



KENSINGTON LITTLE MOUNTAIN SOCCER ASSOCIATION COACH RECRUITMENT AND SELECTION POLICY

This policy establishes a set of guidelines, not necessarily strict rules, to enable Kensington Little Mountain Soccer Association (“KLMSA”), to identify, recruit, select and retain, the best possible coaches for all its teams. These guidelines are intended to provide clarity to the coach selection process. The objective is to apply the most suitable approach for each team considering the availability of candidates, the need for coach independence, the need for parent involvement and succession planning. Relative to coaching, KLMSA acknowledges that its first responsibility is to provide its players with a fun and safe experience that allows them to develop to their full potential as people and as soccer players. To achieve these goals KLMSA has adopted the philosophy of BCSA’s Long Term Player Development (“LTPD”) plan. KLMSA coaches are expected to embrace the BCSA LTPD plan/policy.

KLMSA recognizes the need to have a documented coach selection process. This process will start once volunteer coaches apply for the various coaching positions. The KLM Technical Director or designate, will screen all applicants and in most cases will approve coaching applications alone. The KLM TD at his or her discretion may rely on parent surveys regarding a coach’s performance, academy coaches, staff coaches in making a coaching selection. In the case of new coaches wanting to join KLMSA from another club, the KLM Head Coach or designate can contact a previous club(s) and the VYSA Discipline Director for references, for due diligence purposes.

Contested coaching positions such as two or more coaches applying for the head coach position for the same team will be subject to a review and selection process conducted by a Coach Selection Committee, (“CSC”). The CSC will be appointed by the KLMSA Board and will include a minimum of three members. The CSC will consist of the KLM Head Coach, a Board member and one or more member(s) at large as deemed appropriate by the KLMSA Board. A CSC ensures a fair process and full consideration of applicants without conflict of interest or the perception of conflict of interest. Any KLM TD or CSC coaching decision may be appealed in writing to the KLMSA Board. Only Board members not previously involved in the Coach Selection Process will be allowed to hear and decide an appeal.

The process for coach selection is as follows:

1. Prospective volunteers must be 18 years or older and must identify themselves by completing a KLMSA coaching application form and are subject to a selection process on a season by season basis.
2. Each applicant must state what coaching position they are seeking, head coach or assistant coach.
3. KLSMA considers coaching to be a privilege and is not a right of membership. Previous coaching experience does not guarantee a coaching position.
4. In accordance with the BCSA Risk Management Policy all coaches, and team officials who are, or maybe, in contact with children are required to submit a Criminal Record Check (“CRC”) as prescribed by BCSA. If the CRC satisfies the Risk Management Policy, the candidate is considered for appointment as an official head coach and/or assistant coach for a designated team(s)

5. Where directed by BCSA a coach or another team official must be a same-sex adult and must be present at all practices and games or other team functions.
6. Team Head Coaches will be selected by the KLM TD or the CSC as previously outlined. They will be appointed as soon as possible prior to their age group assessments taking place.
7. Whereby more than one qualified coach candidate is available to a team, the CSC will discuss with the candidates, a solution that is in the best interest of the players and KLMSA.
8. Assistant coaches may also be selected by a head coach subject to the KLM TD's approval.
9. Parent Head Coaches and Parent Assistant Coaches who have placed their children on the team must seek independent confirmation from the KLM TD or designated coaches that their child is capable of playing at the level that the parent is coaching.
10. Coaches must strive to provide leadership/mentorship to players and inspire them to love the game.

Coach Selection Criteria will be based on the following:

- Soccer Experience
- Coaching Certification Level
- Commitment to Coach Development
- Commitment to Player Development
- Coaching and Volunteer History with KMLSA
- Commitment to KLMSA
- Any other criteria that KLMSA deems to be lawfully appropriate

KLMSA reserves the right to accept or reject the application of any coach or team official. This Coaching Recruitment and Selection Policy dated January 1, 2018 supersedes any previous written or unwritten guidelines

Kensington Little Mountain Soccer Association, Board of Directors