

# Newfoundland and Labrador Athletics Association (NLAA)

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## NL Summer Games – Track & Field Coach Selection Policy (Draft)

### 1. Purpose

To establish a fair, transparent, and consistent process for selecting qualified coaches to lead and support athletes representing their region at the Newfoundland & Labrador Summer Games.

### 2. Coaching Roles

Depending on regional needs, positions may include:

- Head Coach
- Assistant Coach(es)
- Event-Specific Coaches (throws, sprints, jumps, distance)
- Team Manager / Support Staff (optional)

### 3. Eligibility Requirements

All coaching applicants must:

- Be 19 years of age or older as of the first day of the Games.
- Be a resident of the region they wish to represent.
- Be in good standing with NLAA and affiliated clubs.
- Hold a valid background check and Vulnerable Sector Check.
- [Complete Safe Sport Training and Respect in Sport](#) (free e-Learning)
- [Complete Rule of Two Module](#) (free e-Learning)
- Have completed NCCP Safe Sport Training, Respect in Sport, and NCCP Club Coach or Sport Coach certification or be working toward it.

### 4. Selection Criteria

#### A. Coaching Qualifications

- NCCP certification level
- Relevant coaching experience
- Technical knowledge across track & field disciplines

#### B. Athlete Development Philosophy

- Commitment to LTAD principles
- Ability to create a safe, inclusive environment
- Strong communication and leadership skills

#### C. Past Performance & Conduct

- Professionalism and ethical conduct

- Positive relationships with athletes and parents
- Reliability and organization

#### **D. Availability & Commitment**

- Attendance at practices, trials, meetings, training camps, and the full Games

### **5. Application Process**

Applicants must submit:

- Coaching Application Form
- Coaching résumé
- Proof of certifications
- Coaching philosophy statement

### **6. Interview & Evaluation**

May include interviews, reference checks, review of past performance, and assessment of communication style.

### **7. Selection Committee**

May include Regional Sport Coordinator, NLAA representative, previous Games Head Coach, or neutral evaluator.

### **8. Coach Expectations**

Selected coaches must uphold Safe Sport, model professionalism, support all athletes equitably, collaborate with staff, follow [Games policies](#), and attend mandatory training.

### **9. Removal or Replacement**

Coaches may be removed for failing to meet expectations, breaching conduct policies, unprofessional behaviour, or lack of availability. Replacements chosen from remaining applicants.

### **10. Appeals Process**

Applicants may appeal on the basis of procedural errors, misunderstandings regarding eligibility, or new information. Appeals must be submitted in writing within 48–72 hours.