



## COACH SELECTION POLICY

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Coaches play a key role in the development of our youth baseball players. WRSSBA is committed to a coach selection process that will ensure we assign coaching roles to the most personally suitable and qualified candidate through a fair, equitable and objective process. WRSSBA will seek coaches that possess effective communication skills, technical expertise, a passion for the sport, and a commitment to teaching the values of teamwork, sportsmanship, and respect.

Our goal is to create a safe, fun, and inclusive environment that fosters the growth and development of our players.

### 1. COACHING DEVELOPMENT

All WRSSBA coaches are encouraged to develop their skills through Baseball Canada's NCCP training program ([nccp.baseball.ca](http://nccp.baseball.ca)). Costs associated with NCCP certification are reimbursed by WRSSBA.

#### **What is the NCCP?**

The NCCP is a training and certification program for coaches, offered across Canada in more than 60 sports. The program was designed to meet the needs of a wide range of coaches, from those who introduce youngsters to sport to those who work with Canada's high performance athletes.

The NCCP prepares coaches to:

- better meet the needs of all participants in sport
- provide a positive sport experience to participants
- provide opportunities for participants to achieve their full potential in and through sport.

Minimum Coaching Qualifications are required to coach interlock and summer ball season at the 11U, 13U and 15U level.

## BCMBA Post-Season, Coaches and Manager Certification (Effective 2023)

DIVISION	HEAD COACH
11U (ALL)	11U Trained
13U A	One coach 13U Trained all other coaches 13U in training, including but not limited to Coach Initiation in Sport & Coach Initiation in Baseball (Fundamentals) online modules
13U AA	One coach 13U Certified all other coaches 13U Trained
13U AAA	One coach 13U Certified all other coaches 13U Trained
15U A	One coach 15U Trained all other coaches 13U in training, including but not limited to Coach Initiation in Sport & Coach Initiation in Baseball (Fundamentals) online modules
15U AA	One coach 15U Certified all other coaches 15U Trained
15U AAA	One coach 15U Certified all other coaches 15U Trained

*All Coaches – Safe Sport eLearning is mandatory*

## 2. COACH SELECTION - GENERAL

At all age levels, WRSSBA will strive to select the most suitable coach for each head coaching role.

Factors to consider when determining coach suitability are:

- NCCP status level - A coach that is willing to take the time to further develop their coaching skills shows a commitment to the sport
- Parent feedback - Parents provide an opportunity for the association to get a picture of coaching abilities and attitude that may not be readily available within executive feedback
- Previous coaching experience
- Feedback from the following executive members:
  - Umpire in chief
  - Director of Player and Coach Development
  - Vice President Junior/Senior Division
  - Division Coordinator

The abilities of the coach candidate's child must reasonably be expected to fall within the competition level they are applying for.

This information can be obtained through any or all of the following:

- Recent evaluation scores
- Player performance and development through a season
- Feedback from Director of Player and Coach Development, Vice President or Division Coordinator

### **3. COACH SELECTION - NON-VOTING PROCESS**

#### **5U - 9U, 13A, 15A Spring Season**

- Parents will indicate their interest in a head coach position upon registration
- Division coordinator will assign head coach roles
- Assistant coach volunteers should be distributed evenly among teams to ensure coaching volunteers are well supported

*When there are more head coach volunteers than team requirements, division coordinators are encouraged to collaborate with all coach volunteers so team assignments are fair and given to the most suitable coach.*

#### **11U Spring Season (American League and National League)**

##### **American League**

- Division coordinator will reserve American League head coach roles for more experienced coaches.
- American League head coach selection will be finalized after general evaluations are complete
  - An American League head coach will require their child to have an evaluation score suitable to be considered eligible into the American League draft (see WRSSBA Draft Policy)
  - American League Coaches may select one assistant prior to draft
    - Assistant coach must have a child that is considered eligible for the American League draft

*When there are more head coach volunteers than team requirements, division coordinators through collaboration with VP of Junior division, will consider all factors detailed in section 2 of this document when assigning head coach roles.*

### National League

- Parents will indicate their interest in a head coach position upon registration
- National League Head coaches will be assigned by division coordinator
- Assistant coach volunteers should be distributed evenly among teams to ensure coaching volunteers are well supported

*When there are more head coach volunteers than team requirements, division coordinators are encouraged to collaborate with all coach volunteers so team assignments are fair and given to the most suitable coach.*

## **4. COACH SELECTION - VOTING PROCESS**

The following divisions and seasons will require a vote to determine team head coach assignments:

- 8U/9U Summer Season
- 11U Summer Season
- 13U AA, 13U AAA
- 15U AA
- 15U A Summer Season

The following factors will be taken into account when considering applications for the head coach role of these divisions/season:

- Coaches that are being considered for summer ball teams should have held a coaching position (head or assistant) during the spring season
- Completed NCCP status, in accordance with BC MINOR rules for the division they are applying to, on or before projected team draft date
- WRSSBA reserves the right to ask for additional NCCP requirements above and beyond the BC MINOR minimum
- An Interview process may be required

The voting procedure will be completed as follows:

- Three board members will complete the vote. The three votes will be awarded to the following board members in order:
  1. Division Coordinator for the coach's division
  2. Vice-President for the coach's division
  3. Director of Baseball Operations & Player Development
  4. President
  5. Vice-President from outside the coach's division
  6. Division Coordinator from the age group above the coach's division
- When one of the above board members is being considered for a coaching position, they will not participate in the selection process for the role they have applied for.