

Olds Minor Softball – revised July 2019

## Head Coach Selection Policy

Amended –

Coach applicants will be asked to fill out and submit the Head Coach Application form. The window for applications will be between August 1 and December 1 for the upcoming season for competitive teams and March 15 for recreational teams. A coach may be selected prior to application deadline if the coach is deemed suitable by the board. OMSA reserves the right to accept applications after the deadlines until a suitable applicant is found. All coach applications must have valid criminal record checks submitted with the coaching application.

**For evaluated teams only**, once applications are received, OMSA will convene a Head Coach Selection Committee for evaluated teams of three people:

- 1) Coach Coordinator – Chair;
- 2) A board member; and
- 3) A person selected from the general membership of OMSA.

Care will be taken to avoid any overt conflict of interest in terms of a Selection Committee member being a relative, work colleague, or another coach applicant. If the Coach Coordinator is in conflict for any reason, s/he may recuse his/herself and an alternate chair will be selected from the OMSA board.

**Community** coach applications may be approved by the coach coordinator and only if there are multiple applications will the board be required to employ the Head Coach Selection Committee.

The Coach Selection Committee will review the applications. The committee:

- 1) May request an interview. If an interview is requested, all candidates will be asked a consistent set of standardized questions to gather comparable information;
- 2) May approach the appropriate age Co-ordinator(s) for written overview;
- 3) May request any coach feedback information available (IE: coach review survey results);
- 4) Will review past recorded grievances;
- 5) Will present their recommendations to the board for approval.

The OMSA board and/or the coaching selection committee have the discretion to accept or refuse an application to coach.

Decisions of the Coach Selection Committee are appealable, in writing, to the President of OMSA within seven days, and the decision of the President will be final.

Assistant coaches are at the selection and recruitment of the head coach. OMSA will review selections and has discretion to accept or refuse any support staff selected. The coaching staff, as a group, must meet the Softball Alberta mandated certification necessary to compete at Provincial Championship or post provincial competition.

OMSA prefers that the Head Coach have the Softball Alberta mandated minimum coaching certifications. A head coach may not have the required coaching certification at the time of selection but it is strongly encouraged to achieving certification prior to the commencement of the season.