

VASA Coach Selection Policy

Purpose:

To establish a clear, fair, and consistent process for selecting head and assistant coaches within VASA sports programs. This policy aims to honor coaching seniority and quality, ensure the safety and development of players, and promote accountability and integrity within the coaching staff.

1. Eligibility Criteria for Coaches

All candidates for coaching positions must:

- Be in good standing with VASA.
- Complete all required background checks and certifications.
- Demonstrate a commitment to VASA's mission, values, and code of conduct.

2. Priority Based on Seniority

Coach selection shall prioritize individuals who:

- Have previously served as a head or assistant coach within VASA.
- Have maintained active coaching status for multiple seasons.
- Have a documented record of positive conduct and contribution.

In cases where multiple coaches are eligible for the same position, seniority will be given significant weight — measured by the total number of seasons actively coached with VASA. Seniority does not guarantee a position but shall be a primary consideration.

3. Consideration of Disciplinary History

Candidates with a history of disciplinary action may be subject to additional review. Factors to be considered include:

- Nature and severity of the offense.
- Resolution and time elapsed since the incident.
- Any documented improvement or restorative actions taken.

A coach's prior disciplinary record does not automatically disqualify them but will be taken into account alongside other criteria.

4. Final Authority and Role of the Commissioner

The Commissioner of the sport has final authority on coach selections. However:

- • The Commissioner must strongly consider seniority and coaching quality in their decision.
- • If a less-senior coach is selected over a more experienced candidate, a brief written justification must be submitted to the VASA board or sports committee outlining the reasoning (e.g., availability, conduct, team needs, etc.).
- • Transparency in selection decisions is encouraged to build trust and reduce perceived bias.

5. Protection Against Arbitrary Dismissal

To promote fairness and protect veteran coaches:

- • Any coach who is passed over for a position despite being the most senior eligible candidate may request a review of the selection decision by the VASA board or a neutral oversight committee.
- • Reviews must be conducted respectfully, timely and without retaliation.
- • Coaching decisions should aim to uplift the program as a whole — not reflect personal preferences or internal conflicts.

6. Assistant Coach Selection

Head coaches may recommend assistant coaches; however:

- • Final assistant coach approval lies with the Commissioner.
- • When multiple individuals express interest in assistant roles, seniority and past performance should be factored in similarly.

7. Revisions and Exceptions

This policy is subject to revision and exceptions as approved by the VASA Board. Any exceptions must be documented and approved in writing.