



ST. ALBERT MINOR HOCKEY ASSOCIATION

SAMHA COACH SELECTION PROCESS

The purpose of the coach selection policy is to provide a fair, transparent and consistent selection of coaches from a set of coach candidates to identify coaches that best exemplify the goals, values and strategic objectives of the St. Albert Minor Hockey Association (SAMHA).

The SAMHA coach selection process is based upon the training, knowledge, and experience, against an established set of coach qualification criteria. Coach candidates are evaluated relative to the qualification criteria and the best candidate selected for the job taking into consideration the tier and division requiring a coach.

Coach selection is for one season only. All coach candidates must reapply each season for selection. Raiders hockey program coach appointments are conducted using the policies and guidelines developed by the St. Albert Raiders Operations Committee.

COACH SELECTION COMMITTEE

The coach selection committee is responsible for making all final coach selections. This is done in conjunction with the appropriate board of directors who participate as part of the coach selection committee.

The SAMHA coach selection committee consists of three of the following members:

1. VP Hockey Operations (Chair)
2. Executive Director
3. Director at large
4. 2-3 members of the community

The makeup of the committee when making decisions for any one division is three (3) members.

All committee members are required to disclose any conflict of interest, real or perceived and must sign a SAMHA Confidentially Agreement.

In the event of a conflict, the committee member shall remove themselves and whichever person that is not on the committee shall replace such conflicted committee member or such other persons determined by the committee.



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COACH SELECTIONS AND QUALIFICATIONS

Coaches are selected based on the following selection criteria.

Some qualification criteria are deemed mandatory and comprise the minimum qualifications for a coach at that level and division. Others simply contribute to the overall rating of the coach candidate.

An applicant not meeting the minimum training qualifications who is selected as a coach must commit to attending the required courses to get those qualifications during the season before any applicable deadlines set by Hockey Alberta, Hockey Canada or SAMHA.

SAMHA POLICY: ELIGIBILITY TO COACH

- (A) Any member of the Board shall not participate in any team or division decisions wherever there is a conflict of interest as defined in policy 1.6.
- (B) A Director at Large is not eligible for consideration for the position of Head Coach for any team within a division in which there is a conflict of interest as defined in policy 1.6
- (C) A Head Coach or Assistant Coach is not allowed to participate in hockey activities until a valid VSC is received by the SAMHA office.
- (D) The HOCVP will:
 - i. Ensure coach interviews consist of a minimum of three non-conflict committee members to support the interview and selection process.
 - ii. Forward nominations/candidates to the Board of Directors for approval.

A Head Coach or an Assistant Coach is only eligible if:

- i. they are a member in good standing
- ii. they can demonstrate that they have obtained, or are in the process of obtaining, a Vulnerable Sector Check (VSC) prior to the start of seasonal activities
- iii. they have completed the minimum coaching qualifications required by Hockey Alberta prior to the November 15th deadline
- iv. their player's skill must match or exceed the level they are applying to coach. *Players' skill level will be determined by HOCVP, two other non-conflict Board Members, and evaluation data from previous seasons.