



Coach Selection Policy

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Original Date: February 2016 Reviewed Date: July 2023

Approved by: Board of Directors

POLICY

To define the manner in which the coaching staff of the Strait Richmond Minor Hockey Association teams are selected.

PURPOSE

To outline the procedure for the selection of coaches in a fair and equitable manner.

PROTOCOL

- Attitude and experience are the two criteria to be considered.
- All applicants must provide the completed coaching application package for the present year indicating their interest in coaching.
- All persons applying for a head coach position with rep level within SRMHA will be required to go through an interview process. No exceptions will be accepted.
- All persons applying for a coaching position within our House league, U9 (Novice), and/or U7 (Initiation) Levels will be selected by the division rep in consultation with the Board of Directors.
- Maintain confidentiality during any coach selection procedure.
- Emphasize Fair Play principles as one criterion for coach selection.
- The interview process will include a set of standard questions to provide pertinent information for coach selection, along with a technical aspect.
- All selected head coaches are required to submit a proposed list of bench staff prior to the beginning of the hockey season/try outs for approval by the coaching selection committee and SRMHA Board.
- All bench and team staff prior to the season must sign the coach's pledge and agree to follow the SRMHA expectations set out by the board. If not, they will be required to remove themselves from the selection process for that currentseason.
- All coaching candidates must be qualified to serve on the bench as to Hockey

Nova Scotia guidelines or agree to obtain all appropriate qualifications in a timely manner during the current hockey season.

- In consultation with the Division Coordinator, the SRMHA Board may remove coaches or bench staff for violation of SRMHA policies or if the coach does not have the confidence of the Board. The SRMHA Board reserves the right to deny the application of any person wishing to coach.

Coaching selection committee consists of:

1. The Division Coordinator
2. President (as Voting Member) or Vice President
3. Any other past/current member of the Board as determined by the President, or any outside resource approved by the Board.

INTERVIEW PROCESS

The President shall chair all meetings to ensure no conflict of interest with any of the committee members. If such an occurrence and a conflict of interest exist, the person shall be removed by the President. Another current or past Board member will be chosen to replace such member. (See Board Member's Conflict of Interest notes.) Following the interviews, the selection committee will provide recommendations to the board for approval. In the event there are no qualified applicants for coaching positions the board will secure coaches from qualified persons known to the subcommittee. In the case where a coaching position remains unfilled after August 1, that position may be filled by any party as approved by the Board of SRMHA.

Coaches are to be made aware of the following during the interview process:

SRMHA Coach Expectations: If you are selected to coach the following are some guidelines that must be adhered to:

- Coaching Certification, Criminal Record /Vulnerable Sector checks are completed before the season begins.
- The Coach's Pledge must be signed by all bench staff.
- The Fair Ice/Play Policy must be understood and followed.
- All other applicable SRMHA policies must be understood and followed.

BOARD MEMBER'S VOTING CONFLICT OF INTEREST NOTES

1. Board members will not be permitted to vote for any coaching candidate that could be coaching their child, stepchild, grandchild, or niece/nephew.
2. Board members who have a "first degree" relative applying for one of the

coaching positions at that level, for any team, must leave the room for any discussions. When the possibility arises of a “first degree” relative being chosen as an assistant coach, the board member must also leave the room for any discussions. First degree includes self, spouse, brother/sister, father/mother, son/daughter, brother/sister/father/mother/son/daughter in-laws.

3. Board members identified as conflict of interest under clause one but not clause two may participate in the discussion provided, they focus on the needs of the organization and not their child. The chair has the right to ask them to leave should they focus on individual players.
4. Board members will not be allowed to vote on any decision if it could be perceived they have a conflict of interest or could affect the outcome of another division for which they have an interest in the outcome of the selection process.
5. If the first conflict clause applies to the President or Division Coordinator the board will determine if either should participate in the coach selection process.