

WATER POLO - COACH SELECTION CRITERIA

2009 Summer Deaflympics - Taipei, Taiwan

Time Frame

A US Deaf Water Polo (USDWP) coach selection committee shall choose a Head Coach for the 2007-2009 term. The Head Coach shall pick his Assistant Coach who will be subject to the approval by the USDWP Board. The Assistant Coach is also expected to meet the same mandatory eligibility requirements and expected qualifications as the Head Coach.

All applicants shall submit a letter of interest signed in sign language and submitted by DVD or CD, a resume, and three references to the USDWP coach selection committee chairperson by October 15, 2007. Announcement of the selected coaches shall be made by November 2, 2007.

Mandatory Eligibility Requirements

Applicants must:

1. Be fluent in Sign Language
2. Be a USA Water Polo (USAWP) certified coach
3. Be a US Citizen
4. Have a valid driver's license
5. Be 25 years of age or older
6. Have a valid passport
7. Have valid basic first-aid and CPR card

Qualifications

Applicants will be judged on the following criteria:

1. Support of and willingness to use ASL as the team's main language
2. Ability to communicate effectively with ASL-using deaf water polo players
3. Demonstrate awareness of and respect for ASL and Deaf culture
4. Coaching experience (College, high school or club)
5. Coaching/playing experience with deaf athletes
6. USAWP coaching credentials
7. Awareness of and adherence to the USOC Coaching Ethics Code (can be obtained at <http://www.olympic-usa.org/education/ethics.pdf>)

Selection Process

The USDWP coach selection committee will review all applications and choose finalists to be interviewed for the Head Coach position.

The interview process may include up to three stages:

1. USDWP director-conducted interviews in-person or by videophone.
2. USDWP Board in-person interview during a USDWP training camp.
3. A coaching session with USDWP athletes during a USDWP training camp. The USDWP Board will separately debrief the athletes and coaches on the coaches' performance.

The selection committee will make a final decision based on each stage of the interview process and qualifications. The candidate receiving a majority of the selection committee's votes shall

become the Head Coach. In case of a tie or an impasse on the coach selection, the USDWP Director shall make the final selection. If circumstances prevent the completion of all three interview stages, the USDWP selection committee will conduct at least one interview of all candidates before making their selection.

USDWP Coach Selection Committee

The selection committee shall consist of the following individuals:

1. USDWP Director (committee chairperson)
2. USDWP Assistant Director
3. A former US Deaflympics water polo athlete (to be appointed by the USDWP Board)

If the USDWP Director and/or the USDWP Assistant Director desires to apply for the head or assistant coaching position, he will be replaced on the USDWP Coach Selection Committee by another qualified Deaf sport leader (i.e. a former US Deaflympics water polo athlete or an USA Deaf Sports Federation (USADSF) board member) to avoid a conflict-of-interest situation.

The USDWP selection committee shall recommend the Head and Assistant Coaches who will be subject to approval by the USADSF Board (through the USADSF Vice President of International Affairs) the two individuals chosen to be the Head and Assistant Coaches for the 2009 Summer Deaflympics team.

2007-2009 USDWP Coach Rating Form

Mandatory Eligibility Requirements

Essential Skills (ratings: 1 = lowest, 5 = highest):

- Fluent in ASL (1-5 rating) _____
- USAWP Certification (3 points) _____
- Awareness of and Respect of ASL (1-5 rating) _____
- Awareness of and Respect of Deaf culture (1-5 rating) _____

Eligibility Criteria (1 point each):

- US Citizen _____
- Valid Driver's License _____
- 25 Years of Age or Older _____
- Valid Passport _____
- Member of USDWP in good standing _____
- Member of USADSF in good standing _____
- Member of USAWP in good standing _____
- First-Aid Certification _____
- CPR Certification _____

Coaching Experience:

- Deaflympics or Olympic Games (5 points) _____
- International Level (4 points) _____
- College or Junior College (3 point) _____
- High School/Club/Masters Programs (2 points) _____

Water Polo Playing Experience:

- Deaflympics or Olympic Games (5pts) _____
- International Level (4 points) _____
- College or Junior College (3pts) _____
- High School/Club/Masters Programs (2pts) _____

Comments:

Years of Coaching Experience: _____

Character and Integrity (judged from interview and recommendations; Selection Committee will rate on a scale from 1-5 with 1 = lowest and 5 = highest):

Character and citizenship _____

Communication skills _____

Interpersonal skills _____

Dependability and reliability _____

Discipline _____

Motivation _____

Philosophy (in line with USDWP philosophy) _____

Compliance with USOC Coaching Ethics Code _____

Positive attitude towards deaf and hard of hearing people _____

TOTAL POINTS: _____

Additional comments: _____

