



# Competitive Head Coach Selection Process

City of Ottawa Ringette Association (CORA)

The following document specifies the process for which CORA uses to select its head coaches for its competitive teams.

Head Coach selection for competitive teams favours coaches with relevant coaching experience, coaches that play ringette, and qualified coaches from other sports.

Step 1	Early March, the application link is sent to the membership, and posted on Social Media  <a href="https://forms.gle/jYsWEGBFcGxNgCuk8">https://forms.gle/jYsWEGBFcGxNgCuk8</a>  It closes End of March
Step 2	If multiple candidates are competing for a Head Coach position, the Coaching Director conducts a discussion with the applicants. In many cases, the competition is resolved through this dialogue—for example, by assigning one candidate to a different team or allowing the coaches to mutually determine who is best suited for the role.
Step 3	If there is a competition, each coach's experience (captured in Step 1) is entered into the scoring matrix. See section below: <b>Scoring Matrix</b>
Step 4	The Scoring Matrix serves as a guideline to assess the experience of potential coaches but does not determine the final decision. The Coaching Director exercises discretion in gathering additional relevant information about the candidates. This may include consulting other coaches—particularly those on the CORA Coaching Committee—or reaching out to other associations referenced in the applicants' materials to identify the best fit for the position, and using the results of previous coaching surveys.
Step 5	The Coaching Director will meet with the VP Comp and the CORA President to reach a consensus on the head coach for each level. This discussion, led by the Coaching Director, will be based on the information gathered in Step 4. The timing for parent coaches may vary, as their selection is contingent on their daughter's success in the tryouts.
Step 6	The Coaching Director will inform the candidates as to the decision.

## Scoring Matrix:

All of the lines are added to determine each coach's 'Score'.

### **Head Coaching Experience**

# of Seasons as Head Coach at AA (max of 4) \* weighting (4)

# of Seasons as Head Coach at A (max of 3) \* weighting (2)

# of Seasons as Head Coach at Regional (max of 3)

# of Seasons as Head Coach at division (age) requested or higher (max of 2)

### **Assistant Coaching Experience**

# of Seasons as Assistant Coach at AA (max of 4) \* weighting (1)

# of Seasons as Assistant Coach at A (max of 3) \* weighting (0.5)

# of Seasons as Assistant Coach at Regional (max of 3) \* weighting (0.25)

# of Seasons as Assistant Coach at age group requested or higher (max of 2) \* weighting (0.25)

### **Playing Experience**

Currently Playing Ringette (1 or 0)

Highest Level of Ringette Played (Regional=1,A=2,AA=3)

On the official roster of an NRL team (1 or 0)

Played Team Canada (1 or 0)

On the official roster of a University team (0.5 or 0)

### **Adjacent Certified (Locker) Coaching Experience**

# of Seasons as Certified Head Coach Excluding Ringette or Hockey(max of 4) \* weighting (0.25)

# of Seasons as Certified Head Coach Hockey(max of 4) \* weighting (0.25)