

SHAKOPEE BASKETBALL



2024-25 Head Coach Selection Process (for Multiple Candidates)

1. Forming the Panel

- Identify the grade level of the team requiring a head coach.
- Select a panel of three members from the following list, ensuring no conflicts of interest based on the grade:
 - Panel member 1 *(cannot have an affiliation in the grade of the team in consideration)*
 - Panel member 2 *(cannot have an affiliation in the grade of the team in consideration)*
 - Panel member 3 *(cannot have an affiliation in the grade of the team in consideration)*

2. Candidate Interviews

- The panel schedules interviews with each coaching candidate.
- Interviews will assess the following:
 - Coaching philosophy and alignment with the association's values.
 - Approach to player development, teamwork, and sportsmanship.
 - Coaching experience and participation in the association's programs.
 - Availability and commitment to practices and games.
 - Openness to learning and improvement.

3. Evaluation Criteria

- The panel will use a standardized evaluation form to rate candidates based on:
 - Basketball knowledge and youth coaching experience.
 - Leadership and communication skills.
 - Ability to develop players across skill levels.
 - Record of success in youth sports or basketball programs.

4. Panel Deliberation

- After the interviews, panel members independently score the candidates based on the evaluation criteria.
- The panel then meets to discuss the scores, compare candidates, and come to a consensus on the top candidate.

5. Recommendation to the President

- The panel will submit a recommendation for their top candidate to the president of the association.
- The president will review the recommendation and either:
 - Approve the selected candidate.
 - Return the recommendation with feedback for further consideration.

6. Final Steps

- Once the president approves the recommendation, the selected candidate will be notified.
- Other candidates will be thanked for their participation.