



## Milton Minor Hockey Association – Coach Selection Policy

### Our Mission

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To bring to the community of Milton a quality hockey experience that positively impacts the lives of the participants and especially serves to deliver outstanding value to the children, parents/guardians, families and the community of Milton.

### Our Vision

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To be Ontario's best Hockey Association. For us, being the 'best' means developing our players at both the House League and Representative levels, through providing value and quality engagements that really make a difference in the participants and families lives and encourage and promote participation through fair play:

- Leading through player development at all levels
- Making quality, integrity and excellence the hallmarks of the Association and its members
- Attracting developing and motivating the best people to serve as volunteers
- Continually growing and improving our Association to reflect the community of Milton
- Uphold the philosophical ideals and the rules and regulations set out by the MMHA Constitution, the Ontario Minor Hockey Association (OMHA), the Ontario Hockey Federation (OHF) and Hockey Canada (HC)

### Our Values

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**Quality** We are committed to excellence - in the results we achieve and in how we achieve them.

**Integrity** We do what is right for the children, our families, spectators, volunteers, officials, community, and ourselves as members.

**Respect for People** We promote a diverse culture and an environment of inclusion and mutual respect for the children, our family's, spectators, volunteers, officials, community, and ourselves as members.

**Leadership** We value people at every level who lead by example, take pride in what they do, and inspire others.

**Collaboration** We value teamwork – working together to achieve common goals is the foundation of our success.

The MMHA and all participants, parents and guardians do agree to represent and promote the Values of the organization as the foundation for fair play, truth and what's beneficial to the children in our organization.

### Our Objectives

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**The objectives of the Association shall be:**

- To promote, encourage, govern, organize, coordinate and develop MMHA hockey programs for all ages up
- To protect and serve the mutual interests of **ALL** MMHA members
- To encourage a strong sense of community pride and participation in the MMHA
- To carry out fair competition and strive to achieve the highest level of success, where appropriate

### Our Goals

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**The Goals of the Association are as follows:**

To encourage and promote certain ideals in all participants: to play fairly under all circumstances and all conditions to give opponents a fair chance and not take unfair advantage of any opponent to win modestly and receive defeat with a smile to give credit to the team that wins not to question or dispute the referee's decision.

- No child is left behind
- No one person is valued more than the other
- The Executive and the Board of Directors acts on behalf of the membership and shall remain objective and unbiased



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### Coaching Interviews:

#### Format:

- Interviews will be scheduled by the VP Rep
- VP Rep to preside over all interviews
- Each interview will be 30 minutes in length
- Best efforts are made to have all candidates from one division and level interviewed on the same day
- Interview panel will be comprised of individuals who are non-members of the MMHA
- Each interview must have a minimum of three committee members plus the VP Rep, in attendance (a record of committee attendance for each interview is kept)
- Standardized questions, based on the Hockey Canada-Minor Hockey Association Coach Development Plan, to be asked of all candidates, score sheets to be utilized by interviewers and tabulation of results to be recorded on a master record
- Parent Liaison to oversee interview process
- Applicants will be considered for interviews based on the information provided in their application, coaching credentials and an acceptable background check, interviews will be granted to qualified applicants only
- Only applications submitted by the deadline will be considered, unless a suitable applicant has not applied
- In the event a suitable coach is not selected, a coach may be selected up to or after tryouts
- The MMHA thanks all applicants for their interest, however only those under consideration will be contacted for interviews
- Successful applicants will be contacted first, following acceptance by those offered coaching positions the unsuccessful applicants will be contacted

#### Objective(s):

- To effectively evaluate and select coaches that best meet the needs of the children, and embody the mission, vision and values set forth by the Association.

#### Guiding Principles:

- Will deliver to the children an incredible hockey experience
- Strong Ambassador for the MMHA
- Will contribute to the development of the children on and off the ice
- Will embrace the MMHA system and philosophies
- Will not use coaching as a platform to emphasize their own agenda

#### Volunteer Job Description – Head Coach

- Report to the association through VP Rep
- Serve as the official spokesperson on behalf of the team
- Coordinate the delegation of responsibilities to the assistant coach and manager
- Plan on and off-ice activities in consultation with the assistant coach
- Adhere to the selection of players in accordance with MMHA policy
- Plan, implement and control pre-game preparation and communication with the team
- Design the practice plans in consultation with the assistant coach
- Coach the team in all games and practices
- Establish rules for the team and oversee the supervision of the play, develop all players and utilize the AP program when appropriate
- Submit a year-end report which contains the performance, evaluation of team's performance, outline of practice plans and game strategy and recommendations on how the program can be improved

The following will be evaluated through the interview process;

- Strong hockey background in playing, coaching, evaluating
- Ability to work with fellow coaching personnel
- Ability to communicate on and off-ice requirements to players
- Available to meet time requirements
- Certifications are current and at the level indicated by the OMHA and MMHA

#### Coaches are selected on the basis of the following criteria:

- Interpersonal skills
- Problem solving skills
- Ability to teach, relate and work positively with the children



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- Coaching and playing experience
- Certification
- Past performance
- Hockey knowledge
- Interest and Rationale
- Parent/Coach-Childs Capability