



PORT COLBORNE MINOR HOCKEY ASSOCIATION INC.

Coaches Selection Policy

The executive must solicit the application of individuals interested in upholding the aims and objectives of the Port Colborne Minor Hockey Association:

- A. To foster, promote and teach amateur Hockey and to provide maximum opportunity for all eligible boys and girls to participate regardless of ability.
- B. To develop and encourage sportsmanship, community and good fellowship among all participants to the betterment of their physical, mental and social well being.
- C. To encourage all boys and girls to become better citizens.

REP HEAD COACH SELECTION COMMITTEE

1. In order to facilitate the selection of a head coach for each of our REP teams, the executive will annually form and approve a Coach Selection Committee.
2. The REP Head Coach Selection Committee shall be comprised of the REP Convenor, the President (or as an alternate, one of the Vice-President) and a minimum of one other Member.
3. Conflicts may arise when a member of the committee will be part of the coaching staff of one of the candidates. In such cases, this member will not vote for the selection of the head coach in that division.
4. When a Member has a child in the Rep program, he or she should abstain from the vote on the selection of the head coach in their child's division, however the Member can actively participate in the discussions.
5. Members must notify the Executive of all possible situations that could result in a conflict of interests and the Executive will rule on eligibility of Member.

REP HEAD COACH CANDIDATES

6. Interested parties must complete a Head Coach application and submit it to the REP Convenor by the set deadline.
7. Applications must be submitted by date outlined by the executive and the Head Coach selection process completed by the AGM when possible and no later than June 1st.
8. The Coach Selection Committee will examine the applications submitted to create the 'short list' of no more than 5 applicants per division as per the coaches selection criteria and standards (e.g. Annex A) Applicants will be contacted to set up interviews by the Travel Team convenor.
9. All applicants will be contacted by the Travel Team Convenor regardless of selection.

REP HEAD COACH INTERVIEW

10. The members of the REP head coach selection committee will alternatively ask preselected questions of the applicants.
11. 80% of the questions must be the identical for all applicants of the same division. 20% of the questions can be more specific to individual candidates.
12. The head coach applicant will have an opportunity to present his/her hockey season plan.
13. The REP head coach selection committee will deliberate following the interview of all applicants in a division in order to select the successful applicant.

REP HEAD COACH RATIFICATION

14. The REP Convenor will inform all applicants of the decision of the Coach Selection Committee.
15. The Travel Team Convenor will file a report with the Executive to ratify the selection.