



NUNAVUT SPEED SKATING ASSOCIATION (NSSA) 2023 Arctic Winter Games (AWG) – Team Nunavut (Speed Skating) Coach/Manager Selection Criteria

Policy Title: AWG Coach Selection	Policy No: 100.08
Approved: December 8, 2022 Current version approved: One Last review: December 6, 2022	Pages: 4

INTRODUCTION

1. Coaches, like athletes, should be recognized and encouraged for their efforts. One such form of recognition is selection to a Nunavut Territorial Team. It is an honor, not a right, to receive a staff appointment.
2. Coaches are selected to Territorial Teams for the purpose of establishing an optimal environment (which includes efficiency, safety and equity) conducive to personal best performance, while at the same time contributing to the total team environment.

NSSA is committed to excellence in athletics, which includes, of course, coaching excellence. Coaching excellence is reflected in the following guidelines for Territorial Team Coach Selection.

PURPOSE

3. The purpose of the NSSA 2023 Arctic Winter Games -Team Nunavut (Speed Skating) Coach Selection Criteria (the "Coach/Manager Selection Policy") is to establish procedures, guidelines, criteria, standards and timelines governing the selection of Team Nunavut (Speed Skating) coaches/managers who will be responsible to train and accompany at the 2023 Arctic Winter Games Nunavut Short Track Speed Skating Athletes (the "Team") to the 2023 Arctic Winter Games.
4. All rule and procedures as set in the Arctic Winter Games policies and Technical Package for speed skating apply to this Selection Policy.

FIELD OF APPLICATION

COMMUNICATION

5. This Policy will be available to all eligible coaches/managers via the Nunavut Speed Skating Association website.
6. Any amendments to this Policy will be available to all eligible coaches/managers via the Nunavut Speed Skating Association website.

AUTHORITY FOR SELECTION

7. The Board of Directors of NSSA has the responsibility for all decision-making under this Policy Arctic Winter Games Selection Committee.
8. The Committee will be comprised of the NSSA Board of Directors. Each member of this committee carries one vote, with the exception of the chair who only votes if needed to break a tie.



PROCESS AND TIMELINE

9. The Board of Directors of NSSA has the responsibility for all decision-making under this Policy.
10. For the 2023 Arctic Winter Games, the coaching application is due to NSSA by May 01st, 2022.
11. All Board members submitting applications for coaching positions are required to declare Conflict of Interest and remove themselves from the voting for the category they have applied.
12. A Coach Selection Committee shall be formed by three members. The Committee shall consist of:
 - a. Up to three Board members (if available)
 - b. If a conflict arises non board members will be appointed.

BOARD RESPONSIBILITIES

13. Provide a formal announcement to selected Coach and Manager to Sport Nunavut and the Speed Skating community.
14. Confirm at the time of appointment all relevant deadlines and responsibilities to coach.
15. Confirm a budget with coach for all Games / team related activities.
16. Identify Board member(s) and or staff to work with coaches in preparation for Games.

COACH/MANAGER SELECTION

17. The selection criteria are designed to select the coach/manager who will work to ensure that Nunavut has the best possible competitive and cohesive team. There will be one coach and one manager selected.
18. If qualified coaches are available - unless otherwise approved by the AWGIC Technical Director and Technical Coordinator - one coach must be female and one male. If a coach from one gender is not available a chaperone of that gender must be substituted.
19. This Selection Policy applies to all coaches/managers who are members of Nunavut Speed Skating Association.

ELIGIBILITY AND QUALIFICATIONS - COACH

20. To be eligible the coach/manager must be a member in good standing of the Nunavut Speed Skating Association.
21. The Committee may require interviews with the eligible coach/manager.
22. Meet all screening requirements including a Valid Vulnerable Sector Screening and Criminal Records Check.
23. All candidates must be fully certified with NCCP Speed Skate Canada Introduction to Competition certification by December 1, 2022
24. Experience developing short and long-term holistic player/team training plans.
25. Excellent understanding of positive youth development principles.
26. Ability to create effective learning environments and to develop meaningful relationships with athletes.



Nunavut Speed Skating Association

27. In situations where no one applies the NSSA Board of Directors will work with Nunavut Sport and Recreation to recruit team staff.
28. NSSA is a LGBTQ2S+ safe place. NSSA recognizes that gender is a spectrum of identity and encourages participation of all genders in the club. If qualified coaches are available, at the very least there must be at least two genders represented, with training in gender inclusivity for all. Coaches of all genders are encouraged. If there is not a coach of a particular gender that is represented on the team, a chaperone of that gender must be substituted.

ELIGIBILITY AND QUALIFICATIONS – TEAM MANAGER

29. Team Managers are not required to have any coaching certification. However, any Team Manager without the minimum Introduction to Competition certification will not be allowed in the coaching box.

COACH REQUIREMENTS TO REMAIN SELECTED AND REMOVAL

30. Following the selections, the coach and Team Manager selected to the team must attend all designated team events unless they have a general exemption.
31. The Coach Selection Committee reserves the right to dismiss a coach if, in their estimation, the coach is not sufficiently preparing the athletes for the Event or if there are other legitimate reasons, as determined by the Coach Selection Committee or NSSA, for dismissal.
32. This is a volunteer commitment; however, travel expenses associated with attendance at training camps, selection events and the Arctic Winter Games will be reimbursed by the Nunavut Speed Skating Association provided the costs were pre-approved by NSSA.
33. If a coach must withdraw from the competition or the Coach Selection Committee removes them from their position for any reason, the NSSA board will select a suitable replacement.
34. A staff member may be dismissed from a team if they:
 - a. Fail to remain a member in good standing with the Organization;
 - b. Fail to meet performance expectations;
 - c. Exhibit conduct that is detrimental to the image of the Organization;
 - d. Are unable to perform due to injury, illness or other medical reasons.

COACH/MANAGER ELIGIBILITY

35. All applicants must meet the following criteria:
 - a. All prospective Coaches/Managers must submit a completed "Application Form".
 - b. All coaches/managers must submit a current CRC/VSC (less than six months old) to NSSA with the application. Coaches must submit a second CRC/VSC within six months of the 2023 AWG.
 - c. Applicants must be a minimum of 21 years of age.
 - d. Applicant must be in good standing with the Association and Speed Skating Canada at the time of application deadline, and further maintain that good standing through to the games.
 - e. Those eligible must be fully COVID-19 vaccinated as per CPHO guidelines at the time of Territorial Selections.

ADDITIONAL COACH REQUIREMENTS

36. Preference will be given to coaches who are fully certified in NCCP Introduction to Competition.
37. Must have experience in skater development at the Learn to Compete Level.



Nunavut Speed Skating Association

COACH/MANAGER RESPONSIBILITIES

38. Following the selections, the Coach and Team Manager selected to the team must attend all designated team events unless they have a general exemption.
39. Will be required to complete the NCCP Safe Sport program and CAC Making Headway.
40. Responsibilities:
 - a. To coach the Arctic Winter Games Team during and at any team training camps before the Games, as applicable;
 - b. Participate in the Territorial Selections Tournament/Process;
 - c. Coaches will assist NSSA with planning and coaching the team selection trials and camps as per the selection policy;
 - d. Supervise athletes during travel, training camps and at the Arctic Winter Games;
 - e. Develop and implement a training plan for athletes selected to the 2023 AWG Team;
 - f. Build a positive and achievement-oriented team environment;
 - g. Ensure good communication with parents/athletes regarding team activities, plans, etc.;
 - h. Provide tips and guidance on training to athletes – including what they can do on their own;
 - i. Have full understanding of the rules used for competition;
 - j. Review with the athletes and their parents the Code of Conduct, its contents reviewed, and signed;
 - k. Ensure all communication and required documentation is submitted to Sport Nunavut;
 - l. Adhere to the Coaches Code of Ethics and Code of Conduct;
 - m. Responsible for the supervision, discipline and conduct of the players at the Games and all Games related events;
 - n. Attend coaches' meetings at the AWG's;
 - o. Act at all times in a responsible manner displaying good sportsmanship, positive role modeling, and ensuring that their behavior reflects favorably on the NSSA;
 - p. Awareness of safety-first and emergency procedures;
 - q. Participate in scheduled communication with the Board.

APPEALS

41. All appeals will be heard by an Appeals Committee, comprised of the President of NSSA or President's designate, two persons appointed by the NSSA who are not presently members of the Selection Committee. No member of the Appeals Committee shall be related to an eligible Arctic Winter Games Skater, Coach or Team Manager.
42. Appeals shall be conducted as per NSSA Appeals Policy 100.01.

SECTION V: REVIEW AND APPROVAL OF POLICY

43. The NSSA Board of Directors shall review this Selection Policy every two years ahead of the Arctic Winter Games.
44. This Selection Policy was approved by the NSSA Board of Directors on December 8, 2022.

Moved by Annabelle Esteban
Seconded by Sherri Young
Carried