

Calgary Northside Soccer (CNS) Policy

Coach Selection Process

01 Sep 2014

Purpose: To provide a clear methodology to find, assess and select suitable Coaches for each team in the current season.

Intent: To provide consistency in the development of teams and coaches while allowing enough flexibility for seasonal players to contribute to an appropriately placed team.

1.0 Definitions

CNS Member – a family who is fully registered for the current season.

CNS Evaluation Coordinator – organizes all evaluations activities after registration for all age groups within CNS competitive minor soccer program.

Age Group Coordinator – a CNS volunteer with knowledge of the CNS Members in a designated age group selected by the CNS Executive to coordinate player evaluations and subsequent team formation according to established policies. No decisions on player placement will be made unilaterally by an Age Group Coordinator. Coaches will be requested to coach by the Age Group Coordinator after consultation with CNS Executive

CNS Executive – President, Vice-President, Treasurer, Secretary, Registrar or Member-at-Large of the club. The Executive are in charge of the day-to-day operations of the club and accountable to the CNS Board.

CNS Board Member – an Official elected by CNS Members at the AGM who hold responsibility for governance and club accountability on a volunteer, two-year renewable basis. CNS Board Members (“the Board”) appoint volunteers to CNS Executive positions. CNS Board Members are accountable to the CNS membership as a whole through by-laws and processes as approved at Board Meetings.

Coach Applicant – any CNS Member who has indicated at registration or during evaluations that they would be interested in the Head Coaching position for a particular Age Group.

NCCP – National Coaching Certification Program. Age group level requirements for coaching in CMSA are as follows:

U6 – U8 : FUNdamentals

U10 – U12 : Learn to Train (L2T)

U14 – U18 : Soccer for Life (S4L)

Calgary Police Information Check (CPIC) - a CMSA-specific criminal check by the Calgary Police that the Coaching candidate has no prior history of offenses that would put minor soccer players at risk and that may require finger printing.

2.0 Methodology:

- 1) Age Group Coordinators will consult knowledgeable soccer people and key stakeholders to actively recruit coaches from within the Club. During registration, coaching candidates should indicate their volunteer preference to coach.
- 2) Based on registration, parent coaches will not be selected until it is determined where their child evaluates.
- 3) Following evaluations, coaches will be picked for the age group and tier based on coaching qualifications which include certification, past coaching and personal soccer experience. Behaviours that are consistent with the Club's Value Statements, coaching policies and adherence to the CMSA Coaches Code of Conduct will be used for reference in making selections. CNS is a volunteer community-driven club, and ideally will strive to fulfill coaching responsibilities with parent coaches when possible.
- 4) An evaluation of Coaches will be carried out through the use of, but not limited to,
 - a. NCCP Certification
 - b. Resumes with references
 - c. Feedback from players and parents from previous years
 - d. Meet all CMSA requirements to be placed on official roster (Respect in Soccer, CPIC, etc.)
 - e. Observance of CNS community philosophy and values
 - f. Being Coachable
- 5) Key stakeholders and CNS Executive consensus agreement always recommended – in difficult situations, final decision for selection will be made within a club-based CNS Executive meeting of no less than 3 people – in the case of a tie – the CNS President has the final vote.

3.0 Guidelines:

At U10

- Tier A (Developmental): Head Coach and one Assistant Coach must have age appropriate NCCP Level Certification.
- Tiers B, C : Head Coach should have age appropriate NCCP Level Certification. Assistant Coaches may be volunteers

At U12 – U18

- Tier 1, 2 and 3 Head Coaches must have the appropriate NCCP Level Certification for the Age Group. Assistant Coaches are encouraged to have certification and should have some previous coaching experience.
- Tier 4 – 6 Head Coaches must have the appropriate NCCP Level Certification for the Age Group. Assistant Coaches can be volunteers.

4.0 Outcomes:

A fully transparent process for coach selection focused on both long term coach and therefore player development. CNS will reimburse the cost of age appropriate coaching courses. The club encourages coaches to support and mentor their fellow coaches and comport themselves in a manner consistent with the values of CNS.

Each season, all CNS Coaches must fill out, sign and abide by the CNS Coaches Code of Conduct information sheet entitled: "CNS_Coach_Info_Sheet"