



Policy Name:	Head Coach Selection Policy
Effective Date:	March 19, 2023
Approved by:	SPMB board

Coach applicants will be asked to fill out and submit the SPMB Coaching Application. The deadline for applications will be March 10 for the upcoming season. A coach may be selected prior to the application deadline if the coach is deemed suitable by the board. SPMB reserves the right to accept applications after the deadlines until a suitable applicant is found. A valid criminal record check must be submitted by all successful coaches.

Once applications are received, SPMB will convene a Head Coach Selection Committee consisting of three people:

- 1) Technical Director –
- 2) Umpire Director—
- 3) Softball or Baseball Director(applicable director)

Care will be taken to avoid any overt conflict of interest in terms of a Selection Committee member being a relative, work colleague, or another coach applicant. If the Technical Director is in conflict for any reason, s/he may recuse his/herself and an alternate chair will be selected from the SPMB board.

The Coach Selection Committee will review the applications. The committee:

- 1) May request an interview. If an interview is requested, all candidates will be asked a consistent set of standardized questions to gather comparable information;
- 2) May approach the appropriate age Director(s) for written overview;
- 3) May request any coach feedback information available (IE: coach review survey results);
- 4) Will review past recorded grievances;
- 5) Will present their recommendations to the board for approval.

The SPMB board and/or the coaching selection committee have the discretion to accept or refuse an application to coach.

Decisions of the Coach Selection Committee are appealable, in writing, to the President of SPMB within seven days, and the decision of the President will be final.

Assistant coaches are at the selection and recruitment of the head coach. SPMB will review selections and has discretion to accept or refuse any support staff selected. The coaching staff, as a group, must meet the Baseball/Softball Alberta mandated certification necessary to compete at Provincial Championship or post provincial competition.

SPMB prefers that the Head Coach have the Baseball/Softball Alberta mandated minimum coaching certifications. A head coach may not have the required coaching certification at the time of selection but it is strongly encouraged to achieve certification prior to the commencement of the season.