

Coaches Selection

APPROVED BY

Hockey Operations Committee (HOC)

EFFECTIVE DATE

2026-27

DATE APPROVED

July 13th, 2026

Coaches Selection

Purpose

STMAYHA selects coaches through a structured, merit-based process designed to identify the best available candidates for every team. Coach selection is managed by the **CSC** and approved by the Executive Hockey Director.

Coaches Selection Committee (CSC)

1. The Executive Hockey Director shall establish a Coaches Selection Committee (CSC). The CSC shall consist of a minimum of three (3) and a maximum of five (5) members, including:
 - The HOC (Chair)
 - The Executive Hockey Director or their designee
 - One (1) to three (3) additional members with hockey expertise, selected by the Executive Hockey Director
2. A CSC member who is also applying as a head coach candidate for an age group shall recuse themselves from all CSC evaluation, interview, and recommendation activities for that age group. The Executive Hockey Director shall appoint a temporary replacement for that age group. A CSC member who has a child in an age group but is not applying as a coach may participate in CSC duties for that age group, provided they disclose the relationship and do not advocate for any specific coaching candidate.
3. The CSC has the authority to interview coaching candidates from within STMAYHA or from outside the association to find the best possible staff.

Application Process

1. All prospective head coaches - parent or non-parent - must submit a formal coaching application. The application shall include:
 - Coaching history and experience
 - USA Hockey / CEP certification status
 - Coaching philosophy statement
 - Two (2) references (at least one from a hockey context)

- Disclosure of any familial relationships with current STMAYHA players
- 2. Applications shall be submitted by the deadline published on the STMAYHA website. Late applications may be considered at the discretion of the CSC if positions remain unfilled.

Interview Process

1. The CSC shall interview all qualified applicants for head coaching positions at travel levels (Squirt/ 10U and above).
2. Interviews shall include questions about coaching philosophy, development approach, playing time management, communication style, and conflict resolution.
3. The CSC shall check references for all finalists.

Selection Criteria

The CSC shall evaluate candidates based on:

- Hockey knowledge and coaching ability
- Commitment to player development over winning
- Communication skills and parent management capability
- CEP certification level and willingness to advance
- Track record of compliance with codes of conduct and playing time policies
- Alignment with STMAYHA's development philosophy and coaching standards

Selection Decision

1. The CSC shall recommend head coaching appointments to the Executive Hockey Director.
2. The Executive Hockey Director has final authority on all volunteer coaching appointments.
3. For paid coaching positions, the Executive Hockey Director selects and recommends each candidate; the Board's role is limited to ratifying the total compensation.
4. Head coaches, once appointed, shall select their own assistant coaches, subject to all assistant coaches meeting USA Hockey eligibility requirements and background screening.

Coach Development Requirements

1. All coaches must maintain current CEP certification. Coaches who have not obtained or registered for the required level of certification by December 31 of the current season shall be suspended from on-ice activities and any bench position during games until certification is complete. The Executive Hockey Director may grant a 30-day extension for documented circumstances (e.g., clinic cancellation, pending registration processing).

2. All head coaches shall complete a written year-end development summary for each player on their roster, submitted to the HOC.
3. The HOC shall coordinate at least one (1) coaching development workshop per season.
4. Coaches who receive multiple substantiated complaints regarding conduct, playing time, or development philosophy shall be referred to the CSC for review and may not be re-appointed.