

Sharon Travel Basketball Association Coach Selection Process

The Sharon Travel Basketball Association (STBA) will select coaches based on the following processes:

3rd grade head coach: 3rd grade head coaches will be selected by the STBA's coaches committee from all qualified applicants that apply to be head coaches.

The 3rd grade head coach position is not the permanent head coach for that team and is subject to re-approval by the coaches committee and board in 4th grade, depending on coaching performance, unrelated to wins and losses, and parental feedback, as well as the discretion of the board. The 3rd grade head coach should consider the 3rd grade year to be a trial year

3rd grade assistant coaches: Coaches that apply to be head coach but are not selected will have the 1st opportunity to be assistant coaches, as long as they are qualified, and regardless of if they are the choice of the head coach. If there are more than 2 qualified coaches that apply to be head coach, but are not selected, then the coaches committee will select 2 to be assistant coaches.

If there are still assistant coaching vacancies after all applicants have been considered, the head coach can solicit late applications for assistants, subject to approval by the coaches committee

In 3rd grade, it is up to the board, not the head coach, to decide if there will be 1 or 2 assistant coaches

4th through 8th head coach: The previous year's head coach has the right to stay head coach of that same team level, with the following exceptions: his child is no longer on that team or the board deems the coach to be unqualified due to poor feedback or poor performance unrelated to wins and losses. The other exception is prior year 3rd grade head coaches as the 3rd grade head coaches position is considered a trial year

4th through 8th grade assistant coaches: Returning head coaches will pick the assistants and the number of assistants, between 1 and 2 regardless of whether or not others applied to be head coaches. For new head coaches for grades 4th through 8th, assistant coaches are selected using the methodology for choosing assistant head coaches for the 3rd grade

Applicants will be considered based on information provided on the coaches' applications, past experiences coaching within STBA and any other relevant knowledge of the candidate's ability known by the board. Applications can be rejected by the board based on negative feedback from parents from past years, including informal feedback and formal feedback from STBA's annual parent's feedback. Applications can also be rejected based on poor performance from past years. Wins and losses will not be considered in assessing a coach's performance. Performance will be based on board member observations regarding practice structure and planning, observations regarding interactions with players, parents, opposing teams and referees and observations regarding the ability to be strong role models for players. In addition, while prior basketball expertise is not required, the board expects coaches to make an effort to improve their basketball coaching abilities and basketball knowledge will be considered as part of a coach's overall application particularly for older grades

For applications from coaches that are new to STBA, the committee and board can consider observations from board members from coaching situations outside of STBA

Head and assistant coaching positions will be filled first from applications submitted before the application deadline. In cases where coaching vacancies still exist after all on time applications have been considered, the board will then accept late applications. But, qualified coaches that submit applications on time will always be given priority over late applications. No candidate that submits a late application will be given a position if a qualified coach submitted an application on time, even in cases where a head coach may prefer the applicant that submitted the application after the deadline.

All coaching selections will first be made by the coaching committee of the STBA board based on the guidelines above. The selections will then be ratified by the board after discussion at a coaches ratification meeting to be held after teams are selected. In order to be ratified, a selection by the coaches committee will need a Yes vote from a majority of board members present at the coach ratification meeting. Absentee votes will be accepted at the discretion of the STBA President only

Coaching decisions are made after teams have been selected. Team selection will in no way be influenced by coaching applications. The STBA stresses that no player will be placed on a particular team based on the potential of that player's parent to coach a team. The team selection and coach selection process are completely independent.

Each team will have 1 head coach and either 1 or 2 assistant coaches, but not 3 assistant coaches. Applicants that do not receive coaching positions are encouraged to volunteer to help the team in other ways at the discretion of the head coach

In the case that certain class year does not field a team for a certain year, the procedures above will be adjusted to consider the first year that that class year does field a team to proceed according to the 3rd grade criteria (i.e. the typical first year for most age groups), then follow from there.

The board reserves the right to make exceptions to these policies in certain circumstances deemed appropriate by the board.