

CHBAMHA REP TEAM COACH SELECTION POLICY

POSITIONING STATEMENT

It is the intent of CHBAMHA to provide a safe, fun and enriched sporting experience in all situations. We recognize that our volunteer Coaches and Assistant Coaches play an integral part of our programs. Additionally, we endeavour to ensure that all persons volunteering for a Coach or Assistant within our Association are treated fairly and equally to all other members. In all cases the CHBAMHA Rep Team Coordinator will endeavour to ensure coaching placement are made which will provide the most amount of teams the highest qualified candidates.

1.0 DEFINITIONS

- 1.1 CHBAMHA - Cole Harbour Bel-Ayr Minor Hockey Association
- 1.2 Rep Team Coordinator – Elected person to the CHBAMHA Board of Directors responsible to coordinate, manage and report to the Board of Directors all Rep Teams within CHBAMHA
- 1.3 CHBAMHA Rep Team(s) – Teams playing at the following levels:
 - 1.3.1 Atom - AA, A, B
 - 1.3.2 Peewee - AAA, AA, A, B
 - 1.3.3 Bantam - AA, A, B
 - 1.3.4 Midget - AA, A, B
- 1.4 Association Skill Evaluation –Players will be ranked by Third Party Evaluators, amongst a peer group based on a series of evaluations on standardized on-ice drill sets. The Association Baseline Skills evaluation will be broken into three portions each forming a total score for an individual player. The skills evaluation will be administered by the CHBAMHA Rep Team Coordinator.
- 1.5 Rep Team Selection – The process that coaches, who have been identified for each respective rep team, will use to select the final roster for that team following policy and guidelines within this. The process will be coordinated and overseen by the Rep Team Coordinator.
- 1.6 Parent Coach – Prospective Coach has identified that he or she has children or other dependants (or other immediate family members) participating at the age group they are interested in coaching.
- 1.7 Non-Parent Coach - Prospective Coach having no children or dependants participating at the age group he or she has expressed interest in Coaching. This could also extend to immediate family (at the discretions of the Rep Team Coordinator).
- 1.8 Returning Coach – Coach who was the rostered head coach in the season previous for a particular age category and Level.
- 1.9 Non-Returning Coach – Coach who was not the rostered head coach in THE season previous for a particular age category and level.

2.0 REP TEAM COACH SELECTION POLICY

- 2.1 Approval – All prospective Coaches and Assistant Coaches will be approved annually by the CHBAMHA Board of Directors. The Rep Team Coordinator will nominate candidates to the Board for approval.
- 2.2 Preference will neither be given to Parent or Non-Parent coaches. CHBAMHA will endeavour to provide quality volunteers at all levels. Where a conflict exists at a given level, the following priorities will be used to select the successful candidate.
- 2.2.1 A returning Coach will be given priority over a non-returning coach at the discretion of the CHBAMHA Board of Directors, on the basis of previous experience with this individual. Exceptions to this include (but are not limited to) cases of abuse, non-conformance with CHBAMHA Policy, disciplinary issues.
- 2.2.1.1 In the case of a Parent – Returning coach, the returning coach’s child, dependant or relative must have played at the highest level for his/ her age category in the year previous (AAA, AA), in order for the returning Parent coach to be appointed to the team for the current season.
- 2.2.2 All non-returning coaches (parent and non-parent), as well as parent returning coaches at levels lower than the highest for a given age category, will be awarded after the completion of the CHBAMHA Skills Evaluation.
- 2.2.3 Upon conclusion of the Association Skills Evaluation, if it is determined that a child or dependant of a Parent Returning coach will remain at same level as the previous season, the Parent Returning Coach will be given priority.
- 2.2.4 All coaches who have indicated interest in a particular age category will be evaluated and scored on the following criteria with the person scoring the highest given priority.
- 2.2.4.1 HNS Coaching Qualifications – The following points will be given to each completed course. *In the event that a course is not listed below, the Rep Team Coordinator will have the discretion to assign. It is the responsibility of the prospective coach to provide supporting documentation to the rep team coordinator upon request -Max. 20 Points.*
- 2.2.4.1.1 Speakout / Respect in sport Coach (1 Point)
- 2.2.4.1.2 Hockey Safety (1 Point).
- 2.2.4.1.3 Intro coach / Coach 1 Level (2 Point).
- 2.2.4.1.4 Development 1 Coach (2 Point).
- 2.2.4.1.5 Development 2 Coach (5 Points).
- 2.2.4.1.6 High Performance 1 Coach (5 Points).
- 2.2.4.1.7 High Performance 2 Coach (10 Points).
- 2.2.4.1.8 Additional points at the discretion of the CHBAMHA Rep Coordinator.

- 2.2.4.2 Coaching Experience (within CHBAMHA) – Max.15 Points.
 - 2.2.4.2.1 Two (2) points given for each year a person has been a rostered Head coach for a CHBAMHA team.
 - 2.2.4.2.2 One (1) point given for each year a person has been a rostered Assistant Coach for a CHBAMHA team.
- 2.2.4.3 Coaching Experience (Outside of CHBAMHA) – Max. 10 Points.
 - 2.2.4.3.1 Two (2) points given for each year a person has been a rostered Head coach. *Documentation required.*
 - 2.2.4.3.2 One (1) point given for each year a person has been a rostered Assistant Coach. *Documentation required.*
 - 2.2.4.3.3 Coach Rating – for each prospective coaching candidate, CHBAMHA will assign a qualitative score from 1-20 based on previous experience.
 - 2.2.4.3.4 The score will be compiled based on information from the CHBAMHA Discipline Committee, CHBAMHA Coordinators and year end Coaching Surveys.
 - 2.2.4.3.5 The CHBAMHA Rep Team Coordinator will assemble a committee of no less than three (3) persons to assign these scores to each prospective coach.
 - 2.2.4.3.6 Scores will be provided to prospective coaches upon request
 - 2.2.4.3.7 For new coaches to the CHBAMHA, the Rep Team Coordinator will coordinate an entrance interview with a committee of no less than three (3) Board of Director Members or Appointee(s) who will assign the score based on the entrance interview.

3.0 APPEAL

- 3.1 All appeals to the Rep Team Coach Selection process must be made in writing to the CHBAMHA Rep Team Coordinator. Appeals will be accepted based on the following:
 - 3.1.1 A prospective coach may request the summary of his or her scoring
 - 3.1.2 A prospective coach may request a debriefing of rationale for the scoring
- 3.2 A prospective coach may make an Appeal to the Rep Team Coordinator on the basis of inaccurate information. In the event of a discrepancy of scoring which could have changed the selection of a prospective coach for a given team, at his or her discretion, the Rep Team Coordinator may present this to the CHBA Board of Directors. Only the CHBA Board of Directors has the ability to rescind an appointed Coach.