

# KITCHENER RINGETTE ASSOCIATION (KRA)

## Provincial Coach Selection Process:

Kitchener Ringette Association does a call for Coach applications weeks or months prior to the start of Tryouts (Typically in Middle of February).

Interested coaches (Head Coach or Assistant Coaches) should complete the application form (Found on the KRA Website) and submit as directed to the Coaching Director. Coaches are expected to be available on a regular basis for games, practices and team events and may also wish to devote some time to special meetings and clinic. Please give this time commitment careful consideration when you are sending in your application!

A committee made up of Board of Director Members typically the Coaching Director, Provincial Convenor and President is formed to evaluate the submitted applications and interview candidates. Not every candidate who applies for a Coaching position may be granted an interview, depending on the number of candidates and their qualifications.

A short list of Coach candidates is created and individuals are contacted for an interview. Candidates are brought in for a 30 minute interview and asked a variety of questions by the committee. After the interview process is complete, the committee reviews and discusses the results of each interview, and coach are selected. If the selection is not unanimous amongst the committee, a majority vote is taken. Once the committee has completed their recommendation it should put the coaching recommendations to the board of directors in writing. The Board of directors can review and discuss then approve or modify the recommendation.

The Candidates are then informed of the results of the interview process.

- If the Head Coach applicant is an “independent” Coach; that is, they do not have a child who is a player trying out for the team in question, then the Head Coach can be named prior to the tryout process.
- If the Head Coach applicant has a child who is a player trying out for the team in question, then one of two scenarios applies:
  - o If the Board is confident that the player is clearly in the “top half” of the team, they could choose to award the Head Coach position to that player’s parent. “Top half” assessment could be determined by any of the following: player history, statistical data from past tryouts, independent assessment of the player’s skills, etc. •
  - o If the Board is NOT confident that the player is clearly in the “top half” of the team, they could either choose NOT to announce the Head Coach assignment, or they could choose to make a “conditional” assignment, pending player evaluation and placement. The intent of the Board is to ensure that the player in question is granted a position on the team that is independent of their parent’s selection as Head Coach. Sometimes this means that the Head Coach is not permitted to participate in the formation of the team and the selection of players, since they have a conflict of interest with regards to their own child, who must “earn their spot” on the team. The Provincial Convenor needs to take the board recommendation into account when establishing evaluators and On Ice Personal

### **Provincial Coaching Selection Consideration:**

Although we encourage all interested coaches to apply, strong consideration will be given to those who have completed the Certifications as required by Ontario Ringette Association.

We will also consider coaches who are currently working towards their certification and will be fully certified by January 8, 2017.

### **Coaches will be selected based on the following criteria:**

Certification,  
Prior Coaching Experience,  
Prior Playing Experience,  
Prior Suspension Events  
Prior year's Team Survey Feedback,  
Commitment to attend Team Events,  
Suitability,  
Coaching Philosophy,  
Clear Police Check

### **Certification Completion:**

Kitchener Ringette will reimburse all Coaches, Trainers and Managers for any training that they are required to do to meet Ontario Ringette Requirements. The Bench staff is expected to pay for their training up front and KRA will reimburse them in the middle of Jan of the season they are bench staff.

The most recent ORA guidelines for coaching Certification can be found here: <http://www.ontario-ringette.com/coaching/requirements.php?sub=coaching>

### **First Aid Completion:**

Kitchener Ringette will reimburse all Coaches or Trainers that take First Aid as part of their Ringette Coaching responsibilities. The Bench staff is expected to pay for their First Aid Training up front and KRA will reimburse them in the middle of Jan of the season they are bench staff

### **Coaching Equipment:**

KRA will supply each team with

- 1) Ring Bag
- 2) Enough blue ringette rings for practices and games
- 3) First Aid Kit Stocked
- 4) Cold Packs
- 5) Pylons
- 6) Goalie Equipment (generally this is supplied at U12PP only but can be requested by exception at older levels)

Coaches are required to supply their own On Ice equipment for their personal use such as skates, Helmet and Ringette Stick. A "cut off" hockey stick is not acceptable for use as a Provincial Coach