**COACH SELECTION POLICY**

This policy addresses the following aspects of Coach Selection within CMHA:

1.      Coach Application Process and Timelines;

2.      Coach Selection Criteria;

3.      Selection of Applicants;

4.      Selection of Assistant Coaches/Bench Staff;

5.      Final Coach and Bench Staff Approvals;

6.      Competitive A Team Coach Appointments;

7.      Appeals of Coaching Appointments;

1.      COACH APPLICATION PROCESS AND TIMELINES

1.1       The Technical Director of CMHA is responsible for implementing a Coach Selection

Process each year.

1.2       Individuals wishing to apply to coach either recreational or representative teams within CMHA must complete a coach application (available on the CMHA website) and submit it by September 1st of the current playing season.

1.3 Coach applicants who do not yet hold the appropriate coaching certification for the level that they are applying to coach can still apply. They must indicate on the application their intent to register in the appropriate certification course(s) for the coming hockey season.   If selected as a coach, certification requirements must be met by dates required by CMHA as per HNB deadlines.

1.4       Coach Applicants must be prepared to complete a Criminal Record Check if requested.

2. COACH SELECTION CRITERIA

2.1       As a baseline, the following criteria shall be used by the CMHA Head Coach in selecting suitable applicants for approval as coaches

1. Certification: coaches selected hold, or will hold by the HNB deadline date, the necessary coaching and RIS certifications to coach the team applied for in the current

hockey season.

1. Experience: coaches have the necessary experience and background to effectively

coach and mentor the young athletes they have applied to coach;

1. Previous Coach Evaluations: evaluations from previous year will be reviewed, if available, and considered in the selection.
2. Criminal Background Check: all coaches may be required to perform a criminal background check available from the RCMP.

2.2       The CMHA Technical Director may request letters of reference, prior coaching evaluations, and a seasonal coaching plan.  In addition, a personal interview may be conducted.

3. SELECTION OF APPLICANTS

3.1 Should a team or division not have any application for Head Coach the Technical Director will recruit a volunteer to coach the team with the understanding that all HNB certifications be obtained prior to the annual deadline.

3.2       If two or more coach candidates qualify and apply to coach the same team, the

CMHA Technical Director shall convene the Coaching Committee for the purpose of selecting the coach.

3.3 The Coaching Committee shall include the CMHA Technical Director, one member of the Board of Directors, applicable Divisional Director, and at least one other appointment made by the President.

3.4        Should an interview be required the same pre-determined criteria and interview questions will be asked of each competing team coach candidate to ensure the selection process is fair and consistent.

4. SELECTION OF ASSISTANT COACHES/BENCH STAFF

4.1.      Assistant coaches shall be selected by the team’s head coach and must meet all HNB

certification requirements

4.2.     In instances where a team head coach is unable or unwilling to select his or her assistant coach(es), the coach shall refer the matter to the CMHA Technical Director for resolution.

4.3 Competing candidates shall be selected by the Coaching Committee in a manner consistent with Policy 3.

5. FINAL COACH AND BENCH STAFF APPROVALS

5.1     Team coach selections as recommended by the CMHA Technical Director shall be ratified by the CMHAS Board.

6. COMPETITIVE A TEAM COACH APPOINTMENTS

6.1 Whenever possible coaches will be selected prior to the start of team tryouts.

7.  APPEALS OF COACHING APPOINTMENTS

7.1      Coaching appointments may be appealed to the CMHA Board of Directors in writing no more than 48 hours after the final coach selections are made