
**Policies & Procedures
of the
Vancouver Thunderbird
Minor Hockey Association**

P-10

COACH SELECTION

Date Revised:	April 2018	Revision No.:	4
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P-10: Coach Selection

1. The Coach Selection Task Group established by the Board of Directors of VTMHA has primary responsibility for the recruitment and recommendation of coaches for all VTMHA hockey teams. The Coach Selection Task Group shall (i) recommend, for approval by the Board of Directors of VTMHA, nominees to serve as head coaches of Initiation, Recreational, and Rep teams; and (ii) appoint assistant coaches of Initiation, Recreational, and Rep teams.
2. The Coach Selection Task Group will endeavour to identify the most suitable head coaches for each team through a recruitment plan established by the Coach Selection Task Group. The Coach Selection Task Group will endeavour to have as many head coaches as possible appointed by June 30 of each year.
3. The Coach Selection Task Group, or a sub-group of its members to which the Coach Selection Task Group delegates such responsibility, will identify, interview, and evaluate potential coach candidates. They will also review previous performance and determine the suitability for any returning coaches.
4. Candidates for both head and assistant coach positions shall be evaluated based on the following criteria:
 - (a) Coaching experience;
 - (b) Technical skill and knowledge;
 - (c) Completion of Respect in Sport and all other required coaching certifications as per Hockey Canada coaching requirements;
 - (d) Communication skills;
 - (e) Demonstrated commitment to minor hockey;
 - (f) Willingness to abide by all VTMHA policies, including, without limitation, any policy requiring periodic criminal record checks;
 - (g) Results of any background or reference checks conducted by the Coach Selection Task Group;
 - (h) Results of past coaching evaluation(s);
 - (i) Prior disciplinary actions; and
 - (j) Any other criteria that the Coach Selection Task Group deems relevant.
5. The Coach Selection Task Group may consider as potential Rep coaches the parents of players who could make the team that the parent may coach. However, no parent may be appointed as a coach of such a team unless and until the parent's child has already been placed on the team in question, in accordance with VTMHA's Rep player selection policies.
6. In addition, no parent may be appointed a head coach of any team on which their child would be a player unless the Coach Selection Task Group is confident based on all factors deemed relevant that the coach will abide by all VTMHA policies, and that conflicts of interest will not impact the coach's coaching decisions during the season. For certainty, and subject to VTMHA Policy P-9 (Rep Player Selection), unless and

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- until officially appointed as head coach of a rep team, a potential parent head coach shall have no involvement whatsoever in the selection of players for any team on which the coach's child could play.
7. When selecting a head coach for a Rep team, if all other factors are equal, the Coach Selection Task Group shall give preference to a candidate who does not have a child on that team
 8. With respect to the appointment of head and assistant coaches of all teams, the Chair of the Coach Selection Task Group will communicate the recommendations of the Coach Selection Task Group to the Board of Directors with supporting rationale for each coach. The Board of Directors shall consider the recommendations of the Coach Selection Task Group and shall make the final decision as to the appointment of all Initiation, Recreational, and Rep team head coaches as well as the compensation of any Rep team head coaches.
 9. The Coach Selection Task Group is responsible to appoint the assistant coaches of all teams. Before any assistant coaches are eligible to be so appointed, the Chair of the Coach Selection Task Group will first provide a list of the assistant coach selections to the Board of Directors.
 10. There shall be no appeal from a decision by the Board of Directors or the Coach Selection Task Group with respect to the selection, recommendation or approval of a head coach or assistant coach.
 11. At the conclusion of each season, an evaluation survey may be provided to VTMHA families, and if deemed useful by the Coach Selection Task Group, to VTMHA players. The results of these evaluations shall be reviewed by the Coach Selection Task Group and used as part of the evaluation process for the next season.
 12. Coaches in any position are selected for one season.