

Introduction

Eastern Ontario AA (EOAA) Ringette Associations mission is to establish a premier ringette program centered on cultivating excellence, teamwork, and individual growth. The focus is on preparing athletes for success both on and off the ice while instilling a lifelong love for the sport. Additionally, the program aims to support coach development, fostering a culture of sharing and collaboration at both the program and team levels.

Eastern Ontario AA teams aspire to consistently contend in league (LERQ), provincial, and national/regional competitions, ensuring that each competition holds significant meaning. Within the U19AA program and in collaboration with the EOAA, coaches are tasked with creating a high-performance environment and developmental pathway for dedicated athletes aiming to compete at the highest levels. This may include aspirations to be considered for Team Ontario/Team Canada programs, the National Ringette League, University Ringette programs, or participation in the Ringette Ontario High-Performance (AAA program).

Furthermore, coaches within the program are encouraged to pursue their coaching aspirations beyond the U19AA level. They will be supported with information, mentoring, and opportunities for progression towards coaching at higher levels.

To achieve these goals, Eastern Ontario AA Ringette is committed to creating an atmosphere where NCCP trained and certified coaches and the Responsible Coaching Movement are implemented, working in balance with one another at all times. The objectives of the Eastern Ontario AA Ringette are:

1. **Coach Training and Certification:** Ensure that all coaches within the program are trained and certified through the National Coaching Certification Program (NCCP), providing them with the necessary skills and knowledge to effectively mentor and develop athletes and aspiring coaches.
2. **Implementation of Responsible Coaching Movement:** Fully integrate the pillars and guidelines of the Responsible Coaching Movement into the program, prioritizing athlete safety, well-being, and positive coaching practices.
3. **Athlete Development:** Focus on the holistic development of athletes, both on and off the ice, fostering their growth as individuals and as athletes. Provide resources and support to help athletes achieve their highest potential.
4. **Competitive Success:** Strive for consistent competitiveness in league (LERQ), provincial, and national/regional competitions, ensuring that each competition serves as a meaningful opportunity for growth and achievement.
5. **High-Performance Environment:** Create a high-performance environment within the U19AA program, where athletes are challenged to excel and are provided with the necessary resources and support to reach their goals of competing at the highest levels.

6. **Coach Progression:** Support coaches in their aspirations to coach at higher levels beyond U19AA, providing them with mentorship, information, and opportunities for professional growth and advancement.
7. **Long-Term Passion for the Sport:** Cultivate a lifelong passion for ringette among athletes, coaches, and program stakeholders, ensuring that the love for the game extends beyond competitive play and into the broader ringette community.

Eastern Ontario AA Ringette is committed to promoting sport at its best—good sport – to seize the opportunity to instill character in our players, strengthen our communities and increase our opportunities for excellence.

We welcome you to join us on this journey!

Eastern Ontario AA Ringette Coach Selection Committee

An Approach to Coach Selection

Eastern Ontario AA Ringette's approach to Coach Selection is designed through a values lens with athlete safety and development in mind. The goal of Eastern Ontario AA Ringette is to provide participants with the best possible experience in a fair, safe and open environment where they can grow as both participants and young people. An important component of this is ensuring that Eastern Ontario AA Ringette selects coaches using a Coach Selection Process to ensure athletes' safety and development. The Coach Selection Process identifies the steps required to ensure that Eastern Ontario AA Ringette selects the individuals who are most appropriate for the position.

The following sections outline the role of the Coach Selection Committee and the steps of the Coach Selection Process. Eastern Ontario AA Ringette is committed to developing a ringette program that provides participants with the best possible experience in an environment where they feel safe and valued as people first and participants second.

Coach Selection Committee

The Coach Selection Committee plays a crucial role in ensuring the quality and effectiveness of coaching within the Eastern Ontario AA Ringette program. Comprised of up to five individuals with diverse expertise, the committee is responsible for various aspects of coach selection, evaluation, and performance assessment. Here's a breakdown of the committee's recommended composition and responsibilities:

1. **Extensive Head Coaching Experience in Ringette:** This member brings valuable insights and understanding of the specific demands and nuances of coaching ringette at a high level. Their experience helps in accurately assessing candidates' qualifications and abilities in relation to the sport.

2. **Extensive Head Coaching Experience Outside of Ringette:** Bringing a fresh perspective, this member offers insights into coaching principles, strategies, and techniques from other sports or contexts. Their broader coaching experience enriches the committee's evaluation process and ensures comprehensive consideration of candidates.
3. **Former 19AA Ringette Player or Parent:** This member provides firsthand knowledge of the U19AA ringette experience, either as a former player at that level or as a parent of a player who has been involved in the program. Their perspective is invaluable in understanding the unique needs and challenges faced by athletes at this level.
4. **Recruitment and Selection/Leadership/Management Expertise:** Ideally an executive from one of the local ringette associations, this member brings expertise in recruitment, selection, leadership, and management. Their understanding of organizational dynamics and best practices in these areas ensures that the coach selection process aligns with the program's goals and values.
5. **Referee:** As an impartial observer with knowledge of the game's rules and dynamics, the referee member provides valuable input into the evaluation of coaching performance. Their perspective helps ensure that coaches are fostering a positive and fair playing environment for athletes.

Responsibilities of the Coach Selection Committee include:

- Developing accurate and specific job descriptions for coaching positions within the program.
- Conducting thorough interviews with coaching candidates to assess their qualifications, experience, coaching philosophy, and alignment with program objectives.
- Reviewing references provided by candidates to gather additional insights into their coaching abilities and interpersonal skills.
- Evaluating and assessing coach performance throughout the season, providing feedback and support as needed to ensure continuous improvement.
- Making informed decisions regarding coach selection, retention, and advancement within the program, based on the committee's collective expertise and careful consideration of candidates' merits.

Coach Selection Process

Eastern Ontario AA Ringette's Coach Selection Committee will oversee the Coach Selection Process in a consistent, fair, and transparent manner using a standardized approach that ensures there are no conflicts of interest or executive interference.

The Coach Selection Process is comprised of the following five steps:

1. Job Description

A Coach job description will:

- Be posted on the Eastern Ontario Ringette Association's website;
- Outline job duties, key responsibilities and experience criteria;
- State Eastern Ontario AA Ringette's commitment to creating a fair, safe and open environment for participants;
- Outline Eastern Ontario AA Ringette's expectations for coaches; and
- Link Eastern Ontario AA Ringette's thorough selection process.

2. Application Process

The application process will commence at the end of the previous season to:

- Solicit interested candidates;
- Select Coach Selection Committee members;
- Establish assessment methods based on job description;
- Encourage associations to collect feedback on coaches through a Coach Evaluation call-out.

3. Application Form

Application forms will:

- Be submitted online whenever possible;
- Include questions about coaching philosophy;
- Include questions about specific training or experience working with children relevant to the age and stage of the athlete;
- Require consent to access the coach's NCCP transcript to review technical details of the coach's background;
- Require consent to obtain information from a reference(s);
- Require consent for the Coach Selection Committee to send an anonymous survey to the last coached team (players, parents and bench staff) or access full survey results if available.
- Ask for at least four references for head coaches and two references for assistant coaches. Candidates are required to provide the contact information for:
 - One Assistant coach they have previously coached with;
 - One player they have previously coached;

- One executive member (preferably Coaching Director) from previous association; and
- One parent of a player that they have previously coached.

4. Interview Phase by the Screening Committee

Not all applicants will proceed to the interview stage. The Coach Selection Committee will screen candidates and use volume management strategies as necessary should the number of applicants exceed the number of interviews the committee can conduct. Coach interviews for positions with Eastern Ontario AA Ringette will:

- Be conducted by the Coach Selection Committee;
- Include questions about technical areas and coaching philosophy;
- Include behavioural and situational questions that emphasize providing a fair, safe and open environment for participants;
- At the discretion of the committee, may require the submission of an age and stage practice plan or season plan that will be reviewed
- Be held in March/April;
- Be up to one (1) hour in duration; and
- Selection announcements made as quickly after interviews are completed as possible.

5. Reference Checks

Reference checks for positions with Eastern Ontario AA Ringette will:

- Be conducted by the Screening Committee after the interview process;
- Be completed prior to offering the position;
- Highlight the applicant's previous or current position;
- Identify the applicant's suitability to being in a position of trust with athletes; and
- Capture whether there is any reason why the applicant would not be suited to coach in Eastern Ontario AA Ringette.

In addition to checking the candidate's references, Eastern Ontario AA Ringette will conduct other relevant searches to ensure a thorough background check.

The appointment of coaches is subject to approval by the Eastern Ontario AA Ringette Association's Board of Directors.