolerated and must be addressed.

v. Instructor/Teaching Experience - weighting of 5

Rationale: The Nominee's ability to pass information to others is a prime undertaking of a coach.

vi. Seminars Relating to Coaching/Mentoring/Sports Psychology - weighting of 5

Rationale: A Nominee's commitment to coaching doesn't stop the moment the coach level certification is attained. The desire to understand how to communicate and understand the driving forces around motivation and the psychology of individuals participating in sports must be recognized through the attendance of related conferences and seminars.

vii. Coach Interview - weighting of 30

Rationale: Interviews will be conducted with the Coach Director on the coaches' philosophy, experience and overall development plans for his team.

- B. Each Nominee is scored based on the above areas. Scoring for each key area is a collaborative effort by the VP Coach & Player Development and the Division Director based on the Coaching Application form and Parent Evaluations. Where the Nominee has no experience coaching youth sports it will be the recommendation of the VP of Development to spend a season as Assistant Coach when possible.