



NUNAVUT SPEED SKATING ASSOCIATION (NSSA)

2023 Canada Winter Games – Team Nunavut (Speed Skating) Coach/Manager Selection Criteria

Policy Title: CWG Coach Selection	Policy No: 100.09
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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 objective of the NSSA 2023 Canada 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 Canada Winter Games Nunavut Short Track Speed Skating Athletes (the "Team") to the 2023 Canada Winter Games.
4. All rule and procedures as set in the Canada Winter Games policies and Technical Package for speed skating apply to this Selection Policy.

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.

FIELD OF APPLICATION

7. This Selection Policy applies to all coaches/managers who are members of Nunavut Speed Skating Association.

AUTHORITY FOR SELECTION

8. The Board of Directors of NSSA has the responsibility for all decision-making under this Policy Canada Winter Games Selection Committee.
9. 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.



Nunavut Speed Skating Association

PROCESS AND TIMELINE

10. The Board of Directors of NSSA has the responsibility for all decision-making under this Policy.
11. For the 2023 Canada Winter Games, the coaching application is due to NSSA by May 01st, 2022.
12. 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.
13. 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

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

COACH/MANAGER SELECTION

18. The selection criteria are designed to select coach/manager who will work to ensure that Nunavut the best possible competitive and cohesive team. There will be one coach and one manager selected, one female and one male.

ELIGIBILITY AND QUALIFICATIONS - COACH

19. Priority will be given to coaches who have met the certification requirements of the 2023 Canada Winter Games Coaching Policy, as per the 2023 CWG Technical Package.
 - a. If no NSSA coaches meet this requirement, the NSSA will work with Sports and Recreation – GN, Speed Skating Canada and the Canada Games Council for applying on an exemption for an NSSA coach to obtain.
 - b. NSSA may seek for an Outside-of-Territory certified coach that already has all of the certification requirements as per the 2023 Canada Winter Games Coaching Policy, as per the 2023 CWG Technical Package.
20. The Coach must be certified under the National Coaching Certification Program (NCCP) Competition Development (certified status) in Speed Skating.
21. Meet all screening requirements including a Valid Vulnerable Sector Screening and Criminal Records Check.
22. Must have experience in player development at the Learn to Compete Level.
23. Experience developing short and long-term holistic player/team training plans.
24. Excellent understanding of positive youth development principles.



Nunavut Speed Skating Association

25. Ability to create effective learning environments and to develop meaningful relationships with athletes.
26. The Committee may require interviews with candidates, either verbal or written, which may be conducted at the discretion of the Selection Committee.
27. 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.
28. 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.
29. Canada Winter Games is a volunteer commitment; however, travel expenses associated with attendance at training camps, selection events and the Canada Winter Games will be reimbursed by the Nunavut Speed Skating Association provided the costs were pre-approved by NSSA.
30. If a coach must withdraw from the competition or the Coach Selection Committee removes the from their position for any reason, the NSSA board will select a suitable replacement.
31. 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. Fail to train towards, or meet the physical standards expected by the NSSA;
 - d. Exhibit conduct that is detrimental to the image of the Organization;
 - e. Are unable to perform due to injury, illness or other medical reasons.
32. One short track coach and one short track manager will be selected.

COACH/MANAGER ELIGIBILITY

33. 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 CWG.
 - 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.
34. In situations where no one applies the NSSA Board of Directors will work with Nunavut Sport and Recreation to recruit team staff.
35. 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.



Nunavut Speed Skating Association

COACH/MANAGER RESPONSIBILITIES

36. Following the selections, the Head Coach and Team Manager selected to the team must attend all designated team events unless they have a general exemption.
37. Will be required to complete the NCCP Safe Sport program and CAC Making Headway.
38. Responsibilities:
 - a. To coach the Canada 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 Canada Winter Games;
 - e. Develop and implement a training plan for athletes selected to the 2023 CWG 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 your 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 CWG;
 - 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.

COACH/MANAGER REQUIREMENTS TO REMAIN SELECTED AND REMOVAL

39. 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 as determined by the Organization's medical staff

ADDITIONAL TEAM STAFF*

40. The NSSA Board of Directors has the right to apply for additional team staff as per the following criteria. They may or may not do this
 - a. Apprentice Coach
 - o See Women in Coaching Canada Games Apprenticeship Program
 - o See Aboriginal Apprentice Coach Program
 - o Apprentice coaches have the same access as athletes and team staff.

* Additional team staff positions are administered by the P/T Team. Positions must be applied for based on each P/T Team's process. For information pertaining to the process in your P/T contact the Team Nunavut Chef de Mission.

APPEALS



Nunavut Speed Skating Association

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 Canada 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 four years ahead of the Canada 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



APPENDIX 1 - COACH CERTIFICATION REQUIREMENTS

NCCP Competition-Development Coach Training and Certification Pathway for Speed Skating

This program is for coaches coaching Canada Winter Games and ISU Junior A, B, C level & up athletes (Train to Train, Learn to Compete, Train to Compete).

Step 1

Attend Multi-Sport Modules:

1. Developing Athletic Abilities Pre-course assignment online (www.coach.ca). Login to The Locker.
2. Developing Athletic Abilities multi-sport module (MSM). Register through a province/territory (www.coach.ca).
3. Prevention & Recovery of Injuries
4. Psychology of Performance

Step 2

Register for Speed Skating Canada Comp-Dev training & certification program. Contact: Speed Skating Canada (info@speedskating.ca)

Step 3

Attend Speed Skating Training Modules:

1. Introductory Webinar
2. Developing Speed Skating Physiology Webinar
3. Performance Planning Webinars
4. Performance Planning Workshop (2 days)
5. Plan a Practice – Comp-Dev Webinars
6. Technical Model Webinar
7. Analyze Performance (Technical/Tactical) Workshop (2 days)
8. Tapering and Peaking Webinar
9. Manage a Sport Program Webinar

*Webinars take place May – September

Attend Multi-Sport Modules (can occur at any time prior to evaluation):

1. Making Ethical Decisions
2. Managing Conflict
3. Leading Drug-Free Sport

Complete Multi-Sport Online Evaluations:

1. Making Ethical Decisions
2. Managing Conflict
3. Leading Drug-Free Sport



Nunavut Speed Skating Association

Speed Skating Evaluation:

1. Portfolio: to include the following submissions
 - a. Developing Speed Skating Physiology
 - i. Two (2) sample training protocols for speed (alactate/lactate), aerobic power, lactate capacity
 - b. Performance Planning
 - i. A Yearly Training Plan
 - ii. A sample microcycle from each macro cycle
 - iii. A training camp program
 - iv. A competition plan
 - c. Plan a Practice
 - i. Three (3) sample practice plans from different periods of the season
 - d. Analyze Performance Technical
 - i. Analysis of a skater, straight away, corner, start
 - ii. **Corrective exercises for identified performance gaps**
 - e. Analyze Performance Tactical
 - i. A race analysis
 - ii. A race plan
 - iii. A competition plan
 - f. Taper and Peaking
 - i. A four (4) week training plan leading to a major competition
 - g. Manage a Sports Program
 - i. A communication plan for skaters, parents and stakeholders
 - ii. A performance recruitment plan
2. Direct Observation – in Training
3. Direct Observation – in Competition