

MEDICINE HAT LACROSSE CLUB COACH SELECTION POLICY

VERSION 1.0

LAST MODIFIED: JANUARY 5, 2024

1) PURPOSE

- a) To provide a fair, objective, and transparent Head Coach selection process.
- b) To ensure that Head Coaches are selected based upon an established set of coach qualification criteria, so that the best candidate is selected for the job.
- c) To ensure that coaches are selected consistent with Lacrosse Canada and the Alberta Lacrosse Association certification requirements.

2) HEAD COACH SELECTION COMMITTEE

The Head Coach selection committee will consist of the Director of Coaching and Player Development, the Technical Director, and the Past-President.

3) POLICY

- a) All prospective Coaches, shall in each year they wish to coach, complete the "Intent To Coach Form" on the Medicine Hat Lacrosse Club website.
- b) Coach applications for Head Coach positions must be submitted to be considered for a coaching position. Applications for Head Coach must be submitted a week after registration closes for the upcoming playing season.
- c) All Coaches, Assistant Coaches, Trainers, and Managers must obtain a Background Information Check and Vulnerable Sector Check every year, these are mandatory. Coaches, Trainers, and Managers must have this completed before April 15th of the current season. Checks are to be submitted to the Director of Coaching and Player Development and must be uploaded into RAMP Coaching profiles.
- d) Assistant Coach applicants may be considered for Head Coach if no suitable Head Coach application is received for a team. These individuals will be contacted to see if they are interested in being a Head Coach.

4) ELIGIBILITY CRITERIA

- a) In order to be eligible for selection as a coach, trainer, or manager, or to continue to be a member of team staff past the deadlines noted below, individuals must:
 - i) Meet all requirements set forth by Lacrosse Canada, including completing all mandatory training.
 - ii) Provide Background Information Check and Vulnerable Sector Check by April 15.
 - iii) Provide a signed "Code of Conduct" form by April 15.
- b) If requirements are not met then the individuals(s) will be notified in writing that they may not continue as a member of the team staff.

Document History

January 9, 2024

Policy Approved

5) SELECTION CRITERIA

- a) MHLC may use a wide range of criteria it deems appropriate in order to select its Head Coaches, Assistant Coaches, and Trainers. The selection criteria includes, but is not limited to or constrained by the following:
 - i) A level of experience commensurate with the level of lacrosse being coached.
 - ii) Demonstrated conformance to the Bylaws, Policies, and Regulations of the MHLC, SALA, ALA, and LC.
 - iii) Strong interest and commitment to child/athlete development, short and long term.
 - iv) Ability to maintain a positive team environment.

6) SELECTION PROCESS

- a) The Head Coach Selection Committee may canvas applications for all coaching positions, review all applications by prospective candidates, and other relevant parties and make its determination of the appropriate candidates for each team.
- b) The Head Coach Selection Committee will advise all candidates of their status in the timeliest possible manner.
- c) In the event that the Head Coach Selection is unable to reach a unanimous decision, the decision will be determined by a vote by a special resolution meeting.
- d) All decisions of the Head Coach Selection Committee are final. Grievance of coaching selection shall follow MHLC Bylaws complaint process.

7) COACH REMUNERATION

- a) Head Coaches, Assistant Coaches, Trainers, and Managers shall serve without remuneration.
- b) Non-parent Head Coaches, Assistant Coaches, Trainers, and Managers may receive an honorarium that is paid at the discretion of the team.
- c) Teams may include in their budget travel expenses for non-parent Head Coaches, Assistant Coaches, Trainers, and Managers. Each team is responsible for the allocation and management of budget expenses.