



Raiders Hockey Club Coach Selection Policy

Purpose:

The coach selection policy aims to ensure a fair, transparent, and consistent process for selecting coaches. This process identifies individuals who best represent the goals and values of the Raiders Hockey Club. The RHC coach selection process considers the training, knowledge, and experience of candidates and based on these criteria; the most suitable coaches are selected. Prospective coaches must reapply each season.

Coach Selection Committee

The coach selection committee is responsible for making head coach selections as well as approval of assistant coaches.

Coach selection may include any of the following members:

1. President
2. VP On-Ice Operations
3. VP Off-Ice Operations
4. VP Communications, Safety & Conduct
5. Age group Division Coordinator(s)
6. Coach Development Coordinator

Coach Application

Coaches must complete a coach application which will be readily available on the Raiders website, social media, newsletters and other RHC communications. This application will collect most of the information required in the selection criteria.

Selection Criteria

Head and assistant coach selection shall be based on the following criteria in no particular order and, with no specific weighting on any specific section:

Qualifications

Coach qualification is based on the National Coaching Certification Program (NCCP) standard coach certifications, Hockey Calgary and Hockey Alberta standards. All prospective head coaches in the RHC program MUST have the minimum NCCP designation as required by Hockey Alberta or have committed to obtaining the minimum designation before November 15 of the current hockey season. See the Minimum Qualification Requirements section for details on minimum training requirements for each age group.





Evaluation Volunteer Hours

Hours volunteered during the evaluation process, including both on-ice support, and evaluating will be considered when choosing both head and assistant coaches.

Experience

Experience qualification is based on:

- years as head coach
- years as an assistant coach
- the division and level of the teams coached
- the association or organization of the teams coached
- playing hockey experience

Preference will be given to prospective coaches that have demonstrated positive coaching experience and abilities for the RHC teams they have coached.

RHC Coach Feedback

Member feedback in the form of surveys will be considered. Preference in this category will be given to prospective coaches that have a positive RHC coaching history and evaluations.

References

Prospective coaches coming from other associations within Calgary or anywhere may provide references from their prior league in the coach application form.

Interviews

In some cases, the coach selection committee may choose to conduct interviews with prospective coaches.

The need for an interview process will be determined by the coach selection committee typically if circumstances arise such as:

- Multiple prospective coaches have applied, and the qualifications are too closely matched to make a straightforward decision.
- There have been concerns raised in relation to a coaching candidate's past experiences with the association including but not limited to adherence to the RHC Society's policies,





practices and program goals such as fair play, behaviour on the bench/dressing room and use of affiliations.

If a coaching candidate is being considered, the interview process may be conducted by the coach selection committee, either by phone or in person.

Other Commitments

Preference may be given to prospective coaches that are relatively free of other commitments (for example, coaching another team, extensive job-related travel or volunteer time in non-hockey organizations). The coach selection committee will evaluate the level of commitment and MAY include that as a factor in the selection process.

Association Involvement

Consideration is given for coaches who are positive role models within RHC, and those coaches who exemplify the core values of the society. These coaches agree with the culture and have a positive interaction with the board of directors, office staff, and fellow coaches. These coaches exemplify the team culture and act in a way that is always professional and in the best interest of RHC.

Coach Selection Process for Head and Assistant Coaches

To be considered for a coaching position, candidates must agree to complete the following by Nov. 15 of the current season.

1. Respect in Sport Activity Leader – All coach applicants must have a current Respect in Sport Activity Leader Certification prior to completing the coach application.
2. Hockey Canada Safety Certification – All coach applicants must have a current Hockey Canada Safety Certification.
3. Coach Application - Identifying prospective coaches. Every coaching volunteer must submit a completed RHC coach application form. The application form should identify the position and division the coach is applying to. Application forms are available on the RHC website.
4. Criminal Record Check - Criminal Record Checks are mandatory and are current for three years. Prospective coaches must complete their criminal records check in accordance with RHC policies which currently have been established. Failure to pass the security or reference check will automatically result in the disqualification of the coach candidate.

Coach Application List

A list of prospective coaches is built from the coach applications. Coaches are selected and assigned to a team **after** player evaluations have been completed.





The selection process is:

- 1) Assign prospective coaches to each team based on their child's placement. In the case where they do not have a child in the division they wish to coach, then the coach selection committee will assign to a team that is both short of prospective coaches and for which they are qualified to coach.
- 2) Determine which teams have no prospective coaches assigned to them and recruit prospective coaches to fill the position.
- 3) Select the most qualified coach for the division and level requiring a coach from the set of candidates assigned to each team as head and assistant coaches. Qualification is based on the criteria defined in the coach selection qualification section.

Please note that we do not notify applicants that are not selected for head coach positions.

Selection of Assistant Coaches

- Head coaches will be provided with a list of assistant coaches who filled out a coach application, along with the info provided in the application.
- Assistant coaches are selected and assigned based on the process outlined with the RHC coach selection policy.
- The coach selection committee reserves the right to recommend and/or refuse an individual's inclusion on team rosters based on previous coaching, evaluations, or transgressions related to fair play or behaviour issues.
- Head coaches may ask for assistant coaches who did not fill out an application with approval from the coach selection committee.
- Head coaches may ask for certain individuals to not be included on the roster and the coach selection committee will determine whether or not the request is valid.

Please note that we do not notify applicants that are not selected for head or assistant coach positions.

Number of Coaches Per Team:

RHC will select the following number of coaches per each respective age group. Raiders Hockey Club reserves the right to add additional coaches to the rosters. The breakdown below is a recommendation for number of coaches for each respective age group.

U7 -1 head coach and 8 assistant coaches.

U9 – U18 - 1 head coach and 4 assistant coaches.

Appeals

There shall be no appeals of the decision of the coach selection committee.

