

Valley Jets Coach Selection Process Overview

1. Wide-Scale Advertising

In accordance with the Terms of Reference, coaching opportunities are broadly publicized:

- Information is distributed to all participating Association Presidents.
- Presidents must email the opening to their entire membership and feature it on their association's social media channels.

2. Interview Committee Composition

To completely eliminate potential bias and achieve maximum objectivity, the Valley Jets will use third-party interviewers. The third party group will be agreed upon by the U13AAA committee. (Acadia, Western Valley, West Hants and Clare-Digby)

3. Coaching Interview Process

The evaluation, scoring, and final selection follow a strict multi-step protocol to prevent bias or premature decisions:

- **Question Development:** The third party committee collaborates to develop the interview questions, ensuring they are strictly aligned with the **Hockey Canada U13 Player Pathway** document. Questions target three core pillars:
 - **Player Development:** Focus on skill refinement, maximizing practice repetitions, and implementing age-appropriate, skill-specific curricula.
 - **Fair Play:** Dedication to an equitable, positive, and sportsmanship-first environment.
 - **Experience:** The candidate's history and background both as a player and a coach.
- **The Interviews:** Candidates are interviewed and scored by the third party designates.
- **Sealing the Results:** Immediately upon completion of the interviews, all evaluation materials are placed into an envelope, which is then signed and sealed by the third party members. **The third party makes no decisions but is there to interview and evaluate.**
- **The Presidents' Review:** The sealed envelopes are delivered to a private meeting attended exclusively by the four association Presidents, where they are officially opened.
- **Ranking & Selection:** Coaches are ranked based on their total combined scores. The position is automatically awarded to the candidate with the highest score, provided there are no external disqualifying factors (e.g., outstanding Hockey Nova Scotia issues)
- **Parent Coach Qualifier:** A potential head coach's child must score within the top 9 forwards, top 6 defense, or top 1 goalie after the second intrasquad game for them to be named head coach. A coach can only become a part of the evaluation process once their child has been locked.