

SYHI COACH SELECTION

The objective of the CPDC is to select coaches who best meet the needs of the players of SYHI. This procedure was put in place to create a fair, open, and transparent selection process. The BOD will govern the entire selection process to ensure that it is executed in a thorough, objective manner whereby every applicant is treated fairly and given an equal opportunity to coach for SYHI.

These written procedures will be reviewed annually and will be posted on our website.

Coach Selection Process

The BOD will determine the timeline for coaching selections by February. SYHI members will be notified via email, on the SYHI website, and by social media when the coaching application process will begin. The head coach application will be posted on the SYHI website. Anyone wishing to be considered for a HEAD COACH position must submit an application before the deadline.

Once the Coaching Application Registration is closed, the CPDC will review and discuss each applicant and consider his/her qualifications before the selections begin. Each applicant will have a minimum of one interview. A second interview MAY be held if the committee needs more information, but every effort will be made to include all relevant questions if an applicant has applied at multiple age levels.

After completing interviews for all applicants at an age level, the committee will select and name coach who exhibits these essential characteristics:

- Has hockey experience and knowledge of the game to effectively coach and develop players
- Has the ability to teach using effective forms of communication, positive reinforcement, and a combination of fun and hard work
- Is willing to be a mentor and positive role model for players both on and off the ice
- Is willing to communicate with parents both about team objectives and about individual players
- Is willing to contribute to the program by volunteering additional time at LTP and development programs
- Is eager to be a strong ambassador for the SYHI program and the overall goals of the Association
- Has the ability and willingness to execute appropriate praise and appropriate corrections and consequences for player behavior.
- Will adhere to USA Hockey recommendations for playing time (ie: will give equal playing time 8u-12u).
- Is at the appropriate USAH CEP Level or has the ability to complete the required level prior to the start of the season.
- Is willing to accept feedback from BOD members or other coaches.

All SYHI coaches must be willing to emphasize sportsmanship. Foremost of all values is to learn a sense of fair play. Be humble in victory and gracious in defeat. Demonstrate class and dignity at each SYHI event

Winning at all costs should not be the motivation of SYHI coaches. Coaches need to put their efforts towards getting the players to play the game correctly, competitively, and to the best of their abilities.

If an applicant has previously coached for SYHI, his or her previous coaching experience will be reviewed and considered. The committee will review survey results for coaches who have in-organization experience.

If at any point in the process an applicant no longer wishes to be considered for a HEAD COACH position at any level, he or she must notify the CPDC chair via email. A candidate may decline an offer at which point the committee will offer the position to the next best candidate.

The top team (red) coach will be selected and named prior to tryouts unless circumstances render this decision to be impossible. B and C head coaches will be selected using the same criteria. They will be named at the conclusion of the selection/acceptance of the top team.

Any BOD member that is being considered for a head coach position will not participate in the voting of the applicants within their applied level. If a member of the CPDC must recuse him/herself due to a conflict of interest for that or any other reason, another board member may step in to balance the committee.

The committee will send recommendations to the Executive Committee for final approval.

Head Coach Notification:

Selected head coaches will be notified verbally by an Executive Member of the BOD. Anyone not chosen as an HC may pursue a position as an assistant coach. The CPDC will communicate the names of these eligible assistant coaches to HCs.

Assistant Coach Selection:

The Head Coach will be responsible for selecting Assistant Coaches. Assistant coaches must fill out an application to be submitted by June 30th for approval by the CPDC. A Head Coach can submit a request for an extension to this deadline by contacting the VP Hockey Ops by June 30th. The CPDC may deny an assistant coach's application based on any of the above selection criteria.

On Ice Volunteers:

Any volunteer who meets USA Hockey criteria may request to support a Head Coach during practices.