



## 2024-25 REP COACH SELECTION PROTOCOLS

updated: January 2024

1. 2024-25 U8 & U9 Coach Selection process shall occur during the off-season, and shall be based on any programming changes as outlined by Hockey Canada, Ontario Hockey Federation, and Ontario Minor Hockey Association.
2. Feedback:
  - Parent & player feedback collected in December 2023;
  - Opportunities for updated feedback will be made available in either late January 2024 or early February 2024;
3. Coaching Application:
  - Request for applicants posted on PHA website for one (1) week starting approximately February 12, 2024;
    - This allows time for the Rep Executive to thoroughly review feedback prior to coaching interviews;
    - PHA reserves the right not to post a vacancy for any team.
4. Interviews:
  - Occur in February/ March 2024;
  - Interviews will be offered only to prospective candidates (ie. Interviews are not guaranteed for all who apply);
  - Prior to interviews, candidates will be required to submit the following:
    - Coaching résumé;
    - Coaching philosophy;
    - Prospective bench staff;
    - Proof of vulnerable sector police check not more than two (2) years old, or proof of application for an updated vulnerable sector police check.
  - Interviews are scored based on specific competencies;
  - Minimum of three (3) Rep Executive members attending;
  - No Rep Executive member shall participate in any interviews with respect to a division in which their child is/ will be playing. If there are not enough Rep Executive members to run the interviews, another voting member of the PHA Executive (eg. President, VP House League, House League Director, etc) shall participate in the interviews;

- In the event that a member of the Rep Executive applies to coach a team in the 2024-25 season, the PHA President, and an Executive member from another Association shall also participate in interviews for that team.

#### 5. Coach Selection:

- Rep Executive shall meet to discuss candidates, and interviews;
  - If another voting member of the PHA Executive (eg. President, VP House League, House League Director, etc) participated in interviews, they shall be present for this meeting.
- Rep Executive shall vote on vacancies;
- No Rep Executive member shall have a vote with respect to a division in which their child is/will be playing;
  - If another voting member of the PHA Executive (eg. President, VP House League, House League Director, etc) participated in interviews, they shall be entitled to vote with respect to those divisions;
  - In the event that an Executive member from another Association participated in interviews, they shall be entitled to vote with respect to those teams.
- Selection based on qualifications, up-to-date feedback, team record, interview score, level of Coach's player (ie. is Coach's player a candidate to make the team), Executive vote, Risk Management history.

#### 6. Disclosure:

- AA Coach candidates informed on or before April 1, 2024;
- A Coach candidates informed on or before April 1, 2024;
- Successful coach notified first;
- Other candidates notified via email (24 hour rule applies if feedback requested);
- Coach Selection List posted to PHA website

\*The PHA Rep Executive reserves the right to modify this protocol at any time.