

# **<sup>1</sup>Coach Selection Scoring Matrix**

**Total Score: 100 Points**

*Section 1: Written Application (50 Points)*

*Section 2: Interview (50 Points)*

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## **Section 1: Written Application – 50 Points**

The written application must be completed and submitted by all candidates prior to their interview. The committee members should review each application individually and score based on the following criteria.

<b>Criteria</b>	<b>Max Points</b>	<b>Description</b>
<b>Hockey Playing Experience</b>	5	Assess the applicant's relevant hockey playing history, and their familiarity with hockey strategy and systems.
<b>Coaching Qualifications &amp; Experience</b>	15	Evaluate the applicant's relevant hockey coaching certifications, their coaching history, their familiarity with teaching hockey skills and systems, and their past success or achievements.
<b>Prior Involvement in Minor Hockey</b>	5	Review the applicant's prior involvement in minor hockey programs and their contribution to the community.
<b>Coaching Philosophy &amp; Approach</b>	10	Evaluate the applicant's coaching philosophy, including how they approach player development, teamwork, and sportsmanship.
<b>Commitment &amp; Availability</b>	10	Evaluate the applicant's dedication and availability to attend games and practices consistently.
<b>Disciplinary Record/Complaints</b>	5	Assess any past disciplinary issues, complaints, or negative evaluations.

**Section 1 Total:** \_\_\_\_\_ / 50

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**Section 2: Interview – 50 Points**

The interview is to be completed after the committee has reviewed the written applications. The committee will score each candidate based on the interview responses. Scores should be submitted privately following the interview and should not be shared until all interviews are completed.

<b>Criteria</b>	<b>Max Points</b>	<b>Description</b>
<b>Quality of Responses to Interview Questions</b>	20	Evaluate the clarity, depth, and relevance of responses to the questions posed.
<b>Adherence to GBMHA, OMHA, and HC Rules</b>	5	Assess how well the applicant demonstrates knowledge and adherence to relevant rules, regulations, and ethical standards.
<b>Communication Skills</b>	5	Evaluate the applicant's ability to communicate effectively, both verbally and non-verbally, during the interview.
<b>Preparation and Organization</b>	5	Assess the applicant's preparedness, including the structure of their responses and their knowledge of the team and organization.
<b>Draft Practice Plan</b>	10	Review the quality of the draft practice plan, including how well it aligns with coaching philosophy and development goals.
<b>Overall Fit for the Role</b>	5	Evaluate the overall fit of the candidate for the coaching role, including their ability to work with the team, parents, and other officials.

**Section 2 Total:** \_\_\_\_\_ / 50

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**Total Score**

**Written Application:** \_\_\_\_\_ / 50

**Interview:** \_\_\_\_\_ / 50

**Final Score:** \_\_\_\_\_ / 100

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**Note:**

- All scoring will remain private until all interviews have been completed.
- Scores will be recorded digitally and cannot be changed unless an obvious error is found.
- The final score for each applicant will be the sum of their scores from both the written application and the interview sections.