**Olds Minor Baseball Association Head Coach Selection Policy**

In the event that two or more persons apply to be the head coach of the same team, the provisions of this policy shall guide the Board in making a final selection.

Coach applicants will be asked to fill out and submit the Head Coach application form (separate form on next page). Applications will be due October 1, 2019 and by September 1 each year thereafter for the upcoming season for competitive teams, and April 15 for recreational teams. Please email completed forms to: oldsminorbaseball@gmail.com

Once received, the Board will convene a Head Coach Selection Committee comprised of three persons, one of which shall act as Chair: two chosen from the Board, and one person chosen from the general membership of Olds Minor Baseball. Care will be taken to avoid any overt conflict of interest in terms of a Selection Committee member being a relative or direct business/work colleague of one of the coach applicants.

The Head Coach Selection committee will review the applications. The Committee MAY have the candidates appear at an interview, if the adjudication of the applications is not obvious upon application review. If there is an interview, all candidate will be asked a consistent set of standardized questions in an attempt to gain comparable information.

Decisions of a Head Coach Selection Committee are appealable, in writing, to the President within seven days.

The Board will only concern itself with the selection of the head coach. Once selected, all assistant coaches are at the selection and recruitment of the head coach in assembling a coaching staff.

The Board prefers that its head coaches have the NCCP mandated certification necessary to compete at a Provincial Championship, and any Western Canadian or National Championship that is possible for that team’s division. The head coach may not have the coaching certification at the time of the selection, but is encouraged to commit to gaining this certification prior to the commencement of the season.

All Olds Minor Baseball coaches must have a Vulnerable Sector Search by the Royal Canadian Mounted Police. A search done for other sports can be used again so long as it has been performed within the past 12 months or less. Copies, either digital or hard copy, are acceptable.

**Olds Minor Baseball - Head Coach Application Form**

**Please email completed application form to: oldsminorbaseball@gmail.com**

Applicant Name and Contact Info:

Team (Age group and Calibre) you’re wanting to coach:

*Please answer the following questions:*

1. Please list the skills and experience you possess that are relevant to this head coaching role. This may include, but not limited to, coaching experience in baseball, coaching experience in other sports, playing experience in baseball or other sports, awards or commendations won, courses/seminars completed and/or certifications achieved.

2. Outline your coaching philosophy as it concerns practice.  
  
  
3. Outline your coaching philosophy as it concerns games and playing time management.  
  
  
4. What would be some of your team goals and objectives?   
  
  
5. What is your philosophy on handling a parent concern/complaint on your team?  
  
  
6. Recognizing that a head coach has a work/professional life, as well a role with other children and family members, what is your anticipated commitment (expressed as a percentage) to the team’s practices and games?  
  
  
7. What expectations do you have for practice and game attendance of your players?

8. What is your approach to discipline with individual athletes and the team?

9. Outline your approach to communication with players and their parents?

10. Please provide the **name and contact information of three references** that can speak to your abilities as a coach or leader. The references may be other coaches with whom you have coached in the past, parents of past players coached, past players themselves, or co-workers that can speak to your leadership and organizational skills.  
  
\*\* *Please attach your Vulnerable Sector Check results form. Checks are valid for one calendar year.*