

CLBL Travel Coach Selection Process Overview

Travel Coach Selection Committee

The CLBL Board commissions a Travel Coach Selection Committee to select travel coaches. The committee is chaired by the Director of Travel, and includes a Board representative with no affiliation with the travel league, and an external representative (someone with no affiliation with CLBL but with experience in youth sports).

Selection Process

1. All Prospective Coaches are volunteers that register their interest via Sportability. During the registration process, CLBL recruits prospective candidates in the area who have shown interest, who have been recommended to the Board, or who have extensive experience in coaching at this level. Ideally, we want to be able to choose from a variety of the best candidates every year. No coach is guaranteed a spot just because they coached Travel the previous year.
2. Prospective coaches submit a resume, a team mission, sample practice plans, and provide an Infraction Summary to the Committee.
3. The CLBL Selection Committee solicits public input and Board member input on prospective travel coach candidates during an open period prior to personal interviews. All relevant input is considered by the Committee and used to help focus the interviews. In addition, the CLBL Board provides a summary to the Committee of all CLBL coaching infractions over the last five years.
4. The Travel Selection Committee interviews the prospective travel coaches. All new coach applicants are required to interview, as are all coaches in leagues where multiple applicants have applied. Only returning coaches in leagues where there are no other applicants are exempt from personal interviews (providing they are in good standing with CLBL).
5. During the 20-30 minute interviews, candidates are asked to walk the Committee through their background, and questioned by the Committee on any pertinent information provided during the open input period. Following the interviews, the Committee scores every candidate (even if they weren't required to interview) across the following categories: Team Mission Alignment with CLBL Mission; Playing, Coaching, Basketball Experience; Organization for Success with Players, Families, Fans, and Referees; Coaching Conduct and Professionalism.

Scoring

1. The Selection Committee discusses the findings openly until they agree on a recommendation of one candidate per team.
2. Background checks are run after candidates are recommended.

Selection

1. The Committee presents its recommendations to the CLBL Board for approval. Following discussion, the Board votes in accordance with its Bylaws.
2. In the event no candidate is approved for a particular team, the Board may recruit coach applicants and follow the same selection process for that team until a suitable candidate is found.
3. Finally, the proceedings and findings are presented to the Board who ratifies the decision.

The Board and the Committee recognize that Travel Teams are competitive in nature, represent CLBL and their schools, and are ultimately, an extension of the Players and Families we serve. We also recognize that all applicants are good volunteers, good people and good coaches. With that understanding we strive to keep our process fact based and fair.

