

Ottawa West Hockey Association Coach Selection Policy



April 4, 2023

Introduction

The Ottawa West Hockey Association (OWHA)'s mission is to provide a competitive hockey experience that inspires excellence, promotes good health, develops character and builds strong relationships that strengthen our community. We recognize a broad range of abilities and commitment among our athletes. We strive to provide age-appropriate instruction and competition within the constraints of time and available resources.

The OWHA does not discriminate on the basis of gender, race, sexual orientation, national origin or religious affiliations. We seek to place athletes, with similar desires and objectively assessed abilities, together to maximize their enjoyment and development.

The objectives of the OWHA are:

- To develop hockey skills and teach athletes how to compete to the best of their abilities;
- To develop sportsmanship, fair play, pride and achievement through involvement in hockey;
- To teach athletes, coaches and parents the importance of respecting all those who come to play including respect for teammates, coaches, opponents, referees and officials;
- To provide a competitive sport experience that is enjoyable and rewarding for the athletes;
- To ensure that the athletes are developed in a way that promotes and protects their safety and wellbeing;
- To create opportunities for everyone to play regardless of gender, race, sexual orientation, national origin or religious affiliations; and
- To foster an understanding among our athletes that their community supports their hockey dreams and the importance therefore of behaving as positive role models and in ways that contribute to improving the quality of life in their community.

The OWHA is committed to promoting sport at its best—good sport – whereby we seize the opportunity to instill character in our kids, strengthen our communities and increase our opportunities for excellence.

We welcome you to join us on this journey!

Ottawa West Hockey Association Coach Selection Committee

An Approach to Coach Selection

The OWHA's Approach to Coach Selection is designed through a values lens with athlete safety and development in mind. The ultimate goal of the OWHA is to provide participants with the best possible experience in a fair, safe and open environment where they can grow as both participants and young people. An important component of this is ensuring that the OWHA selects coaches using the Coach Selection Process to ensure athlete safety and development. The Coach Selection Process identifies the steps required to ensure that the OWHA selects the individuals who are most appropriate for the position.

The following sections outline the steps of the Coach Selection Process for the OWHA. The OWHA is committed to developing a hockey club for the entire community that provides participants with the best possible experience in an environment where they feel safe and valued as people first and participants second.

Coach Selection Process

The OWHA's Coach Selection Committee will oversee the Coach Selection Process in a consistent, fair, and transparent manner using a standardized approach that ensures there are no conflicts of interest or executive interference.

The OWHA's Coach Selection Process is comprised of the following steps:

Application Process

The application process will commence at the end of the previous season to:

- Determine interested candidates;
- Determine which coaches intend to return for the following season;
- Re-appoint returning coaches who are interested in returning, based on an evaluation of their season including a positive yearend coaching survey result and any other information as may be deemed pertinent. Note: a positive survey result consists of 75% or more of the responses in the two highest categories for questions 2 to 7 on the annual yearend GK coaching survey.
 - Note: After two seasons of re-appointment, all coaches will be required to re-apply for a coaching position.

Application Form

Application forms will:

- Be submitted online whenever possible;
- Include questions about coaching philosophy;
- Include questions about specific training or experience working with children relevant to the age and stage of the athlete;
- Include a question about past and/or current criminal convictions, if applicable;
- Require the submission of an age and stage practice plan that will be reviewed during the interview; and
- Candidates are required to provide the contact information for at least two references

Interview Phase by the Coach Selection Committee

Prior to the interview phase, the Screening Committee will inform the candidate about the criminal record checks required for the position.

Coach interviews for positions with *OWHA* will:

- Be conducted by the Coach Selection Committee;
- Include questions about technical areas and coaching philosophy;
- Include behavioral and situational questions that emphasize providing a fair, safe and open environment for participants;
- Include questions about the practice plan provided;
- Be up to thirty (30) minutes in duration; and
- Be completed in time to allow selection announcements at the annual AGM.

Reference Checks

Where reference checks are completed, they will:

- Be conducted by the Coach Selection Committee after the interview process;
- Be completed prior to offering the position;
- Highlight the applicant's previous or current position;
- Identify the applicant's suitability to being in a position of trust with athletes; and
- Capture whether there is any reason why the applicant would not be suited to coach in the *OWHA*.

The appointment of coaches is subject to approval by the *OWHA*'s Coach Selection Committee and the majority agreement of the *OWHA* Executive.