

## Coach and Team Selection Guideline

### Frequently Asked Questions

The comments in this section of the Guideline were approved by the CHBAMHA Executive on April 22, 2007. They are designed to assist in the interpretation of the *Guideline*, not to replace the *Guideline* itself.

Q: To whom does this *Guideline* apply?

A: This Guideline outlines the process to be followed when choosing players for the Representative teams and the Female teams. Although the appointment of head coaches on all teams is approved by the Executive, the Coach Selection Committee historically has reviewed only the applications of the Representative and Female coaches. Coaches for the Novice and House League teams are chosen by the respective Coordinator. Those teams are chosen according to the *House League Draft Guidelines* and the *Novice Team Selection Document* respectively.

Q: What qualifications are required to coach?

A: Coaches in the Cole Harbour Bel Ayr Minor Hockey Association are qualified under the Hockey Nova Scotia Guidelines.

Q: Does the Sibling Verification section of the *Guideline* apply to anyone other than the children of coaches?

A: The Sibling Verification procedure is a refinement on a process that was originally implemented within the Association to ensure that the children of coaches were capable of playing at the level of the teams their parents were coaching. Subsequently, the procedure was broadened to include the children and close relatives of assistant coaches and managers (where a manager is chosen by a coach prior to team selection) and Executive members. The process is designed to protect the player from unfair accusations that s/he is playing on a team only because her/his parent (or relative) coaches (or manages) or Executive position. It is also designed to protect the Executive member, coach (or assistant coach or manager) from accusations that her/his child (or relative) is not at a skill level comparable to the other players on the team.

Q: What role do members of the Executive play in team selection?

A: The Executive is responsible for approving the recommendations of the Coach Selection Committee and appointing the head coaches. Once a coach is given responsibility for a team, Executive members have no further involvement in team selection, either individually or as a group, unless the responsibility arises out of another obligation. For example, Executive members may also be coaches or Sibling Verification evaluators. As part of his responsibilities, the Coach Coordinator does coordinate conditioning camps and meets with coaches prior to the selecting of teams to review with them the *Guideline* and the selection process, but he is not directly involved in choosing a team, unless he is a coach, as well.

Q: Who appoints the evaluators for the Sibling Verification process?

The President has the responsibility for appointing Sibling Verification evaluators for the teams requiring them. As part of their application process, coaches are required to identify if they have a child playing at the level they are coaching. They are also required to identify their assistant coaches and their managers (if the managers are chosen before the team is) prior to the first evaluation ice time.

Q: Do the children of Executive members get preferential treatment in team selection?

Many Executive members have children trying out for a Representative or Female team. If you see them at the rink, during team selection, they are there as parents, not as Executive members, and will not be using their influence as Executive members to ensure their child a spot on the team. Every parent, whether an Executive member or not, must allow the coach to make his team selection based on a combination of factors without trying to influence him to choose a specific child.

Q: Who are the three or four evaluators used in the team selection process?

The evaluators include the coach and his assistant coaches. If the coach has not yet chosen his assistant coaches, he may involve others with coaching credentials who do not have a child trying out for the team. Coaches on teams in the same age group, e.g. the Bantam coaches, may decide to evaluate together and compare notes in team selection.

Q: Is the selection of goalies based solely on their performance in the goalies-only evaluation?

A: No. The goalies-only evaluation is only the first step in the selection of a goalie. It is intended to initially identify the appropriate skill level at which a goalie could or should be playing. The coach will want to see the goalie perform in scrimmages and/or games to assess a goalie's ability to follow the play and his ability to stop a puck in a game situation. The *Guideline* also enables coaches to ask independent assessors with goalie expertise to provide evaluations, to ask for scouting reports and statistics from previous coaches, and to take other factors, such as character, into account.

Q: Are the factors outlined in the *Guideline* the only ones a coach takes into consideration when choosing a team?

A: The *Guideline* identifies many factors in choosing a player for a team – e.g. individual skill, team play, attitude and ability to be coached; however, every coach has his own preferences and places emphasis on different things. There are also subjective influences on team selection that are difficult to articulate. For example, some coaches prefer to give a position to a second year player if he has a choice between two players of comparable skill sets; other coaches do not make that decision.

Q: During team selection, is the coach at the lower level required to take the players last released at the higher level?

A: Because coaches have different priorities in choosing a team, the players that are the last to be released by one coach may not be the final choice of the next coach. Team selection is a stressful time for everyone and in an attempt to minimize the continued disappointment of a player who “almost” made the team, the *Guideline* stresses the importance of communication

between the coaches at each level. It also provides for the coaches of the level receiving the last releases to identify any players they would not keep if the coach at the higher level released them, so that the coach can release them earlier in the process or keep them. This is not a guarantee that a player who is in the final group to be released from one level may not also be in a group to be released at the next level. A coach has the authority to choose the team with which he is comfortable.

Q: What is the coach's responsibility in choosing a team?

A: The coach has a responsibility to follow the *Guideline*; to manage his coaching staff; to design his evaluation program; to choose his team fairly, without undue influence; to communicate his criteria for choosing a team to the players and to the parents; to communicate his expectations for the season to the players and to the parents; to be conscientious in his handling of the players he releases; to document objectively his evaluations of players at the time of team selection and ensure that the paperwork is given to the Coach (or Female) Coordinator; and, to always remember the aim of the Association "to foster, promote and encourage good sportsmanship and team participation in Minor Hockey".

Q: What can you do if you are not sure that your son or daughter was placed on the correct team?

In the section "Player Assessment Report", the *Guideline* details the process to be followed if you have concerns that your child was not correctly placed. The process allows for a 24-hour waiting period; contact with the coach; and, follow up through a contact form on the [www.chbawings.org](http://www.chbawings.org) website if you are still dissatisfied. The Coach Coordinator or the Female Coordinator, as appropriate, will receive your contact form and will follow up with the appropriate coach for an explanation of the team selections. You can expect a response from the Coordinator within the week. This is a communication process, so you can understand your child's placement. This is not designed to provide a process whereby a coach's decision on team selection is over-ruled.