



HTB Coach Selection Policy

Purpose

The purpose of this policy is to establish fair, transparent, and consistent guidelines for the selection of coaches within the HTB program. Our goal is to provide athletes with the highest quality instruction, mentorship, and developmental experience while minimizing potential conflicts of interest.

Guiding Principles

1. **Athlete Development First** – Coaching selections will prioritize the development, well-being, and enjoyment of all athletes in the program.
Fairness and Transparency – The process for selecting coaches will be open, equitable, and clearly communicated to families.
2. **Excellence in Coaching** – Coaches should model sportsmanship, integrity, and leadership both on and off the court.

Selection Criteria

When selecting coaches, HTB will evaluate candidates based on:

- Knowledge of basketball and ability to teach age-appropriate skills.
- Commitment to player development over winning.
- Positive leadership and mentorship qualities.
- Strong communication and organizational skills.
- Ability to uphold HTB's values and code of conduct.

Preference for Non-Parent Coaches

- **Whenever possible, HTB will prioritize the selection of non-parent coaches.**
- The intent is to reduce potential conflicts of interest, avoid perceived favoritism, and ensure an environment of fairness for all players.
- If qualified non-parent coaches are available, they will be selected ahead of parent applicants.

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2025-002	DRAFT	10/1/2025



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Use of Parent Coaches

- In the event that qualified non-parent coaches are unavailable, HTB may select parent coaches.
- Parent coaches must meet the same standards and expectations as non-parent coaches.
- To further reduce potential conflicts of interest, parent coaches may be assigned to teams without their child whenever possible. If unavoidable, HTB will take steps to ensure fair treatment of all athletes on that team.

Selection Process

1. **Application/Interest Form** – Candidates submit interest to the HTB board or designated selection committee. Each coach interested in coaching must fill out a coaching application each season.
Review & Screening – Candidates are evaluated against the selection criteria.
2. **Interviews/Discussions (if needed)** – The committee may conduct interviews to assess fit.
3. **Final Selection** – HTB leadership will finalize coaching assignments, prioritizing non-parent coaches when available.

Accountability

- All coaches must sign and uphold the HTB Coaches Code of Conduct.
- Performance and conduct will be reviewed throughout the season.
- HTB reserves the right to reassign or remove a coach if expectations are not met.
- Should a coach be unable to continue coaching for any reason, written notice must be made to the Program Director. The Coach Selection Committee will then meet to discuss coaching assignments for the remainder of the season.

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