

## **Orillia Minor Hockey Coach Selection Guideline**

The Orillia Minor Hockey Association is committed to providing the most qualified coaches possible. This procedure is put in place to create a fair, open and objection coaching evaluation process and may be evaluated yearly by the Board of Directors. One of our priorities in selecting coaches is to ensure their philosophy is primarily “fair play” and “development”. This process follows Hockey Canada Guidelines. Winning at all costs should not be the motivation of coaches. Coaches need to put their efforts towards getting the kids to play the game, have fun, be competitive and play to the best of their ability. Competitiveness is an important part of sports, but it is not the only part. A coach needs to combine teaching fundamental skills and teach life lessons at the same time. They must encourage, support and challenge the kids and the team. Coaches must have a strong self-discipline and be able to instill discipline into team members. If a situation arises with a child, they will go after the situation and not the individual. A coach will discipline in private and reward in public. A coach will never bruise the dignity of the child and work to build self-esteem and confidence. Constructive criticism should be given but coaches must be aware of how each child reacts to criticism and address appropriately.

### **Rep Conveners**

Will have **no current** affiliation with Orillia Minor Hockey.

Orillia Minor Hockey Board of Directors (Board) will appoint four Rep Conveners (Conveners) for a two-year term commencing the 2017/18 season. The Conveners shall be responsible to attend a minimum of 3 games and 2 practices throughout the season as directed by the Director of Rep. The Convener's role is to evaluate the Team by observing their conduct during game/practice situations. The Conveners will prepare a written report to the Director of Rep following each game/practice attended. Should an issue occur during the evaluation the Convener may be required to assist the Director of Rep in handling the issue. The Director of Rep may on occasion assign the Convener to evaluate the skill level of a player when the player's parent has submitted an application for a Head Coach Position. The four Conveners will be responsible for the divisions from Minor Novice to U18. The breakdown will be decided once it has been determined how many rep teams are playing in the season.

### **Coaching Selection Committee**

The Coaching Selection Committee (Committee) shall be comprised of four Conveners commencing the 2018/19 season forward. The Director of Rep will chair the Committee and only cast a vote upon a tie.

Should there be a conflict of interest on the Committee in a specific division the Board will determine the replacement.

## Selection of Head Coach

### Head Coach (A & AE)

1. Based on the recommendations of the Committee, all decisions regarding the selection of Head Coaches shall be made by the Board and are final.
2. Applications for Head Coach (Coach) positions will be made available in February/March. **Only one Coach level and division preference per application will be accepted.** For those individuals that do not have a coaching preference there will be a “non-preference” selection. Coaching applications will be available online at [www.orilliahockey.com](http://www.orilliahockey.com). Completed applications must be submitted in accordance with the date and timelines posted on the website. No applications will be accepted after the deadline unless indicated on the website.
3. The Committee shall conduct all interviews for Coach positions. Other than in exceptional circumstances, no less than three members from the Committee will be present for any interview. Applications will be reviewed and prioritized for interviews.
4. All Coach positions will be selected on an annual basis. The Committee will consider an existing coach (returning coach) application based on their most recent year completed under OrilliaMHA and team compliance with OrilliaMHA policies, rostered bench staff suspensions, player development needs and capabilities and qualifications of the Coach applicant. The Committee and Director of Rep may opt to extend a Coach’s tenure during the Coach Selection Process, pending Board approval.
5. The Committee will consider all applications submitted. Under circumstances where there are no submissions for a team, or the Committee determines there are no suitable candidates for a particular Division, the Committee has the flexibility to select and hold discussions with applicants about taking a team they did not indicate in their application and/or recruit candidates beyond the application submission date. (An NRP applicant may be considered in this situation)
6. There is no set time limit or number of years for the tenure of a Coach. Consideration will be given to the previous years that the applicant has coached the same team and the impact on the overall development of a team. A coach may coach more than two years but is not guaranteed more than one.
7. An NRP applicant will not be considered for a Coach position until they have been a member in good standing of the Orillia Minor Hockey Association for a period of one year. A Coach may select an NRP parent to be a member of their bench staff.

## Head Coach Selection Process

1. All persons interested in applying for an OrilliaMHA team will complete a Coach application found on the website. These applications are electronically submitted to the Hockey Office and forwarded to the Director of Rep. All applications are considered to be classified as confidential until selected for a Coach interview. OrilliaMHA understands the sensitivity and confidentiality of each application and will protect the applicant's name from the public, Board and the Committee members until they are provided to the Committee to review by the Director of Rep. No email applications will be received and/or accepted by OMHA staff, Board members or Committee members.
2. The Director of Rep will review all Coach applications for each age category and level. Consideration will be given to coaches who are applying to return and who are considered to be a "Coach in Good Standing". The Director of Rep and Committee will meet and consider the following when determining "good standing":
  - Team or staff issues during the previous season
  - Success and development of the team and players he/she is currently coaching
  - Commitment to the organization
  - Conduct during team events such as games, practices and tournaments
  - Tenure as Coach
3. After the Director of Rep opens each Coach application and reviews each in confidence, they will make a recommendation (or not) to the Committee that an existing Coach be considered for another year as a Coach at the same or next level. The decision to request the Committee's approval for each returning Coach application is solely the responsibility of the Director of Rep. The Director of Rep must prepare a report for each applicant being recommended as a returning coach covering the points listed in Paragraph #2 and #6. If there is a tie with the committee on recommending a returning coach, then it will be broken by the President or designate. The President will meet with the Director of Rep and Committee to obtain all the facts before making a final decision.
4. If the Director of Rep's request is approved the coach will automatically be recommended to the Board for approval.
5. If the Director of Rep's request is denied the applicant will continue on in the pool of applicants being considered for interviews by the Committee.
6. The following will be used as criteria for Coach interviews based on multiple applicants:
  - Is the person a parent or non-parent applicant?
  - If a parent, what level did the applicant's child play in the current year. The player must have been evaluated to determine the skill level of play and if that level is suitable for the level being applied for
  - Coaching experience based on hockey related coaching and education
  - Experience within the OrilliaMHA. Has the applicant been involved in any capacity in the past with the OrilliaMHA or another hockey association?
7. The Committee will interview only candidates that are deemed suitable by the Committee. A set group of questions will be used for all candidates to assist in the Committee's fair evaluation of the applicants. In the event of a tie a vote will be cast by the Director of Rep.
8. The Director of Rep on behalf of the Committee will make recommendations to the Board for all Coach Positions. The Board will approve and announce all Coach positions. Should the Board disagree with the Committee's choice of a candidate it will revert back to the Committee for further review.
9. Head coaches will select their coaching staff; however, the Committee reserves the right to recommend and or refuse an individual's inclusion on a team based on previous coaching evaluations, transgressions, related to fair play or behavior issues.
10. If you are selected as a head coach you will be required to sign the "Coaches – Fair Play Pledge".