

Coach Selection Process

Updated 9/2009

The following processes provide details on establishing a coach selection committee and a roster of volunteers for head and assistant coaching positions for all sports sponsored by the St. Dominic's Athletic Association, as well as guidelines for assigning these volunteer coaches to a team.

Coach Selection Committee Responsibilities

The President of the Athletic Association will appoint a Coach Selection Committee each school year. The committee will include:

- Coach Selection Lead – AA member
- Athletic Director – AA member
- Sport Coordinator(s)

This committee will be responsible for:

- Reviewing existing and new head coach applications
- Recommend head coaches to the Athletic Association
- Make sure all head coaches required training has been completed before they are allowed to coach.
- Evaluating coaches at the end of the season.
- Provide a summary of these evaluations to the Athletic Association

The Athletic Association has responsibility for approving the recommendations.

Returning Coach Placement

- Returning coaches who have filled out an application and are in good standing with the association will have priority for coaching the next year.

Returning Coach Qualification Process

1. The committee will collect, compile and review the coach evaluations at the end of each season.
2. The Coach Selection Lead, Athletic Director and Sport Coordinator(s) provide exit interviews with the head coaches at the end of each season.
3. The coach will be considered in good standing when all the following are met.
 - 3.1. Evaluations from players are above average.
 - 3.2. Evaluations from parents are above average.
 - 3.3. Any written concerns from players or parents have been addressed to the committee's satisfaction.
4. As part of the coach evaluation form, each coach will be asked their interest in returning to coach. If the coach is interested in returning, they have priority.

Coach Selection Process

1. New coaching applicants will only be considered when there are more teams than returning coaches.
2. Coach selection should be completed after the number of teams are determined and before tryouts when possible.
3. If the number of returning coaches is the same as the number of teams, then the returning coaches will be recommended to the Athletic Association.
4. If the number of teams is greater than the number of coaches, the returning coaches will be recommended to the association and the recruitment of additional coaches will be undertaken.
5. If the number of teams is less than the number of coaches then the sport coordinator(s) are to follow up with each interested party and determine their level of “interest”. If after these conversations there remains more coaches than teams, then the following points are to be considered / rated.
 - 5.1. Coaching experience.
 - 5.2. Training / level of certification.
 - 5.3. Previous experiences with the class / team.
 - 5.4. Previous St. Dominic coaching evaluations.
 - 5.5. Participation in Athletic Association activities.
 - A rating of 1 to 3 should be given on the above criteria by the committee. Where 1 is the lowest and 3 is the highest. The information from rating these 5 areas is to be gathered from the “coach application form”.
 - If the “scores” are the same, then the committee will need to interview each coach and provide a recommendation to the Athletic Association. The Athletic Association will have the final vote in this process.

Placement of 7th / 8th grade coaches for A/B teams

1. New coaching applicants will only be considered when there are more teams than returning coaches.
2. In 8th grade, the returning “A” team coach will have priority for coaching the “A” team and the same for the “B” team coach.
3. At the end of the season, discuss the A/B situation with the current coaches. Key points of discussion should include.
 - 3.1. Is there an interest in returning as a coach next season?
 - 3.2. Is the coach’s athlete likely to make the A or B team?
 - 3.3. Is the coach agreeable to coaching either the A or B team?
4. If the coaches agree to a split, then the coaches are selected and are recommended to the Athletic Board.
5. If the coaches don’t agree to a split, then conduct the “coach selection process”.
6. When coaches have been selected, recommend the selection to the Athletic Association for a final vote.

Finding New Coaches

1. Coaching applications will be solicited and collected.
2. If there are more coaches than teams the “coach selection process” will be followed.

3. If the number of new applicants is the same as the number of teams, then the applicants will be recommended to the Athletic Association.

Coaching Requirements

All head coaches are required to complete the following requirements / documentation.

1. Coaching application – Required Annually for first sport coached.
2. Background check – Form should be submitted directly to the Parish office for processing. This is required every 5 years.
3. Sport training – Required annually for each sport.
4. Archdiocese Core Training – Required every 5 years.
5. Safe Guard our Children (Virtus training).

Assistant Coach Placement

1. The head coach is responsible for selecting their assistant(s).
2. The committee recommends that each 5th and 6th grade teams have 2 assistants. 7th and 8th grade must have at least one assistant. Additional assistant coaches are at the discretion of the head coach.
3. All parents / guardians expressing an interest in assisting must be considered when choosing assistant coaches.

Coaching Decisions

1. All head coaching recommendations are approved by the Athletic Association board.
2. The Sport Coordinator will communicate the Board's coaching decisions to all head coach applicants, prior to tryouts.