

USA Deaf Swimming

Coach Criteria & Selection Policy

5th World Deaf Swimming Championships
Sao Paulo, Brazil, August 25-31st, 2019

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| SPORT | Swimming |
| EVENT | 2019 World Deaf Swimming Championships |
| NATIONAL SPORTS ORGANIZATION (NSO) | USA Deaf Swimming |
| NSO TEAM LEADER | Doug Matchett, Director, USA Deaf Swimming |
| NSO TEAM LEADER EMAIL | dougmatchett@deafswim.org |
| APPLICATION DEADLINE DATE | January 1 st , 2019 |
| ANNOUNCEMENT DATE | November 1 st , 2018 |

For more information or concerns, contact the USA Deaf Swimming Team Leader.

PREFERRED QUALIFICATIONS

- Years of experience in the field of coaching her/his respective sport on both international and domestic levels.
- Credentials in area of coach certificate, training, teaching, sports medicine, etc.
- Years of experience of playing in a specific sport on all levels.
- Years of experience in associating with deaf and hard of hearing athletes in a specific sport.
- Ability to communicate in sign language (Communication in sign language is preferred)
- Certificate Completion/Document of USOC's SafeSport policy, USOC's SafeSport handbook and completed USADSF's SafeSport training (when available).
- Criminal background check with National Center for Safety Initiatives (NCSI) - <http://www.ncsisafe.com>.

DUTIES

The **Head Coach** shall be responsible for recruiting, training, and preparing the National Men's/Women's Teams for potential placement on the team. Team member selection is subject to review and approval by the USADS Executive Committee.

Assistant Coach(es) shall work with the Head Coach in a position to be defined by the Head Coach.

The coaches shall work closely with USA Deaf Swimming on the following expectations:

- To prepare the team for international and domestic matches,
- To recruit athletes;
- To evaluate and place athletes on the team;
- To organize and collaborate with an Athlete Evaluation Committee during tryouts,
- To provide clinics and training to potential athletes, and
- To maintain expressive and be receptive in sign communication skills throughout the term.

APPLICATION Submit the following to **Doug Matchett, Director, USA Deaf Swimming & Team Leader**, via email (Email: info@deafswim.org):

- A letter of interest,
- Resume,
- One (1) letter of reference, and
- Completed Criminal background check with National Center for Safety Initiatives (NCSI) - <http://www.ncsisafe.com>. **NOTE:** For information how to register for a criminal background check, see <https://usdeafsports.org/wp-content/uploads/2016/01/NCSISelfRegistrationLetter.pdf>.
- **Deadline: January 1st, 2019**

MINIMUM REQUIREMENTS

- Have current coaching certificate(s).
- Have current basic first-aid, CPR, and coach’s safety training card (e.g., USOC’s Safe Sports program).
- Have current passport or already applied for one (confirmation receipt or letter). **NOTE:** Passports in any case must be valid at least 6 months after the conclusion of the international competition.
- Become a member of USADSF and the sport organization they will be coaching in.

APPLICATION PACKET Upon appointment, all coaches **must** submit “application packet” to the NSO Team Leader, who will forward those to the NSO and USADSF Games Preparation Chair for final approval.

Packet includes:

- ✓ copies of coaching certificate,
- ✓ copies basic first-aid and CPR card,
- ✓ copies of certificate of completion of Coach’s Safety training program (USOC),
- ✓ copies Passport or confirmation receipt/letter,
- ✓ completed USA Team application forms, and
- ✓ A non-refundable processing fee of \$100.

TEAM ROSTER After having the rosters finalized by the USA Deaf Swimming Executive Committee and coaches, the NSO Team Leader and NSO shall recommend the rosters to the USADSF Games Preparation Chair.

PROJECTED SCHEDULE Schedule for the USA Men’s and Women’s National and Development Teams should be presented to the USADSF Deaf National Team leader and shall be based on performances at

team competitions and training camps during the period before international competition, not limited to:

- Men's Team Tryout & Women's Team Tryout
- Participation in USA Swimming, collegiate level or high school level competition
- USA National Team Swim Meets
- Training Camps
- Pre-Games and Training Camp for 2019 World Deaf Swimming Championships

PRESS RELEASES The criteria for coaches can be found on the [USADSF website](#) as well as the sports organization website. Information regarding the team coaching positions and also the team tryouts shall be distributed through, but not limited to e-mail, affiliated team sport organizations, USADSF approved Deaf-related publications, high school associations and universities.

Such information shall include a reference to the entire criteria herein.

**INTERVIEW
PROCESS**

Preparation

The NSO Team Leader and NSO shall select members for the committee and prepare interview instructions and questions.

Committee

Selection Committee shall consist of three (3) members, appointed by the organization of said sport for the upcoming Events and Deaflympics games, of the following:

- A former USA or NCAA collegiate Team Head Coach with years of coaching experience on both domestic and/or international levels;
- A former USA Deaflympics Team member with years of experience playing team sport on both international and domestic levels; and
- A representative appointed by the USA Deaf Swimming Executive Board.

Interview

The Selection Committee shall review the resumes and interview each applicant. The interviews may be conducted in person, via videophone or by e-mail. Additional letters of reference may be asked, if necessary.

Submission

The Selection Committee shall forward interview results to the NSO Team Leader.

Approval

The NSO Team Leader and NSO shall recommend the name of the nominated Head Coach to the USADSF Games Preparation Chair for Board approval.

Assistant Coach(es)

Once appointed, the Head Coach will in turn choose own assistant coach(es) according to the coach selection criteria and submit names to the Team Leader. These choices are subject to approval by the USADS Executive Committee.

Procedures:

- Assistant Coach Applicants shall submit a letter of interest, resume, one letter of references, and a letter of recommendation from the Head Coach to the Team Leader.

After approving the selected assistant coach(es), the NSO Team Leader and NSO shall recommend names to the USADSF Games Preparation Chair for final Board approval.

DUE PROCESS

All National and Development Team candidates and members shall have the right to obtain due process in accordance with the provisions of the USA Deaf Sports Federation guidelines if they feel any part of the evaluation, selection, and removal processes is biased or unjust.

For Additional Information, please contact:

Linda Klotz or Rene Massengale

USA Deaf Swimming

Email: info@deafswim.org