

South Delta Minor Hockey Rep Coach Selection Criteria

Last Updated: May 28, 2008

Objective

To effectively evaluate and select coaches that best meet the needs of the kids, the parents and the association.

Guiding Principles

- Strong Ambassador for the association and the rep program
- Will contribute to the development of the kids 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

Coaches will be selected on the basis of the following categories:

	ATOM	PEEWEE/BANTAM	MIDGET/JUVENILLE	
1.	15%	20%	20%	Interpersonal Skills
2.	10%	10%	15%	Problem Solving Skills
3.	25%	20%	15%	Ability to Teach, Relate and Work Positively with the Kids
4.	20%	20%	20%	Coaching (15%) and Playing (5%) Experience
5.	5%	5%	5%	Certification
6.	5 %	5%	5%	Past Performance
7.	15%	15%	15%	Hockey Knowledge
8.	5%	5%	5%	Interest and Rational
9.	R	R	R	Parent Coach – Child's Capability

Executive Summary of Criteria Categories

1. Interpersonal Skills

- Ability to talk openly, honestly and productively with parents and kids
- Ability to give clear and understandable direction
- Ability to receive direction and feedback
- Active listener who works to understand the needs of the kids and team
- Ability to motivate and inspire the kids to be the best they can be
- Ability to create a positive environment for learning and developing
- Ability to get along/communicate with others

2. Problem Solving Skills

- Experience in conflict resolution
- Ability to administer effective and appropriate discipline
- Ability to provide constructive feedback for player's future development
- Ability to deal with high pressure environments and remain calm and composed
- Ability to put winning and losing in perspective and has emotional control
- Ability to organize and plan
- Uses sound analysis and judgement

3. Ability to Teach, Relate and Work Positively with the Kids

- Proven ability to successfully relate to, control and work with players at this age level
- Ability to maintain the attention of their audience
- Ability to apply the necessary level of discipline without affecting their self-confidence
- Ability to excite the kids about hockey
- Ability to teach the kids to love the game and what it stands for
- Ability to be a responsible role model and mentor
- Ability to assess and consider the needs of kids
- Fun and friendly

4. Coaching and Playing Experience

- Years of playing experience in hockey
- Years of playing experience in Rep hockey
- Years of playing experience in Junior or above
- Years of experience as a head coach or assistant coach (regardless of sport)
- Experience with Rep, Elite, Junior Hockey and above
- Experience in league play, playoffs, tournament play
- Experience in international, national, provincial and regional
- Personal coaching philosophy

Greater emphasis will be placed on past coaching experience as opposed to playing experience.

5. Certification

- Speak Out
- Canadian Hockey Safety Program
- HC Introduction to Coaching (formally Initiation level)
- Coach Stream (formally Coach level)
- Developmental 1 (formally Intermediate level)
- Developmental 2, Advanced Level I & II, Theory I, II & III, High Performance I & II
- Pass screening requirements and a police record check

Head coach candidates need to have them or complete them prior to December 31st of the current year. It shall be acceptable to choose a candidate if he has expressed the intent to meet this requirement and has made a commitment to the VP of Rep Hockey to do so.

6. Past Performance

- Success as a youth coach
- Proven ability to work in team coaching situation
- Proven ability to successfully cope with deterrents and hardships in competition
- Commitment to "Fair Play" policies and Codes of Conduct
- Discipline
- Historical Problems or major incidents
- Effort
- Organizational Skills

7. Hockey Knowledge

- Ability to recognize and select quality hockey players
- Ability to assess/evaluate players and determine their developmental needs
- Understanding of basic skills, tactics and the ability to break them down and teach them
- Understanding of team systems play (positioning, offense and defence)
- Understanding of strategy and execution

- Knowledge and understanding of potential game adjustments and facilitating them during the course of competition
- Understanding of rules, policies and procedures

8. Interest and Rationale

- Reason for coaching is in line with the needs and expectations of the association
- Will be available at least 90% of the time
- Interest in working and selecting the best possible hockey players regardless of their origin, affiliation, or relationship
- Years with the association

9. Parent Coach – Child's Capability

- Child must be evaluated and assessed to be able to play at the level coach is applying for

Defining Characteristics and Ability

What makes a desirable coach? Coaches must be self-confident, attentive, consistent, friendly, fair and competent.

Understands that the game is about the players, not about themselves. Makes coming to the rink an enjoyable experience, not a dreadful one. Coaches every player on team, not just the best ones who he wants 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 rep 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. Individual needs of the kids must be taken into consideration.

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.

A coach must have open and regular communication with parents. Must be approachable for parents and listen to them, but in the end make their own decision. A coach must communicate effectively and consistently so misunderstandings are minimized. A coach must be a good leader and be able to delegate appropriate tasks to others.

A coach must have strong self-discipline and be able to instill discipline into team members. If a situation arises with a child, they will go after the situation and not the individual. A coach will discipline in private and reward in public. A coach will never bruise the dignity of the child and work to build self-esteem and confidence. Constructive criticism should be given, but coaches must be aware how each child reacts to criticism and address appropriately. Coaches must provide feedback on technique and performance continually. A coach understands that verbal abuse is not effective. Coaches will create an environment where success is inevitable by instilling discipline and standards for kids to observe and commit to.

The success of a coach, especially at the Rep level, demands a considerable portion of time and attention. Time needed to chart the season with a yearly plan, prepare practices well in advance, brief assistant coaches for each practice and game, attend coaching clinics and courses for continued self-development. A Coach must also have a coaching plan that outlines the development plan for the season. A yearly coaching plan must be in place before the season starts.

A coach must be organized for each practice session and game. Must have practice plans in place that focus on the continual development and progression of kids and the team. Practice plans should combine intensity, activity, learning and fun. Plans and strategies must be communicated to assistants prior to practice or game. If necessary, coaches must be able to justify why things are being done.

Coaches need to be able to effectively teach and instruct the kids on the basic skills and playing the game the right way. They need to be able to break the skills down and teach them to the kids. When mistakes are made they should be corrected immediately. Overcoming mistakes is a huge part of sports and life and young players need to understand that. Must be able to teach this effectively.

A coach must take the safety of the kids and the team seriously. A coach has a legal responsibility to provide a safe environment and ensure facilities and equipment is safe for the kids and the team.