



POLICY TITLE: TEAM SELECTION POLICY

Effective Date: March 14, 2022

### 1.0 PURPOSE

Spruce Grove Ringette Association believes its team staff are the heart of a successful program. Team Staff have an opportunity, and responsibility, to not only teach players the fundamental skills and strategies to become better players, but also serve as role models to help our players become better people. Athletes will benefit from trained and qualified coaches and team staff.

### 2.0 SCOPE

This policy applies to all individuals interested in coaching (head, assistant, junior) within SGRA. SGRA's Team Staff Selection Policy adheres to Ringette Alberta [Policy 10. Team Staff](#) and compliments it with specific criteria outlined below.

### 3.0 PRINCIPLES

1. Every athlete deserves qualified, and dedicated, team staff.
2. Team staff should obtain required education as early in the season as possible so that the athletes benefit from the individual's knowledge for the bulk of the season.
3. Young Ringette players benefit from the positive role modelling of adult women in leadership (coaching) roles and from observing mutually respectful teamwork between adult female and adult male coaches. This principle is actively supported by having both male and female coaches working together.
4. The Junior Coach role exists to allow and encourage young ringette players to explore the coaching role under the guidance of qualified mentor coaches.
5. The Manager role exists to provide administrative and office support to the coaches and players. The Manager is not a coach and cannot be on the bench during practices or games.
6. The Trainer role exists to provide "prevention, diagnosis, and intervention of emergency, acute and chronic medical conditions" of ringette athletes in collaboration with other medical professionals. The Trainer is not a coach.
7. The On-Ice Assistant role exists solely for the purpose of assisting Team Staff with on ice practice sessions.
8. The Player Coach Role is appropriate for Open Ringette Teams.
9. Requirements and timelines for Coach certificate will follow Ringette Alberta's Team Staff Policy 10.4.1.2 - **Individual team staff members who do not meet ALL specified requirements by the indicated deadline will be removed from the team roster for the remainder of that season whether they complete certification subsequent to the deadline or not.**

### 4.0 REQUIREMENT

1. All prospective coaches must complete a [Coach Application Form](#) and [Ringette Alberta Screening Disclosure Form](#). This form must be completed in all circumstances, whether new to coaching and/or assistant coaching, as well individuals who have coached with SGRA in the past.

- The application form will be available on the SGRA website and must be completed and submitted as directed.
2. SGRA will provide reimbursement for all required certification for Head/Assistant Coaches selected to teams per season. Any training attended during the summer months will be reimbursed to any Team Staff that is successfully selected for the season.
  3. Team Staff roles are as follows (See [RAB Policy 10.4.3 – Team Staff Roles and Related Certifications/Qualifications](#)):
    - a) Head Coach
    - b) Assistant
    - c) Junior
    - d) On Ice Assistant
    - e) Manager
    - f) Trainer
  4. Coaches and Team Staff will commit to True Sport Principles.

### **5.0 SELECTION CRITERIA – Head Coach**

SGRA may consider many factors in selecting its head coaches. The selection criteria includes, but is not necessarily limited to:

- Ability and willingness to teach kids/youth
- Communications skills
- Ability and willingness to learn to better themselves for their athletes
- Personal conduct both on and off the ice
- Meeting minimum certification requirements for the age division applied for
- Previous coaching and playing experience in Ringette and/or other team sports
- Parent/Player feedback/references from prior seasons
- Ability to maintain positive team environment through positive reinforcement to players in both practice and game situations
- Demonstrated commitment to the Bylaws and Policies of the Association, the Black Gold League, Ringette Alberta, and Ringette Canada.
- Coaching philosophy; and
- Prior disciplinary action – written or verbal; applied by SGRA, BGL or any ringette event
- Result of the RCMP Security Clearance/Criminal Record Check.

### **6.0 SELECTION PROCESS**

Before the beginning of each season, a Coach Selection Committee will be appointed by the Executive following the AGM. The members of the Committee may/shall consist of:

- Director of Coaching Assessment and Development.
- The Division Directors (for the purposes of selection of Coaches in that Division).
- One other Member from the Executive; and,
- If required, once the Selection Committee has been appointed, an additional representative independent to SGRA may be invited to attend interviews.

The Committee may canvass applications for all coaching positions, review applications by prospective candidates, interview prospective applicants and other relevant parties and make its determination of the appropriate candidates for each team. If required, once the Selection Committee has been

appointed an additional representative independent to SGRA shall be invited to attend interviews as required.

Upon the completion of each interview the committee shall, individually, rank each question (1 being lowest and 5 being strongest) by applicant and total score. Once ranked by individual interviewers, the committee shall compare overall totals and come a consensus on coach rankings with the strongest being listed at the top.

Once ranked, a parent coach would be selected at the level the athlete places in. If multiple parent coaches land in the same level the higher ranked coach will be selected. No athlete will be placed on a team to facilitate a coach.

The Coach Selection Committee will recommend to Head Coaches potential assistant coaches and other team staff for consideration by the Head Coach. The Selection Committee will have the authority acting in the best interest of the athletes and all parties involved with the team to decline any assistant coach.

If there are no applicants for coaching positions, the Coaching Director and Divisional Director shall canvass to fill the vacancy and may temporarily appoint acting coaches until the position is filled.

The Coach Director will appoint and allocate Junior Coaches to ensure fair distribution of all interested junior coaches, as well as consideration of feedback from potential Head Coaches.

All selected team staff are at the discretion of the Coach Selection Committee. Not all applicants will be guaranteed a position.

The Coach Selection committee will advise all candidates of their status in the timeliest possible manner. Times may vary between a non-parent coach and a parent coach being announced. **All decisions of the committee are final and are not eligible for appeal.**