



Coach Selection and Removal Policy

The Bow River Bruins Hockey Association (BRBHA) is looking for people who are expected to be positive role models and demonstrate respectful leadership through consistent good behaviour; your most important job is to teach life skills through sport! The following criteria items will be considered during the coach selection process:

- Details that are relevant to the age/level of desired coaching position, including the coach application details as provided to Hockey Calgary. Please consider this coaching application like a job application; provide details and elaborate where applicable.
- Department / Discipline history.
- Successful completion of RIS-Coach (at your own expense) by September 15.
- Successful satisfaction of **Mandatory** Calgary Police reference check (at your own expense). Police checks must be RECEIVED by the BRBHA by no later than November 15.
- All required sport-specific technical coach qualifications must be completed by November 15.
- Past volunteer commitment (Including, but not limited to, volunteer experience with BRBHA, Hockey Calgary and volunteer participation in coaching clinics).
- Evaluation commitment: Potential coaches should volunteer for a minimum of **ten** evaluations within one of their child's age category **plus** a minimum of five outside of one of their child's age category. Please note, failure to attend a previously scheduled evaluation session will be negatively reflected in your coaching application.
- Mid-season and year-end coaching reviews from previous seasons (as applicable).
- Availability and commitment: Preference should be given to coaching applicants who are available and committed to attend all or almost all of the team's practices, dryland and games.
- Discretionary: In particular, BRBHA reserves the right to NOT select a parent or coach who has previously been suspended from any Calgary Minor Hockey Association or who is currently not in good standing with BRBHA.
- BRBHA has the ability to appoint independent coaches (those who do not have a child playing in the BRBHA at that level, or at all) at their discretion.

Candidates found to exemplify respect, open communication, fairness, and emphasized a development- focus in previous seasons will be prioritized highest. Costs for coaching courses are only reimbursed by BRBHA pursuant to the BRBHA Coach Clinic Reimbursement Policy. Coach midseason survey will be sent out in December and the year-end coach survey will be sent out in March. From this process, Bow River will choose its coaches for the following season.

Any coach who is found to be in violation of the Bow River Member in Good Standing Policy may have their role as a coach suspended indefinitely.

Updated: November 2021