

# COACH SELECTION PROCEDURE



## Objective

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

## Coaching Nominations

OMHA requests persons interested in coaching to indicate on their child's registration form **AND** fill out the Coaching Application Form on the OMHA website. Each division Director will contact those indicating interest to ensure there are sufficient coaches for the ensuing season. Once the OMHA VP of Coach Development receive these coaching applications, the interested person is considered nominated.

## Placement/Selection:

- The VP of Coach Development will annually organize a Coach Selection Committee ("CSC") to receive applications from prospective individuals seeking the position of Head Coach for each of the Teams.
- The CSC shall, with any assistance from the Board as may be deemed necessary, select and appoint Head Coaches for each Division. The CSC would normally include not less than Three (3) people made up of Directors and/or Officers, which are normally, but not necessarily, the VP of Coach Development, VP of Player Development, President, and the Division Director. A person may not sit as a member of the CSC if they have a child who will be trying out for a Team in the Division that the CSC is interviewing potential candidates seeking a Head Coaching position.
- It is the function of the CSC to initiate personal interviews of the candidates as they deem necessary and thereafter make decisions for the position of Head Coach.
- As most applicants 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.
- All candidates that are interviewed must be formally notified of the outcome of their application.

## Parent Coaches

- It is the policy of the OMHA to select the best qualified candidate for the position of Head Coach. However, if two candidates are of equal qualification, then preference will be given to the candidate that does not have a child who will be trying out for a Team in the Division that the CSC is selecting a Head Coach for.

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## Head Coach Selection Criteria

To ensure fairness and equality in the selection process, the following key areas were examined for individuals competing for Head Coach positions. Eight (8) key areas are examined and weighted to correlate with the guiding principles of the OMHA.

### Coaching Credentials - weighting of 15

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).

### Coaching Progression - weighting of 10

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

### 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.

### Prior Parent Evaluations - weighting of 10

Rationale: Past Nominee performance evaluations must be utilized in the selection process.

### Coaching Philosophy/Character - weighting of 15

Rationale: The Nominee's philosophy must emphasis 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.

### Instructor/Teaching Experience - weighting of 5

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

### 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 attendance of related conferences and seminars.

### Coach Interview - weighting of 30

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

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