



## Kamloops Youth Soccer Association Community Coach Appointment Process

### OBJECTIVE

We understand that coach appointments can sometimes raise debates, opinions and questions around the process for selection. Therefore, in an attempt to minimize speculation around this process, it is important that we communicate how coaches are evaluated and appointed.

### EVALUATION OF APPLICATIONS

Each coaching application is evaluated by the office before any appointment is confirmed. All applications are evaluated against the following criteria:

- In good standing with the club
- Member feedback
- Is the incumbent coach
- Coaching qualifications, experience, and ability
- Has signed a current coaching agreement
- Has completed a current Criminal Record Check
- Has completed the Respect In Sport - Activity Leader program
- Has completed the Making Head Way eLearning Module
- Ability to relate/communicate with players, parents, and professional staff
- Embraces the club culture and philosophy
- Potential for growth
- Knowledge and experience within the age group
- Attendance / Availability

### COACHING APPOINTMENTS

Maintaining consistency for players and rewarding loyalty and commitment is something we believe is important when appointing coaches to our teams. The club does not believe it to be in the best interests of the players to make a coaching change unless there is evidence to suggest there is good reason to do so.

In situations where more than a single individual may be a strong candidate for a specific team we will work with those coaches to explore an ideal working partnership that will benefit the players.

However, there are instances that may lead to a coaching change. These include but are not limited to:

- The incumbent coach no longer wishes to continue.
- The incumbent coach does not possess, or makes no attempt to gain the required minimum certification for the level at which they are coaching.
- Upon staff evaluation, the incumbent coach does not possess the knowledge and ability for the level at which they are coaching.
- Player/Parent feedback and player retention determines the incumbent coach does not have the support of the players/parents.
- The incumbent coach's position is challenged by another coach and it is determined that a coaching change would be beneficial to the group.
- Teams from the previous season are combined and it is determined that one incumbent coach is better suited over another.