



Cochrane Minor Hockey Association (CMHA)

Policy Title: Coach Selection Process

Effective Date: September 15, 2024

Website: www.cochraneminorhockey.com

1.0 Objective

1.1 This procedure is designed to ensure a fair, open, and objective coach evaluation process. The policy may be reviewed annually by the CMHA Board. While satisfying all stakeholders may be difficult, the **CMHA Executive Committee** will handle extraordinary or unusual situations as they arise.

2.0 Coaching Application Process

2.1 All interested Coaches, Assistant Coaches and Managers must complete a **RAMP Staff Registration** to be considered for a Volunteer position. Directions are under the COACH tab of the CMH website.

3.0 Head Coach Placement

3.1 As most applicants limit their coaching interest to their child's team, head coach placements cannot be finalized until player placements are known. If no other applicants' express interest in a given team, the Coach Director and Division Director will review the nominee's application and qualifications to confirm placement.

3.2 In cases where **multiple applications** are received for a single team, the Coach Director and Division Director will first attempt to reach an amicable resolution among the candidates. If an agreement cannot be reached, the **Head Coach Selection Criteria** will be used to determine the final selection.

4.0 Head Coach Selection Criteria

To ensure fairness and consistency, the following key evaluation areas are used. Each area carries a weighted score reflecting CMHA's values and development priorities:

Coaching Credentials – Weighting: 20



Recognizes **valid hockey coaching certifications** and credentials in other sports (e.g., soccer, lacrosse), as well as previous coaching experience and progression through divisions.

Playing Experience – Weighting: 10

Rewards candidates with **competitive hockey experience**, offering a unique understanding of the game from a player's perspective.

Prior Parent Evaluations – Weighting: 20

Consider **parent evaluations from previous CMHA seasons**. If the candidate has no CMHA coaching record, references will be obtained and contacted from prior associations.

Coaching Philosophy – Weighting: 10

Emphasizes coaching approaches focused on **skill development through fun, team building, discipline, and structured parent involvement**.

Instructor/Teaching Experience – Weighting: 5

Evaluates the candidate's **ability to clearly communicate and teach concepts**, which is essential for youth development.

Seminars on Coaching/Mentoring/Sports Psychology – Weighting: 5

Acknowledges attendance at **relevant conferences and seminars** that demonstrate a commitment to ongoing personal and coaching development.

Coach Interview – Weighting: 30

An **interview conducted by the Coach Director** covering the applicant's philosophy, coaching history, team plans, and alignment with CMHA values.

Each nominee is scored collaboratively by the **VP of Coach & Player Development** and the **Division Director**, based on the application and evaluation data.

Where the nominee lacks direct experience coaching youth sports, the **VP of Development may recommend placement as an Assistant Coach** for one season, if possible.