

POLICY P-10: REP TEAM OFFICIAL SELECTION

1. The Rep Coach Selection Committee shall be comprised of the Director of Hockey Operations, the Vice President of Rep Hockey, the Coaching Coordinator and, if appointed by the VTMHA Board, up to two additional qualified evaluators.
2. The Rep Coach Selection Committee will endeavour to identify the best qualified, best suited head coach for each rep team through a formal application and interview procedure.
3. In February of each year, the VTMHA shall open up the application process for prospective rep coaches. The deadline for receiving rep coach applications shall be May 31 of each year, subject to the discretion of the Director of Hockey Operations and the Vice President of Rep Hockey to accept later applications.
4. Applications shall be submitted to the Director of Hockey Operations and shall include a resume of the applicant's relevant hockey experience and training.
5. All qualified candidates shall be interviewed by the Director of Hockey Operations and at least one other member of the Rep Coach Selection Committee. Interviews are to be organized by the Director of Hockey Operations, who shall endeavour to ensure that each interview covers some of the same basic subject areas to ensure consistency of experience.
6. The Rep Coach Selection Committee may also conduct reference checks and review past coaching evaluations with respect to a candidate.
7. Each candidate for a rep coach position shall be reviewed based on the following criteria:
 - a) Coaching experience;
 - b) Technical skill and knowledge;
 - c) Training – while ordinarily each candidate would be expected to have a minimum of Developmental 1 Certification, candidates who have Coach Level certification but commit to completing their Developmental 1 Certification during the upcoming season may be considered;
 - d) Communication skills;
 - e) Demonstrated commitment to rep hockey;
 - f) Willingness to accept and promote the core values and expectations as to commitment reflected in Policy P9A; and
 - g) Willingness to abide by all other VTMHA policies, including any policy requiring periodic criminal record checks.
8. When selecting a head coach for a team, the Rep Coach Selection Committee shall give preference to an applicant who does not have a child on that team.

9. The Rep Coach Selection Committee may consider as potential rep coaches the parents of players who are trying out for rep teams in that division. However, no such coach may be appointed unless:

- a) the coach commits to coach that team whether or not the player is selected to the team; or
- b) the Director of Hockey Operations is satisfied that the player would make that team in any event.

Any parent who seeks to coach a rep team on which their child would be a player must confirm their understanding and commitment to follow the provisions as to conflict of interest in Policy P9B, and to ensure that the rep team selection process is not only fair but is seen to be fair.

10. Depending on the number and calibre of applicants, the Rep Coach Selection Committee will endeavour to present its initial recommendations to the VTMHA Board at its meeting in May. If in the opinion of the Rep Coach Selection Committee it has not received an adequate number of appropriately qualified applications by that meeting, it may continue to seek out and identify other rep coaching candidates in subsequent weeks. The Rep Coach Selection Committee will endeavour to ensure that it has identified appropriate candidates for each rep team not later than the August meeting of the VTMHA Board.

11. The Director of Hockey Operations will communicate the recommendations of the Rep Coach Selection Committee to the VTMHA Board, and where the Rep Coach Selection Committee has not yet made a recommendation for any rep team, the Director of Hockey Operations will update the VTMHA Board as to the status of the process for each team.

12. The VTMHA Board shall consider the recommendations of the Rep Coach Selection Committee and shall make the final decision as to the appointment of all rep team coaches. There shall be no appeal from a decision as to selection of a rep team coach.

13. Each successful and unsuccessful applicant for a rep coaching position will be advised by the Director of Hockey Operations.

14. Each rep team coach shall appoint one or more assistant coaches, except where co-coaches have been appointed, in which case the appointment of an assistant is optional. All assistant coaches must be approved by the Vice President of Rep Hockey.

15. Once appointed, rep coaches shall report directly to the Vice President of Rep Hockey and shall take direction from her.

16. At the conclusion of each season, the Vice President of Rep Hockey shall arrange for each rep hockey player to be asked to submit an evaluation of their coach. A form of evaluation is found at Appendix A. The results of these evaluations shall be reviewed by the Vice President of Rep Hockey and the Director of Hockey Operations, and made available to the Rep Coach Selection Committee for the next year should that person apply to coach once again.