

## **Edmonton Ringette Club Coach Selection Policy**

1. Applications for coaching positions should be submitted to the Technical Director (TD) and the President by **June 1<sup>st</sup>** of the year of the upcoming season,
2. The form of application and selection criteria will be posted on either ERC website or in the application form, but shall include the following considerations:
  - A. Past coaching experience;
  - B. Proper certification or ability to procure the same within Ringette Alberta/Ringette Canada time lines.
  - C. Whether the prospective coach has played ringette and level of play;
  - D. Whether the prospective coach has a plan for the season with objectives and player development goals identified and an awareness of how that plan enhances the ERC.
  - E. Past reviews by players, parents, officials, and other coaches and references from within the community.
  - F. Any disciplinary action by Ringette Alberta or other Ringette or sport association(s);
  - G. The role the prospective coach can play in the future development of ERC players and the ERC.
  - H. Whether the prospective coach is willing to take on the head coach position and whether the coach has identified willing and appropriate assistant coaches.
  - I. Whether, in the case of the head coach, the prospective coach will be free of conflict such that the coach can be available for all or almost all tournaments, provincials, and nationals, as applicable.
  - J. Such other information as may be received and considered relevant by the TD.
3. The TD will form a committee composed of the TD, President (or designate) and additional Committee members, if desired , for the purposes of selection and interview process.

The Committee shall review the applications and information received. The Committee shall interview selected candidates. Such interviews will be completed sometime before the end of June of the upcoming season.

4. The TD and committee shall recommend the head coach. In the event that the TD is applying for one of the head coach positions, the TD will remove themselves from this decision. Head coach selections shall be subject to ERC board approval. Members of the committee or Board will remove themselves from decision making in situations of conflict of interest. The TD and Committee will submit recommendations to the Board and the Board will ratify coaching selections on or before **July 1** of the year of the upcoming season.

5. The Head Coach's child(ren) trying out must have the ability to play at the AA level and are eligible to play for AA.

6. The Technical Director or Board Designate will request and check a minimum of one reference for the Head Coach candidate, preferably from an organization where the candidate has coached previously.

7. In the event there is insufficient time for a board meeting to review coach selection, the TD may provide a brief email or teleconference report to ERC Executive with recommendations for head coach for each of the ERC teams, with brief reasons, and the ERC Executive may ratify the decision of the committee or may determine that the committee must consider other candidates.

8. Once Head Coaches are determined, Head Coaches may select Assistant Coaches for their teams from an approved list of coaches. If their selections are not on the approved list, their suggested Assistant Coaches may be vetted by the Coach Selection Committee. Assistant Coaches to be determined as soon after Evaluations as possible.

Non-parent assistant coaches may be selected prior to tryouts, subject to approval by ERC coach selection committee.

9. All coaches are personally responsible for ensuring that she or he has proper and timely certifications according to Ringette Alberta and Ringette Canada (NCCP) requirements and deadlines. Failure to procure such certifications may result in immediate suspension or replacement by the ERC Board.

10. All selected coaches must immediately submit current Edmonton Police Security/RCMP check certificates or take such steps as are necessary to procure

the same. Any coach not having supplied a current security check by November 1 of the current season is subject to immediate suspension and removal or replacement