



All Head Coach Appointments for Rep, HL and DS are based on recommendations from the Coaching Selection Committee (CSC) to the WGMHA Leagues Management Committee (LMC). The LMC then makes recommendations to the WGMHA Board for final approval and ratification.

All other Coaching Staff (Associate Coaches, Assistant Coaches, Trainers, Managers, on ice staff, other bench staff and dressing room staff) appointments for Rep, HL and DS are based on recommendations from the LMC to the WGMHA Board for final approval and ratification. Details for timelines for other Coaching Staff Applications will be posted on the WGMHA website.

In the event that there are no applicants for a specific Head Coach position(s) the LMC will determine the appropriate course of action to fill the position(s). This process will be communicated to the Association prior to its implementation.

Teams are formed based on registrations and attendance at try-outs or evaluations (as appropriate)

Ravens Coaching Mandate

To promote individual skill development and knowledge of the game while teaching teamwork and sportsmanship. It is our goal to make hockey a positive, fun and rewarding experience for each participant so they continue to play in future years.

We have adopted a coaching mandate that follows from our founding motto of "For the kids. For the Game. For the fun of it!" It is very important that all our coaches and officials follow these principles. Our programs are about individuals playing hockey for their recreational enjoyment, and it is our collective responsibility to make it a positive, rewarding and learning experience for all who participate in our programs.

Coaching Selection Committee

A Coaching Selection Committee (CSC) will be established to provide oversight and direction for the entire coaching selection process (Rep, HL and DS) a member of LMC will chair the CSC. In addition to the Chair, the CSC will consist of up to six (6) individuals two of whom will be the Director, Rep and the Director House League for a total of up to seven (7) members. Members of the CSC will have either been part of the coaching staff in our organization or another hockey organization at a high Rep level, or been involved and have a strong knowledge of the Rep, HL and DS programs and their intricacies. Up to three (3) members of the CSC may be from an outside the WGMHA. External CSC members must be considered to be knowledgeable and experienced in competitive hockey. The LMC is responsible for appointing members to the CSC.

For the purposes of interviews the CSC may be divided into two or three groups. The full CSC will be responsible for making recommendations to the WGMHA LMC on all head coach appointments. The WGMHA Board makes final approval of all head coach and coaching staff appointments.



Any member of the CSC having daughters playing in the Association will be excused from participating in the interview panel and voting on candidates for coaches in the age category of their daughter(s) regardless of league.

Application Deadlines and Selection Process for Head Coaches

Spring Tryout Teams: Midget AA, Midget A, Midget BB, Bantam AA, Bantam A, Peewee AA, Peewee A, Atom AA:

Interested candidates must submit their applications for teams that will conduct spring tryouts by no later than **6:00 pm on Friday, November 16, 2018**. The following four components must be included with the application:

1. Head Coach Application
2. Coaching Philosophy
3. Yearly plan
4. Budget Estimate

The successful candidates will necessarily have an NCCP Development Certification Appropriate to Level of application¹ and preferably a minimum of 3 years progressive coaching experience at either the Tier 1 or 2 Level:

- Midget AA, Bantam AA - NCCP **High Performance 1 Certified**
- Peewee AA, Bantam A, Midget A, Midget BB- NCCP **Development 1 Certified**
- Peewee A, Atom AA - NCCP **Development 1 Trained** (prefer Certified)

For all applicants, a current Respect in Sport or Speak Out Program certification is also required. Successful candidates will be required to submit a current Vulnerable Sector Police Screening prior to the commencement of tryouts in spring.

The following provides an approximate timeline for the process (dates subject to change):

Evaluation of Applications - November 16-20, 2018.

Following the application deadline, the CSC will review the applications and submit to the LMC the list of candidates for approval to proceed to the interview process. In addition to the completed application package, the CSC review will include and not be limited to: promptness of required document submission, suspensions, compliance with league and association rules, co-operation with league and association management, and coaching evaluations by players and parents. Only candidates selected for an interview will be contacted.

¹ ... or an acceptable plan in place to complete the appropriate certification level prior to the start of the season. For additional details see the OWHA website.



Interviews – November 21-30, 2018

Candidates invited for an interview will be interviewed by a panel of up to five members from the CSC. Candidates will be allotted approximately forty-five minutes. The first fifteen minutes will be a presentation by the candidate followed by a "Question and Answer" period.

Presentation topics will be sent to the candidates prior to their scheduled interview time. The question portion of the interview will consist of standard questions as well as candidate specific questions based on data accumulated through the various stages of the Selection Process.

Please note that in the event that there is only one qualified candidate for a particular head coach role, the interview stage may be waived at the sole discretion of LMC.

Final Selection

Once the interview process is complete, the CSC will make its final recommendations based on all of the data gathered on the applicants through the selection process. Recommendations will be submitted to LMC for review and recommendation to the WGMHA Board for final approval. Once approved by the WGMHA Board, the Director, Coaching and Player Development will advise all interviewed candidates of the results.

It is expected that we will be notifying successful Head Coaches for AA teams by the end of December, **2018** where possible, and others as soon as practicable depending on applications. Announcements will be posted on the website following notification.

Successful Coaches Pre-Season Briefing - January, 2019 (date to be announced)

Successful spring tryout Head Coaches will be expected to attend a Pre-Season briefing session with the Director of Rep and Director of Coaching prior to the start of tryouts. At that time, we will review tryout plans, list of independent evaluators, Coaching staff appointment process, parent meetings, volunteer expectations and other timelines.

Applicants unsuccessful in the application for these levels may or may not be granted interviews for the lower tier levels announced later in 2019. Those interested in being considered for a lower tier level team must re-submit a note to the Chair CSC indicating the team(s) they are interested in being considered for. This note will be added to the application form submitted for the AA/A process.