



## **Edina Basketball Association**

### **Travel Coach Selection Process**

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#### **Coaching Selection Criteria:**

All EBA coaches, new and returning, are selected based on a variety of criteria, including but not limited to:

1. Overall basketball knowledge
2. Coaching experience
3. Communication skills
4. Organizational skills
5. Ability to effectively teach the fundamentals and philosophies of the EBA
6. Ability and willingness to implement the goals and objectives of EBA
7. Ability to create a positive, enjoyable yet challenging experience for players and families
8. Program needs and coaching vacancies
9. Compliance with the EBA's policy of non-discrimination

Selections will be made in the sole discretion of the applicable Travel Director, with input from the EBA President and members of the interviewing panel, if applicable.

The EBA will primarily have non-parent, non-family member coaches for all levels in grade 5 - 8th. A parent and/or family member coach may be considered if the EBA is not able to fill a coaching position with a non-parent/non-family coach. A parent coach may also be considered at the Travel Directors discretion based on fit and synergies with the EBA's missions and values.

**New Travel Coach Selection process:**

Individuals interested in coaching an EBA travel team must first submit a coaching application to the Travel Director for the Boys' or Girls' Program, as applicable, by the specified deadline. The application is available from the Travel Directors upon request or is available on the EBA website. Based on that application and other criteria set out above, some applicants will then be invited for a panel interview that is overseen by the Travel Director. The panel will consist of 2-3 EBA Board members, including the Travel Director.

**Returning Travel Coach Selection Process:**

Returning coaches will be selected and placed at the Travel Director's discretion. Factors involved in this process include, but are not limited to, the EBA's coaching needs (including policy regarding parents/family members), previous parent feedback, and previous performance in addition to the criteria listed above.

Coaches with parent feedback or performance deemed questionable by the EBA may be asked to participate in a panel review with 2-3 EBA board members, including the Travel Director, or may not be asked to return for another season. In all cases, the Travel Director has sole discretion to appoint coaches for each season and no coach is guaranteed the opportunity to return for another season.

No coach is to ever follow a team/group for more than 2 consecutive seasons.

**Assistant Travel Coach Selection Process:**

Assistant coaches will be recommended by the team's head coach and confirmed by the applicable Travel Director, who will have final discretion on all assistant coaching decisions. Assistant coach selections will be made based on team needs and the selection criteria set forth above.

**Additional Coaching Requirements:**

All coaches are required to complete Trusted Coaches training, to pass an annual background check and to abide by the Coach's Code of Conduct (available on the EBA website and which will be provided to coaches prior to each season).

Coaches can be removed from their position at any time, with or without cause, in the sole and absolute discretion of the EBA.

Coaches are not involved in the try-out process, Parent/family coaches will not participate in the team selection process at the conclusion of tryouts. Roster selection for teams with parent/family coaches will be facilitated by the group of independent evaluators running tryouts.