

Paradise Minor Hockey Association (PMHA) – Coach Selection Policy

(Effective August 14, 2018)

- 1: A volunteer application form, to be completed online, must be submitted to PMHA.
- 2: Upon receipt of the application, a review will be completed to verify that all requirements have been met and any deficiencies will be communicated to the applicant. All training and certificates as per HNL and PMHA guidelines must be completed prior to the beginning of the season. These include a RNC background check, and the completion of the "Respect in Sport – Speak Out Program". All first-time coaches must also complete the HNL volunteer screening application. **No individuals will be permitted on the ice until ALL criteria has been met.**
- 3: A Committee comprised of three members of the PMHA Executive as well as the Technical Directors will review each application and decide who the coaches shall be. Should a Committee member have a child in a particular division, they will not be permitted to evaluate coaches for that division.
- 4: Each candidate for the head coach of an all-star or development team within the PMHA will undergo an interview which will include at least two members of the Executive.
- 5: Coaches will be selected using the following criteria:
 - Interpersonal skills
 - Ability to teach, relate and work positively with the children
 - Previous coaching and playing experience
 - Certification
 - Past performance
 - Hockey knowledge
- 6: Once a decision has been made, all applicants will be notified. The coaching decision will be final with the exception of a coach who is no longer able to commit to the role, or is unable to complete the required training prior to the beginning of the season. In these cases, the Committee will review the remaining applications using the process set out above to identify an alternative coach.