



Lakeland Hockey Association House Coach Selection Process

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www.lakelandhockey.org

Objective

To effectively evaluate and select coaches who best meet the needs of the kids, the parents, and the Association. This procedure is put in place to create a fair, open, and objective coach evaluation process and may be reviewed annually by the LHA Board.

Guiding Principles

- Strong ambassador for the Association and the LHA program.
- Will contribute to the development of the kids both on and off the ice.
- Will not use coaching as a platform to emphasize their child's development and enjoyment.
- Will conform to Association By-laws and philosophies.

Coaching Nominations

LHA accepts coaching nominations annually between March 1st and April 30th. Those seeking a head coaching position must complete a coaching application during this time. Applications are found electronically on the Associations website (www.lakelandhockey.org). LHA reserves the right to extend the application process to insure there are sufficient coaches for the upcoming season. All coaching positions are awarded for a single season.

Coach Selection Committee

During the month of June the LHA VP of House will formulate a Coaches Selection Committee to review each candidate's ability and characteristics. It is the responsibility of the Coaches Selection Committee to recommend to the Executive Board its coaches nominees for the upcoming season. The Executive Board must approve each selection individually by a vote before the position is awarded.

Participation as a member on the Coaches Selection committee is done by invite from the VP of House. The committee should be a fair representation of the Association and include members of the board, parents, and former coaches.

Defining Ability and Characteristics

What makes a desirable coach? Coaches must be self-confident, attentive, consistent, friendly, fair, competent, and knowledgeable in the sport they are coaching. They must understand that the game is about the players and not about themselves. They make coming to the rink an enjoyable experience and not a dreadful one.

They coach every player on team, not just the ones who they want to keep around for next year. Winning at all costs should not be the motivation of coaches. Coaches need to put their efforts towards getting the kids to play the game correctly, competitively and to the best of their ability. Competitiveness is an important part of sports, but it is not the only part.

Coaches are committed to the success of all the kids and the promotion of the LHA program.

A coach must be able to interact with kids in a positive and productive way. They must have strong communication skills and be honest and approachable to kids, parents and fellow coaches. The coach must be a good listener, especially to what is being said by the kids.

A coach will combine teaching fundamental skills with teaching life lessons at the same time. A coach must encourage, support and challenge the kids and the team. They must be able to motivate and inspire the kids to be the best they can be and help kids find their untapped potential.

Coach Selection Qualifications

Coaches are selected based on their total score they earn in the qualification criteria. Some qualification criteria are deemed mandatory and comprise the minimum qualifications for a coach at that level and category. Others simply contribute to the overall rating of the coach candidate. The selected applicant not meeting the minimum qualifications must be willing to attend the required courses in order to get those qualifications during the season.

Applicants seeking a team need to have their child registered for the upcoming season prior to selection committee meeting.

Coach Selection shall be based on the following criteria:

Training

Training qualification is based on the US Hockey Coaching Education program (CEP) standard for coach certifications. All coaches are committed to obtaining the minimum designation before December 31 in the hockey season.

All prospective head coaches with a valid CEP certification and are at or within 1 lower level for the division they are coaching will be awarded **+10 points**.

All prospective coaches who do not have a valid CEP certification or are more than 2 lower levels for the division they are coaching will be awarded **+5 points**.

An additional **+1 point** (max) will be awarded to coach candidates with higher levels of CEP training for the division they are coaching.

An additional **+1 point** (max) will be awarded to coach candidates that have completed additional training and or certification within a sports accredited association. Proof must be submitted.

Experience

Experience qualification is based on:

- the number of years as head coach x **2** = points awarded
- the number of years as assistant coach x **1** = points awarded
- 5+ years of previous playing experience = **+3 points** awarded.
- Coached as a head coach or Asst coach within LHA = **+3 points** awarded.

Volunteer

All teams are required to volunteer a set number of hours each season back to the program and outside of their team. It is the coach's responsibility to make sure this requirement is met and hours are documented. The LHA Board sets the numbers of hours prior to the start of each season.

Coaches re-applying or new candidates that can document their hours will be rated as follows

- Exceeded number of hours required – **+12 pts**
- Met number of hours required – **+10 pts**
- Met 75%-99% of the hours required – **+5 pts**
- Met 0% - 74% of the hours required – **0 pts**

Those new to the program will be given a score of **+5 pts**

Evaluations

Evaluation qualification is based on the results of the annual end of season Coaches Evaluation. The overall numeric rating score from these surveys will be used for coaches that are reapplying.

- A minimum of 5 responses must be collected before the Coaches Evaluation survey can be used.
- **Actual rating score x 2** will be awarded for those coaches with a minimum rating of 4.0.
- Coaches with a rating score less than 4.0 will be awarded their actual rating.
- Coaches with less than 5 responses will be awarded **+2 points**.
- Coaches new to the program will be awarded **+5 points**.
- Former LHA coaches who did not coach the previous season will have their most recent evaluation rating on file used (within 3 seasons). Those with a score greater than 4.0 will be multiplied by 1.5 and awarded the result. Those rated less than a 4.0 will be multiplied by .75 and the result will be used as their awarded points.

Relationships

Relationship qualification is based on the relationship between coach candidates and players on the team.

Coach candidates that are the parent or legal guardian of a player on the team will be awarded **+10 points**.

Coach candidates that are not the parent or legal guardian of a player on the team will be awarded **0 points**.

Interview

In some cases, the Coach Selection Committee may choose to conduct interviews with some or all of the candidates in order to establish a better sense of candidate qualifications.

Behavioral / Attitude

- Coach candidates coaching philosophy and style – **0 to 15 points** awarded max
- Coach candidates approach to skill development – **0 to 15 points** awarded max.
- Coach candidate previous suspensions – **-1 point** per day or game suspended.
- Coach candidate's previous awards and recognitions - **+5 points** per award (maximum **10 points**) awarded.

Other Commitments

Preference will be given to candidates that are relatively free of other commitments. Things that would be considered as other commitments (but not limited to) are coaching another team, serving on any Associations board (other than LHA), extensive job related travel, and/or volunteering time in non-hockey organizations.

The Coach Selection Committee will evaluate the level of other commitment and include that as a factor in the selection process.

Coach Award Notification

Notification of coaching positions will be sent out during the month of July. Positions are awarded based on number of teams anticipated for the upcoming season. Not all coaches will be notified at this time as registration numbers do change as the season gets closer. Due to this change LHA reserves the right to award additional positions or withdraw positions based on the number of teams needed at the start of the season.

All decisions of the Coaches Selection committee are considered final once the Board votes and approves.