



Coach Selection Policy

To be considered for a coaching position with WORA, those interested are asked to complete a competitive or regional Coaching Application, which can be found on the West Ottawa website: <https://www.westottawaringette.com/content/coaches>

The following reflects the guiding principles and process that will be followed in the selection of coaches:

- In the event of two or more individuals seeking the head coach position for the same team, interviews before a selection committee may be required. Following the interviews, the selection committee will then make a final decision on the head coach position. In the case that either of the candidates are unsatisfied with the selection, they will have an opportunity to contest the decision to the board. The Selection Committee will be composed of a minimum of 3 members from the following groups: WORA Executive Member, The Competitive or Regional Director, Coaching Coordinator, independent (non-WORA) experienced ringette coach or administrator, past or present Executive member.
- There may be times when members of the selection committee and/or members of the Executive may have a conflict of interest. To avoid issues arising from a conflict of interest, we define a "direct conflict of interest" to be as follows:
 - 1) interviewing and voting on a family member,
 - 2) interviewing and voting on a coach for your child's team. If a member of the selection committee is in a conflict or feels that they cannot be objective, they must sit out the interviewing process. The committee can either replace the committee member with another representative for those interviews OR can go with the smaller number of members. In the case of the Executive voting - if a member of the Executive has a conflict, they must take themselves out of the vote. The remaining members of the Executive will vote.
- **Coaching Tenure**
 - In order to provide our players with the opportunity to experience a variety of perspectives and coaching strategies, a Head Coach should not be appointed as Head Coach (or act in that capacity) for substantially the same group of players for more than 3 consecutive years.
- The Coaching Coordinators 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.
- In cases where we do not receive an application for a coaching position for a particular team, the coaching coordinators and the Executive will begin a recruiting process to find a coach.

The below highlights factors that may be considered in the selection process:

- Coaching qualifications acquired
- Experience playing ringette
- Experience playing or coaching ringette at the level requested
- Experience coaching in another sport

- Coaching plans
- Communication skills
- Parents/players evaluations (where available)
- Women (to comply with guidelines re: female bench staff)
- Respect for officials and opponents, demonstrates good sportsmanship
- Adherence to WORA policies and procedures
- Number of years with the same group
- Familiarity with LTAD (Long Term Athlete Development) Principles

Reviewed and revised November 2021.