

## GKGHA Coaching Selection Process

The GKGHA has begun the process of selecting the competitive coaches for the 2010-2011 season.

The Board of Directors has appointed an independent evaluator to oversee the interview and selection process and to Chair the Coaching Selection Committee. Our main objective is to ensure that the process is transparent and the procedure/process is well documented and applied. Mr. Jim Gibson (bio is on the webpage ([www.gkgha.ca](http://www.gkgha.ca))) has kindly agreed to take on this role for the Association. The committee will be comprised of 2 other independent evaluators for a total of 3 members.

Unfortunately, as in hockey and life, not everyone can "win" the coaching position they want and not every parent will be happy with the selection. We hope that we can agree the process was handled fairly and that we will all support the coaches who were selected.

### Dates:

- Jan 5: Cut off date for coaching applications. Applications provided unopened to independent selection committee.
- Jan 8: Applicant names posted on the website, request for feedback on applicants posted.
- Jan 11: Board meeting to agree upon selection criteria.
- Jan 15: Cut off date for feedback from parents/players, etc.
- Jan 18: Interviews of Coaching Applicants begins. Please note that a Board Member will be assigned as a "Fairness Advisor" to attend all interviews. This individual will not participate in the interview or the selection process of the Committee. Their role is to ensure that all candidates are treated equally and fairly during the interview process.
- Jan 31: All interviews completed.
- Feb 16: Board Meeting – Selection Committee in attendance to present recommendations, Board to approve recommendations, emails to be sent from laptop at the meeting to all coaches announcing successful candidates. Please see Conflict of Interest Policy below with respect to individual Board members' involvement in this process.

### Please note:

- *Should the Selection Committee report to the Board of Director that they could not recommend a suitable candidate for a team after the interview/selection process, the Board of Directors reserves the right to repost the position. Applicants should **not** assume that they will be acclaimed into a coaching position.*
- *Players whose parent or relative have applied to coach a particular division at which the player has not played in the past, will be evaluated by an experienced, independent evaluator to determine whether or not that player has the potential to make the team. The recommendation of the evaluator will be provided to the Board and will be used by the Board in their decision making process.*

## Coaching Selection Criteria

### Guiding Principles

- Strong Ambassador for the Association and the competitive program
- Will contribute to the development of the players on and off the ice
- Will not use coaching as a platform to emphasize their own child's development and enjoyment
- Will conform to Association systems and philosophies.

Criteria	Atom A	PW AA	Bantam AA	Midget AA	Atom B	PW BB	Bantam BB	Midget BB
Interpersonal Skills	15	20	20	20	15	20	20	20
Problem Solving Skills	10	10	10	15	10	10	10	15
Ability to Teach, Relate and Work Positively with the Kids	25	20	20	15	25	20	20	15
Relevant Coaching and Playing Experience	20	20	20	20	20	20	20	20
Certification/Season Plan	5	5	5	5	5	5	5	5
Past Performance	5	5	5	5	5	5	5	5
Hockey Knowledge	15	15	15	15	15	15	15	15
Interest and Rationale	5	5	5	5	5	5	5	5
Total (must be 100)	100	100	100	100	100	100	100	100

*Note: Weighting criteria will be used as a guide only for the selection committee. Other factors, such as comments from interested parties, application information and responses to interview questions will also be used in the overall assessment of each candidate.*

### Voting - Conflict of Interest

- 1) Board members will not be permitted to vote for any coaching candidate that could be coaching their daughter, stepdaughter, granddaughter/grand-stepdaughter or niece.
- 2) Board members who have a "first degree" relative applying for one of the coaching positions at that level, either first or second team, must leave the room for any discussions. First degree included self, spouse, brother/sister, father/mother, son/daughter and brother/sister/father/mother/son/daughter in-laws.
- 3) Board members identified as conflict of interest under clause 1, but not clause 2 may participate in the discussion provided they focus on the needs of the organization and not their daughter. The Chair has to the right to ask them to leave should they focus on individual players.
- 4) Board members will not be allowed to vote on any division if it could be perceived that they have a conflict of interest or could affect the outcome of another division for which they have an interest in the outcome of the selection process.