



**RUGBY**  
**ONTARIO**

## Coach Selection Criteria

Junior Provincial & High Performance coach selection  
policy and criteria

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## **Selection Policy Statement**

A provincial coach should aim to develop rugby specific skills, under pressure, in a game related environment

All coaching within the provincial programs should always follow the 4 areas below:

Active

Purposeful

Enjoyable

Safe

Coaches will be selected on their ability to deliver on field coaching in line with Rugby Ontario technical direction, demonstrate planning and the delivery of feedback to players in a variety of forms

## **Selection Criteria:**

### **Certification:**

All provincial coaches must meet the requirements as outlined by the Rugby Canada PlaySmart initiative. The Rugby Canada PlaySmart guidelines can be found online by visiting <http://playsmart.rugbycanada.ca/>.

All Provincial Coaches should be or should be working towards within 12 months **NCCP Competition Introduction Certified**. The requirements are,

- Complete the [World Rugby RugbyReady Online Module](#)
- Complete the [World Rugby Concussion Management for the General Public](#)
- Attend a 16-hour NCCP Competition Introduction Workshop
- Complete the [Make Ethical Decision Online Evaluation](#)\*
- Submit a portfolio for evaluation
- Complete an on-field practical evaluation

\* If a coach attends a Make Ethical Decision workshop or chooses to complete the home study option then the evaluation is FREE of charge. If a coach chooses to go straight to evaluation, they have two attempts. After two

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attempts they will have to attend a workshop or do the home study option. Make Ethical Decision multi sport module is a mandatory requirement for all sports enforced by Coaches Association of Canada.

### **Rowan's Law**

A Provincial Coach must meet both the Ontario Ministry and Rugby Ontario requirements in relation to Rowan's Law.

### **Required competencies**

A Provincial Coach will demonstrate strong interpersonal skills: listening, confronting, challenging, openness, rapport with players, trust

All Provincial Coaches will demonstrate a detailed understanding of the Rugby Canada Key themes and their application in the game

All Provincial Coaches will demonstrate detailed understanding of Rugby Ontario playing themes and a thematic approach to coaching outlined in the Rugby Ontario Provincial Coaches Technical Handbook

All Provincial Coaches will have a strong working understanding of Rugby Ontario selection policy and selection criteria. This will be evidenced in their selections throughout the provincial team and high performance programs

All Provincial Coaches will submit feedback on players and to players as outlined in each program by the Rugby Ontario High Performance Manager and the Provincial team head coach

All Provincial Coaches must show evidence of pro active personal development prior and through their tenure as a provincial coach

All Provincial Coaches must be VSS (venerable sector screening) checked prior to any involvement in the provincial programs

### **Selection Process**

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Coaches will be assessed through the criteria listed, the portfolio they build and submit through the provincial and high performance program (sessions plans, reflections etc) and assessment on pitch by the current provincial head coach, High Performance Manager, Coach assessors.

Coach performance will be recorded through this process and each coach will be given feedback on their individual performances

### **Player selection committee**

The player selection committee for each age group will comprise of:

- Head coach of respective age grade team
- Provincial assessor
- Provincial High Performance Manager

All selections will be ratified by the Rugby Ontario High Performance Manager. Once all selections have been successfully ratified the coaches selected will be informed by the Rugby Ontario High Performance Manager.

The High Performance Manager may refuse to ratify one or more selections onto a provincial representative staff on one or more of the following grounds:

- The coach did not meet one or more of the eligibility criteria
- The the coach has previously brought the game into disrepute or has acted in a way that a reasonable person would perceive would bring the game into disrepute

Any appeals against the refusal to ratify an individual selection should be made in writing to the Rugby Ontario High Performance Manager [pconnelly@rugbyontario.com](mailto:pconnelly@rugbyontario.com)

Approved by the Rugby Ontario Board of Directors February 9, 2020