



## 6.42 HEO POE Coach Selection Policy

### EFFECTIVE DATE:

April 1, 2018

#### Purpose

Hockey Eastern Ontario (HEO) is committed to providing a clear and transparent process for the selection of coaches for its OHL Gold Cup and Program of Excellence U14 and U15 camps.

#### Eligibility

All candidates, at the time of application, must be members in good standing of HEO who support HEO's mission, vision, values, policies and programs.

Additionally, coaches must meet minimum standards as per the National Coach Certification Program (NCCP). All coaches must be certified at the stage of development they are coaching. Train to Train: U14 Bantam AA/AAA to U15 Midget AA/AAA; Train to Compete: U16 Midget AA/AAA to U20 Junior A, B, & C). Coaches must be at minimum Development 1 Certified for U14 and U15 Camps, High Performance 1 Certified for U16 OHL Gold Cup.

#### Selection Process

HEO will release a Call for Applications for available head coach and assistant coach positions. Once the deadline for applications closes, the Selection Committee will remove all applicants who do not meet the minimum coaching certification standards from the applicant pool. The Selection Committee will then review the remaining applications and make a shortlist of candidates to be interviewed. Only individuals who are shortlisted will be notified.

Once a head coach has been selected and accepted the position, he or she will work with the Selection Committee to select an assistant coach from the short list of applicants.

#### Appeals

Should a situation arise where an applicant feels they have been treated unfairly, they are entitled to write a formal letter of appeal to the Manager of Hockey Operations requesting a review of their application and the rationale for the decision. **Appeals can only be made on the grounds that the published selection criteria were not followed directly.** Once the letter has been received, a meeting between the Selection Committee and the applicant will be held. All correspondence regarding the appeal will go on file and remain the property of HEO. The applicant may access their file at any time through the Manager of Hockey Operations.

#### Length of Tenure

The position of head coach for the Under 16 Gold Cup team is a one-year commitment. The position ends at the completion of the OHL Gold Cup process.

The position of coach for the Under 14 and Under 15 POE Camps is a one-year commitment.

