

Waterloo Ringette – Coach Selection Process



Our objective is to effectively evaluate and select coaches who uphold our guiding principles for the benefit of the players and the Waterloo Ringette Association (WRA). The Coaching Selection Committee (the committee) is a standing committee of the Waterloo Ringette Association Executive (the executive) that governs the coach selection process to ensure that the process is carried out in a thorough, transparent and objective manner.

The following reflects the coach selection process:

- The Director of Coaching Development shall recommend to the Executive for approval the members of the Coaching Selection Committee. The Director of Coaching Development shall provide a list of applicants to the Executive at the time of Coaching Selection Committee voting to allow the Executive to identify conflicts. The Executive may approve different Coaching Selection Committees for different teams. The committee must contain a minimum of 3 members.
- If a member of the committee or executive is in conflict or feels that they cannot be objective, they must withdraw themselves from the interview and decision process. The committee can replace the committee member, who is in conflict, with another representative. For the executive vote of a coach, the executive members not in conflict will participate in the vote.
- The committee will design and coordinate the selection process. The committee will establish a scoring system for its internal use to help the committee in the selection of the coach. A sample Application Scoring Tool is attached, which can be used as is or amended. A summary of the reasons behind the committee's recommendation for head coach will be provided to the Executive.
- In the event of two or more individuals seeking the head coach position for the same team, interviews before the committee will be required. Following the interviews, the committee will then make a recommendation to the Executive for approval.
- No committee member can have a child trying out for either the AA or A provincial level for that age group. Similarly, no committee member can have a child trying out for the U12P provincial level team. In these cases, a committee member is deemed to be in conflict for the provincial coach selection for that age group.
- Applicants will be asked to grant permission to disclose their name to the other applicants. This will only be done if all applicants, within a division, consent. The committee will make best effort to disclose applicant names 24 hours in advance of the interviews, however this is not guaranteed.
- Each coach candidate will be informed of the committee members.

- The committee will take into consideration whether the child of the head coach candidate, if applicable, would reasonably be expected to make the team.
- The committee will work with the head coach of each team to ensure that they select bench staff that will be both qualified and meet the team’s needs. Interviews will not take place for non-head coach positions. After tryouts, head coaches must submit bench staff names to the committee for approval.
- Provincial level head coaches will be informed of the Executive’s vote after provincials and will not be publicly announced until 1 week prior to the start of tryouts for the respective division. Regional head coaches will be announced after the executive vote.
- The committee may approach qualified candidates after the application deadline to fill the position of head coach if there are no qualified candidates who have applied.
- All data collected or used during the interview and selection process is strictly confidential and will be destroyed immediately after the executive votes on the head coach. Applicants will not be permitted to view their score data but may request the committee provide feedback as to why they were not selected as the head coach. Applicants may request feedback up to two weeks after the head coach is publicly announced.
- The Waterloo Ringette Executive has the right to amend this process at any time without notice.
- Coach selection timing is as follows (typical):

	AA, A and U12P	Regional
Applications Opened	Mid-February	Beginning of April
Applications Deadline	Beginning of March	End of April
Announcement of coaches	1 week before tryouts	End of May

Please note that actual dates will fluctuate year to year depending on when Provincials, Regionals, Easterns or Nationals are scheduled by Ontario Ringette and Ringette Canada.



Head Coach Criteria and Expectations

Qualifications:	Demonstrates:
NCCP certification/qualifications acquired	Effective communication (players/coaches/parents)
Prior coach evaluation feedback	Ongoing personal development
Prior coaching experience in ringette	Effective player motivation
Prior experience coaching	Respect for officials, opponents, players and parents
Coaching philosophy	Improved performance of team/individual players
Teambuilding and planning	Adherence to WRA, WRRRA and RO rules
Game tactics and strategies	Adoption and implementation of LTAD
Prior involvement in ringette	Appropriate conduct on and off the ice

In addition to the above, committee will consider other sources of information and feedback as part of its decision making. Other sources include, but are not limited to, the following:

- Coach candidate interviews;
- Coach feedback surveys;
- Coach references;
- Committee members observing a coach in a game or practice; and,
- Solicited feedback from coaches and parents, as deemed necessary by the Coach Selection Committee.

All head coaches must:

- be certified for the level that they are applying for, and if not, must attain their certification by the required date mandated by Ringette Ontario.
- submit their completed Vulnerable Sector Check by November 1 of the upcoming season if they currently do not have one.



TEMPLATE

Evaluator:

Scoring: E=Exceeds Expectations for this Level, M=Meets Expectations, N=Not Met		Waterloo Ringette Coach Selection Application Scoring Tool
Criteria	Candidate	Comments
NCCP certification/qualifications acquired		
Coach evaluation feedback		
Proven history of leading and guiding teams		
Work cooperatively & provide leadership		
Coaching philosophy		
Teambuilding and planning		
Game tactics and strategies		
Effective communication		
Desire to seek out new ideas		
Effective player motivation		
Demonstrated respect		
Improved performance of team		
Improved performance of players		
Ability to resolve/handle conflict resolution		
Demonstrated following fair play rules		
Follows WRA, WRRR and RO rules		
Adoption and implementation of LTAD		

Summary Recommendation

[ENTER SUMMARY OF REASON HERE]