

Male U21 Team Ontario Program Selection Criteria 2018 - 2021

Ontario Amateur Softball Association Role

The Ontario Amateur Softball Association (OASA) administers the Male U21 Team Ontario Program (Team Ontario) as a member organization of Softball Ontario. The OASA has the authority through the OASA Athlete Development Committee to select the Team Ontario coaching staff, manager and ensure they meet the National Coaching Certification Program eligibility requirements and have a current Vulnerable Sector Police Check certificate. The OASA Athlete Development Committee has the responsibility to apply for all available funding opportunities through provincial Quest for Gold grants to further develop athletes and coaches within this program.

SECTION 1 – PURPOSE

Team Ontario will compete in the Canada Summer Games in the Niagara region (exact dates tbd). The purpose of this document is to set out the process used by the OASA to select athletes and staff for Team Ontario to compete in this tournament.

The selection process has the following objective:

Select the best possible team for the 2021 Canada Summer Games. While some objective criteria will be used to select the team, it is also recognized that there are significant subjective elements such as previous and current performance, experience, positional requirements, leadership and team cohesion.

SECTION 2 – STAFF SELECTION PROCESS

Refer to Appendix A for Head and Assistant Coaches selection process. The OASA has a policy that the Manager is appointed by the Board of Directors.

SECTION 3 – ATHLETE SELECTION PROCESS

Authority for Athlete Selection

The Head Coach has final authority for all athlete selection decisions, including selecting athletes to the team, removing athletes from the team, and selecting replacement athletes to the team where applicable. In making selection decisions, the Head Coach will consult with the coaching staff.

Athlete Eligibility

To be eligible to be selected to the team an athlete must be in good standing with Softball Canada, must be an Ontario resident with Canadian citizenship, or alternatively must be a person eligible for Canadian citizenship who is actively pursuing citizenship within the Province of Ontario.

To be eligible to be selected to the team, the athlete must further meet any age requirements and citizenship requirements stipulated by the organizers of the event at which the team will be competing. The eligibility requirements will be stated in the 2021 Canada Summer Games Technical package for Softball once it is published.

Athlete Selection

Coaching staff were named to Team Ontario in the March to May period, 2018. Staff will attend various provincial and Canadian championships to identify athletes to be invited to compete for membership on the team. A series of skill development and evaluation camps will take place during the selection process leading into a final selection camp. The number of athletes will be reduced as the camps progress ending with a final team of 15 athletes.

High Level planned activities (to be reviewed and formalized each year):

- Hold Open skill development camps in the fall of 2018 (October – Woodstock, Owen Sound, Cobourg)
- Hold Open skill development camps in the spring of 2019 (April – Woodstock, Owen Sound, Cobourg)
- A skill development and evaluation camp took place in August 2019 for 60 invited athletes (Innerkip).
- 32 invited athletes, placed on 2 teams, will participate in a men's tournament in May 2020 (Innerkip)
- A final selection camp will take place in October 2020 (location tbd) for 24 - 32 invited athletes
- Final team selection of 15 athletes and 4 alternates will be made no later than October 31, 2020. Publication of the final team selection to be made after approval by the OASA.

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- A holistic training and fitness assessment camp with mandatory attendance of all athletes and alternates selected and team staff will take place in February / March 2021 (location tbd)
- Alternates may be added to the team to replace an athlete removed from the team pursuant to Section 5 (below). The addition of alternates to the team is at the sole discretion of the Head Coach and will be in keeping with the philosophy of fielding the best possible team.

Factors that will be considered in this selection include physical, mental and technical aspects of the game, as well as team dynamics. These factors, which will be assigned weight by the Head Coach, as he/she deems appropriate for the decision-making process, include:

- Previous and current performance
- Experience
- Positional requirements (primary and backup)
- Present and projected development and/or improvement
- Leadership/Contribution to team chemistry
- Availability for competition and training

It is understood that in making selections to create the best possible team it is possible that the best individual athletes may not be selected. The Head Coach also has the discretion to name an athlete to the team even though that athlete may not have participated in all of the skill development, evaluation camps or other selection activities.

Unforeseen Circumstances/Changes to the Document

This document will be updated and revised as required on annual basis (estimated to be in January - February).

If unforeseen circumstances arise which do not allow for this selection process or the above timelines to be implemented as outlined in this document, the OASA reserves the right to identify an alternate process or alternate timelines. Should this occur, all athletes in the selection process will be notified of these changes in a timely manner.

SECTION 4 – REMOVAL FROM A CAMP OR FROM THE TEAM

4.1 Upon selection to the team, an athlete must:

- Sign a Team Ontario Athlete Agreement
- Provide Team Ontario staff with all required documents (birth certificate, medicals, etc.)
- Participate in team events, activities and meetings, as directed by the Head Coach or his/her designate
- Wear proper equipment and clothing
- Obey all rules established by the Head Coach and/or Canada Summer Games Council
- Assist Softball Canada, Softball Ontario and the OASA in public relations.
- Participate in fund raising projects where required within the Team Ontario program

4.2 An athlete may be removed from a camp or from the team where the athlete:

- Is unable to meet performance expectations
- Is unable to perform due to injury, illness or for other medical reason as determined by Team Ontario or Canada Summer Games medical staff
- Is unable to commit to Team Ontario program activities and events (note that an athlete may obtain an exemption from the Head Coach)
- Violates team rules and/or Softball Canada's policies and procedures
- Exhibits conduct that is detrimental to the image of the Team Ontario program.
- Breaches the Athlete Agreement
- Voluntarily withdraws
- Is removed by an OASA Discipline and/or Appeal panel
- Fraudulently misrepresents themselves

4.3 The Manager or Coach may be removed from a camp or the team where they:

- a) Indicate to the Manager or Head Coach that they cannot fulfill the remainder of their Team Ontario obligations for any reason
- b) Violates team rules and / or Softball Canada's policies and procedures
- c) Exhibits conduct that is detrimental to the image of the Team Ontario program
- d) Breaches the Team Ontario Coaching Agreement
- e) Are removed by the OASA as a result of a disciplinary review / decision
- f) Fraudulently misrepresents themselves

If an Athlete is required to be removed from the team, the Manager and the Head Coach will determine who will carry out the task. It is recommended that wherever possible two (2) members of the staff are present when the notice is given to the athlete. It is also recommended that a record of the discussion be kept that outlines the reasons provided for the removal from the team.

If the Head Coach is required to be removed the OASA Team Ontario Committee Chair will make a recommendation to the OASA Executive and obtain their support prior to carrying out the task. Two (2) members of the OASA Executive must be present when the notice is given to the Head Coach. A record of the discussion is to be kept that outlines the reasons provided for the removal from the team.

If the Manager or Assistant Coach is required to be removed from the team, a combination of two of the following three individuals will determine who will carry out the task – Manager, Head Coach, OASA Athlete/Coach Development Chair. Two (2) of the three, or a designated alternate, must be present when the notice is given to the Manager or Assistant Coach. A record of the discussion is to be kept that outlines the reasons provided for the removal from the team.

4.4 An athlete or coach or the manager that has been removed from the team will have the right to appeal. The appeal process will be as follows:

- a) Within 7 days of being removed the athlete / coach / manager must submit a written appeal to the OASA Team Ontario Committee Chair explaining why they should not be removed from the team
- b) The OASA Team Ontario Committee Chair will consult with team staff and three (3) neutral individuals (non OASA executive) and provide their final ruling on whether the individual will be reinstated or whether the removal from the team will stand. This decision will be provided within 7 days of receipt of the appeal.
- c) The decision of the OASA Team Ontario Committee Chair will be final and not subject to any further appeal.

SECTION 5 – SUBSTITUTION OF ALTERNATES

Where necessary and appropriate, an athlete removed from the team may be replaced by an alternate selected by the Head Coach.

Where necessary and appropriate, the Manager or Coach may be replaced by an alternate that is appointed by the Board of Directors.

APPENDIX A

OASA Team Ontario Coaching Position

The Ontario Amateur Softball Association (OASA) is seeking applications for the head coach and assistant coach positions for the OASA Team Ontario that will participate in the 2021 Summer Canada Games. Currently, this competition will be a U21 male event.

Interested applicants should send their coaching resume including their current NCCP coaching level to the Chairman of the OASA Team Ontario Committee:

Dave Northern Chairman
1934 Parkside Drive
Pickering, ON L1V 3N5
Or by email to: dave.northern1@gmail.com

The application deadline is March 15, 2018.

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All applicants will be contacted by the committee after the application deadline concerning the status of their application. Successful applicants qualifying for an interview will be notified of the time of the interview. Applicants with questions regarding this position may contact Dave Northern by phone at 905-706-7873 (cell) or 905-420-0628 (home) or by email.

OASA Team Ontario Head Coach Application

Qualifications:

- Experience in player development with advanced technical knowledge of hitting, fielding, pitching and strategies.
- Experience in coaching softball at a competitive level. Preference given to applicants with provincial experience and above.
- Has National Coaching Certification – Competition-Development, Softball trained or certified status or fully certified Level 3 in Softball currently.
- In year 2, 3 and 4 the Head Coach agrees not to be the Head Coach of a Club team.
- Has an understanding of Softball's Long Term Player Development Plan.
- Strong interpersonal and writing skills.
- Ability to be in a lead position in a team-oriented environment.
- Must sign OASA Confidentiality Agreement.
- Must complete a OASA Volunteer Application form.
- Must have a Vulnerable Sector Screening completed and be approved by the OASA Screening Committee.

Responsibilities:

- Plan, develop, implement, monitor and evaluate the training program for of the OASA Team Ontario softball players.
- Aids in the selection process of assistant coaches for Team Ontario.
- Assist in the OASA Springboard Program.
- Create curriculum and content for players and coaches resources to utilize throughout training.
- Complete evaluations for each player with the assistance of the coaching staff.
- Submit a quarterly report to OASA Team Ontario Committee.

Commitment/Duration of the Job:

This position is appointed from May 1, 2018 until December 31, 2021.

Supervision:

This position reports to the OASA Team Ontario Committee. The OASA Team Ontario Committee Chairman ultimately reports to the OASA Executive Board of Directors

OASA Team Ontario Assistant Coach Coaching Application

Qualifications:

- Experience in coaching softball at an elite competitive level.
- Strong technical knowledge of all aspects of the game.
- Has National Coaching Certification – Competition-Introduction, Softball trained or certified status or fully certified Level 2 in softball with the intent of completing Level 3 before the end year two (2019) of the contract. If the Assistant Coach has not completed their Level 3 certification by December 31, 2019 the OASA Team Ontario Committee has the authority to remove the Assistant Coach.
- An understanding of Softball's Long Term Player Development Plan.
- Strong interpersonal and writing skills.
- Ability to be in a lead position as well as follow a lead in a team oriented environment.
- Must sign an OASA Confidentiality Agreement.
- Must complete an OASA Volunteer Application form.
- Must have a Vulnerable Sector Screening completed and be approved by the OASA Screening Committee.

Responsibilities:

- Assist the Head Coach in planning, developing, implementing, monitoring and evaluating the training program for Team Ontario softball players. All assistant coaches will collaborate with each other while taking direction from the Head Coach
- Assist in the OASA Springboard Program.

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- Assist in creating curriculum and content for players and coaches to utilize throughout the training.
- Complete evaluations for each player with the assistance of the Head Coach.
- Submit quarterly weekend reports to the Head Coach on the progress of their players and the activities they have been involved in.

Commitment/Duration of the Job:

This position is appointed from May 1, 2018 until December 31, 2021.

Supervision:

This position reports to the Head Coach. Head Coach reports to OASA Team Ontario Committee. The OASA Team Ontario Committee Chairman ultimately reports to the OASA Executive Board of Directors.

OASA Team Ontario Manager

The OASA Team Ontario Committee Chairman in conjunction with the President, will appoint the Manager. The Manager will be a member of the current OASA Executive, if possible. The Manager will be appointed prior to March 1, 2018.

Qualifications:

- Strong communication skills
- Strong interpersonal and writing skills
- Strong organizational and financial management skills
- Must sign an OASA confidentiality agreement
- Must complete an OASA volunteer application form
- Must have a Vulnerable Sector Screening completed and approved by the OASA screening committee

Responsibilities:

- Assists the Head Coach in all planning and logistics related to camps, tournaments and activities
- Assists the Head Coach in obtaining quotes and purchasing of equipment and uniforms
- Prepares individual camp and annual budgets and quarterly financial reporting for review by the Team Ontario Committee Chair
- Prepares all Ministry and Government funding applications and reconciliations as required
- Submits all expense reports, purchase orders and invoices as required by OASA to ensure that all funds are managed within approved authority

Commitment / Duration:

This position is appointed from March 1, 2018 until December 1, 2021.

Supervision:

This position reports to the OASA Team Ontario Committee Chair who in turn reports to the OASA Executive Board of Directors.