



Football PEI is committed to the True Sport Principles. The following document has been created for Football PEI's use, from the True Sport document - 'Coach Selection Process: A value-based and principle-driven guide to coach selection'.

COACH SELECTION PROCESS

Football PEI's mission is to provide a competitive football experience that inspires excellence, promotes good health, develops character and builds strong relationships that strengthen our community. We recognize a broad range of abilities and commitment among our athletes. We strive to provide age-appropriate instruction and competition within the constraints of time and additional resources.

Football PEI does not discriminate on the basis of gender, race, sexual orientation, national origin or religious affiliations. We seek to place athletes, with similar desires and objectively assessed abilities, together to maximize their enjoyment and development.

In the right environment, sport comes closer than almost any other cultural activity in delivering equal opportunity for all. This environment – one that is fair, safe and open to everyone – creates a sport experience that will teach the right lessons and will celebrate physical and ethical achievements. This is what we know as good sport. It is with this intent that we are committed to a fun and fair environment that develops self-confidence and leadership skills. This commitment begins with our ***Coach Selection Process*** and continues with our ***Player Selection Process***.

Our sport and its coaches teach skills and strategy, and also contribute to building character in youth. Although competition and the desire to win is an important element of any sport, when good sport is sacrificed for winning at all costs, the sport, the athletes, the coaches and the community lose something special. The future of our sport lies with great coaches and, as such, we are committed to recruiting, developing and mentoring the best coaches available and to ensuring they deliver programming that is fair, safe and open to everyone.

By promoting sport at its best—good sport – we seize the opportunity to instill character, strengthen the community and increase opportunities for excellence. To achieve these goals, Football PEI is committed to creating an atmosphere where the True Sport Principles work in balance with one another at all times.

AN APPROACH TO COACH SELECTION

Football PEI's Approach to Coach Selection is designed through a values lens with athlete safety and development in mind. The ultimate goal of Football PEI is to provide participants with the best possible experience in a fair, safe and open environment where they can grow as both participants and young people. An important component of this is ensuring that Football PEI selects coaches using the Coach Selection Process to ensure athlete safety and development. The Coach Selection Process identifies the steps required to ensure that Football PEI selects the individuals who are most appropriate for the position.

The following sections outline the steps of the Coach Selection Process for Football PEI. Football PEI is committed to developing a football brand for the entire community that provides participants with the best possible experience in an environment where they feel safe and valued as people first and participants second.



GLOSSARY OF TERMS

Board of Directors (BOD): A body of elected or appointed members who jointly oversee the activities of a provincial sport organization (PSO). The duties of the BOD are set by the organization's by-laws. These members understand their legal and fiduciary responsibilities, exercise due diligence that is consistent with their duty of care, are familiar with the association's activities and are fully informed of the financial status of the association.

Executive Director (ED): Oversees the day-to-day operation of the PSO, along with the implementation of a provincial Long-Term Athlete Development (LTAD), which includes a Coach Selection Committee (CSC) and a Player Selection Committee (PSC). The ED serves as the liaison between the committees (CSC/PSC) and the Board of Directors (BOD).

Coach Selection Committee (CSC): A committee established to select coaches in a consistent, fair, and transparent way using a standardized approach. This committee develops, reviews and implements an application process and is responsible for assessing and evaluating coach performance.

Player Selection Committee (PSC): A committee established to select players for teams at all levels of play in a consistent, fair, and transparent way using a standardized approach of player assessments and evaluations. The committee consists of selected head coaches that will assess and evaluate players with guidance and input from other independent evaluators and committee members.



COACH SELECTION PROCESS

The Coach Selection Process is comprised of the following steps;

COACH POSITION DESCRIPTION (APPENDIX 1)

The Coach Position Description will:

- Outline the Approach to Coach Selection
- Provide a Position Overview
- Provide Examples of Duties
- Outline the Minimum Experience/Requirements

COACH APPLICATION PROCESS

The Coach Application Process will:

- Determine interested candidates;
- Re-select returning coaches; and
- Coach selections may be granted for additional one-year terms with annual reviews to:
 - Reduce the formal application process required each season;
 - Build trust in coaches;
 - Build relationships and social capital; and
 - Build consistency and understanding of program operations.

COACH APPLICATION FORM

The Coach Application Form will:

- Include questions about coaching philosophies and experience working with children;
- Include details from the coach's NCCP transcript to review details of the coach's training background;
- Include a Policies and Procedures Agreement.

INTERVIEW PHASE (if deemed necessary)

The Interview Phase (if deemed necessary) will:

- Be conducted by the Coach Selection Committee (CSC);
- Include questions about the applicant's coaching philosophies and the practice plan(s); and
- Include behavioural and situational questions.

SCREENING POLICY & REFERENCE CHECKS

The Screening Policy & Reference Checks will:

- Be checked by the Coach Selection Committee (CSC);
- Provide guidelines to determine which individuals will be subject to screening (Screening Policy); and
- Identify the applicant's suitability to being in a position of trust with athletes.

COACH ORIENTATION MEETING

The Coach Orientation Meeting will:

- Be delivered by the ED and/or Members of the CSC follow the selection of all coaches;
- Review expectations, Policies, and Procedures; and
- Outline the Player Selection Process, Practice Schedule, and Tournament Schedule.



APPENDIX 1 – COACH POSITION DESCRIPTION

REPORTS TO: Football PEI Executive Director (ED), and/or Board of Directors (BOD).

POSITION TERM: For a one-year term (with possibility for automatic one-year extensions as decided by CSC/BOD).

APPROACH TO COACH SELECTION: is designed through a values lens with athlete safety and development in mind. The ultimate goal is to provide participants with the best possible experience in a fair, safe and open environment where they can grow as both participants and young people. An important component of this is ensuring that coaches are selected using the Coach Selection Process which outlines the steps required to select the individuals who are most appropriate for the positions.

POSITION OVERVIEW: Coaches are responsible for planning and directing conditioning, training, assessments and evaluations of athletes for the program. Coaches will also play a large role in athlete recruitment, though that is not their primary responsibility. Coaches may be asked to work in cohesion alongside a group of other coaches. The duties may require moderate to active physical activity. Coaches will report directly to the Executive Director, but may also receive direct/indirect communication from members of the Coach Selection Committee and/or the Board of Directors from time to time.

EXAMPLES OF DUTIES: The following list provides examples of the most typical duties for the position. Not all duties listed may be necessary during the term, nor does the list include all duties that may be required. They may include:

- Direct and/or follow other coaches in the overall planning and execution of the program;
- Recruit quality prospective players;
- Monitor / maintain the discipline and conduct of players to support the image and reputation of the program;
- Plan and/or follow practice sessions;
- Coach players individually and in groups while demonstrating specific maneuvers and techniques;
- Develop and implement strategy and position assignments;
- Promote and participate in community events, public speaking, fundraising, and marketing campaigns; and
- Ensure adherence to all Football Canada and Football PEI policies & procedures by yourself, your athletes, and your fellow coaches.

EXPERIENCE/REQUIREMENTS: A minimum of 3 years football coaching experience at a U12 level or above is strongly encouraged. All coaching requirements outlined in the Coach Application and Football PEI – Screening Policy must also be attained prior to tournament start date.

APPLICATIONS:

- Interested candidates are asked to apply via Coach Selection Process Form.
- Application Deadline: - to be set each term -

** This is a volunteer coach position.*

*** Only those selected for an interview (if deemed necessary) will be contacted.*

**** In the event there are no applicants who meet the qualifications for the above position, the next best suited coach (applicant, or not) may be selected on a one-year term; providing they immediately seek upgrades to meet the minimum coaching requirements.*