

**U.S. CURLING ASSOCIATION
COACH SELECTION PROCEDURES
2014 PARALYMPIC WINTER GAMES
March 20, 2013**

These procedures provide for selection of the U.S. Curling Association, Inc. (USCA) Coach for the 2014 Paralympic Winter Games. However, accreditation allocation is not guaranteed and the number of Coach/ Assistant Coach positions will be based on final U.S. Olympic Committee (USOC) credential allocation and overall team size.

1. What are the USCA's criteria for Coach/ Assistant Coach positions (attach a job description, if any)?

Coaches must:

- 1.1. Successfully pass the National Center for Safety Initiatives' (NCSI) background screen in accordance with the current USOC Games Background Check Policy prior to nomination.
 - 1.1.1. Should a nominee experience any event between the time the background check is conducted and the relevant Games that may change his/her background check status, the nominee must inform the USCA and/or USOC.
- 1.2. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
- 1.3. Be available for entire duration of the Games.
- 1.4. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 1.5. Have high level, specific technical and tactical knowledge of the sport.
- 1.6. Have thorough knowledge and understanding of World Curling Federation (WCF) rules and regulations governing the sport.
- 1.7. Have experience and proven ability coaching teams at the national and international levels. Candidates should have previous experience at the USCA's highest level of competition, for example, Olympic Games, World Championships or World University Games.
- 1.8. Have familiarity with the Athlete Selection Procedures and the WCF qualification system.
- 1.9. Have proven ability to establish harmonious relationships with athletes and other Team personnel.
- 1.10. Have a proven record of performance with the USCA.
- 1.11. Preference will be given to a coach with abilities determined to meet or exceed that of a USCA certified Level 4 coach, as defined in Attachment A, but achieving Level 4 status is not required.

- 1.12. Candidates must be able to correspond capably and in a timely manner, including via email.
2. Describe the process that candidates should follow to express interest in being considered for a Coach/ Assistant Coach positions:

The Coach/ Assistant Coach positions will not be publicized or posted as the USCA has full-time staff members who have been identified to fill these roles.

3. Describe the intended method of identifying the pool and selecting the candidates to be considered for Coach/ Assistant Coach position(s):

Candidates have been identified through their role as staff members at the USCA.

4. Describe the removal of a Coach/ Assistant Coach:

An individual who is to be nominated as a Coach/ Assistant Coach by the USCA may be removed as a nominee for any of the following reasons, as determined by the USCA:

- 4.1. Voluntary withdrawal. Coach/ Assistant Coach nominee must submit a written letter to the USCA Chief Operating Officer (COO).
- 4.2. Injury or illness as certified by a physician (or medical staff) approved by the USCA. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by the USCA, his/her injury will be assumed to be disabling and he/she may be removed.
- 4.3. Inability to perform the duties required.
- 4.4. Violation of the USCA Player/Coach Agreement or the USCA Athlete/Coach Code of Conduct. See current championship rules on the USCA website, www.usacurl.org. An official who is removed from the team pursuant to this provision has the right to a hearing per the USCA's Bylaws (USCA By-Laws, Article 13 (See By-Laws in current championship rules on the USCA website, www.usacurl.org) or the USOC's Bylaws, Section 9.

Once a Coach/ Assistant Coach nomination is accepted by the USOC, the USOC has jurisdiction over the Coach/ Assistant Coach, at which time, in addition to any applicable USCA Code of Conduct, the USOC's Code of Conduct and Grievance Procedures apply. The USOC's Code of Conduct and Grievance Procedures can be found at: <http://www2.teamusa.org/For-Athletes/Athlete-Ombudsman/Games-Information.aspx>.

5. Describe the replacement of a Coach/ Assistant Coach:

In the event that the Nominated Coach and/or Assistant Coach is unable to perform the duties of Coach/ Assistant Coach due to injury, illness, Code of Conduct violation or any other unforeseen circumstances that would result in the need to replace him/her, the replacement candidate(s) must meet all of the criteria listed in #1 above.

The replacement candidate(s) will come from the current Wheelchair Curling High Performance Program staff and be recommended and appointed by the USCA staff.

In the event the USCA does not have an available or suitable replacement candidate within the Wheelchair Curling High Performance Program, the COO and the Wheelchair Curling Program Team Leader will recruit candidates deemed to meet the qualifications in #1, and make their recommendation to the Wheelchair Curling High Performance Program Selection Committee (see below) for final approval.

Recruitment may include one or both of the following:

- Direct recruitment by the COO and/or the Wheelchair Curling Program Team Leader of qualified candidates who may or may not have served as USCA staff members or independent contractors.
- A targeted invitation to individuals known to have the necessary and desired skills to submit their name and summary of qualifications to the COO and Wheelchair Curling Program Team Leader for consideration.

USCA Wheelchair Curling High Performance Program Selection Committee:

Derek Brown, Director of High Performance
Rick Patzke, Chief Operating Officer
Marc DePerno, Wheelchair Curling Program Team Leader
Kent Beadle, USCA VP
Sam Williams, USCA VP Championships
USOC AAC representative (or available athlete representative)
USCA AAC wheelchair curling representative (or available alternate)

6. Which group/committee will make the final approval for the Coaches?

The USCA's COO, in consultation with the USCA's Wheelchair Curling Program Team Leader, USCA's President, AAC Representative to the USOC, and Wheelchair Program Representative to the USCA's AAC will make the final appointment to the Coach position.

7. Conflict of Interest.

Any individual who is being considered for the Team Leader position or has any other conflict of interest and is involved in the selection process must disclose this information, recuse him or herself and not influence others regarding the discussions, meetings or decisions involving selection of the Team Leader.

8. Date of Nomination:

The Games Staff Nomination Form with the Team Leader nominee's name, including the name of a replacement (if applicable), will be submitted to the USOC on or before May 31st, 2013.

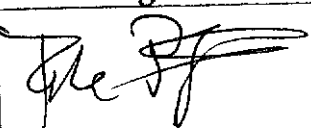

9. Publicity/Distribution of Procedures:

The USOC approved selection procedures (complete and unaltered) will be posted/published by the USCA in the following locations:

- 9.1. Web site: www.usacurl.org

These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOC.

- 9.2. Other (if any): The USCA will publish a link to the complete Team Leader Selection Procedures for the U.S. Paralympic Team in any applicable issues of the U.S. Curling News that will be published (in print or digitally) before the nomination deadline stated in Section 8.

Position	Print Name	Signature	Date
NGB Chief Operating Officer	Rick Patzke		3/27/13
USOC Athletes' Advisory Council Representative*	PETE FENSON		3/27/13

* If the USOC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

7. Conflict of Interest:

Any individual who is being considered for a Coach/ Assistant Coach position or has any other conflict of interest and is involved in the selection process must disclose this information, recuse him or herself and not influence others regarding the discussions, meetings or decisions involving selection of the Coach.

8. Date of Nomination:

The Games Staff Nomination Form with the nominated Coach(es) name(s), including names of any replacements (if applicable), will be submitted to the USOC on or before May 31st, 2013.

9. Publicity/Distribution of Procedures:

The USOC approved selection procedures (complete and unaltered) will be posted/ published by the NGB/PSO/HPMO in the following locations:

- 9.1. Web site: www.usacurl.org

These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOC.

- 9.2. Other (if any): The USCA will publish a link to the complete Coach Selection Procedures for the U.S. Paralympic Team in any applicable issues of the U.S. Curling News that will be published (in print or digitally) before the nomination deadline stated in Section 8.

Position	Print Name	Signature	Date
NGB Chief Operating Officer	Rick Patzke		
USOC Athletes' Advisory Council Representative*			

* If the USOC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Selection Procedures being submitted by the NGB/PSO/HPMO, he/she may submit those reasons in writing to his/her Sport Performance Team.

* If, for some reason, a sport does not have an elected USOC AAC Representative, the NGB/PSO/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.

Attachment A

Level 3 Coach

- (a) Work with team having state/National goals (within last 4 years)
- (b) Instruct at USCA Curling Camp or Coaching Clinic and give presentations on each of the following:
 - Delivery
 - Sweeping, or
 - Strategy
- (c) Coach at two international competitive events or at a National Championship leading to a World Championship (does not include a player/coach position)
- (d) Certified Level II coach.

Level 4 Coach

- (a) Certified Level 3 Coach
- (b) Attend a continuing education class on coaching every four years
- (c) Work with team having state/national goals (within last four years)
- (d) Instruct at USCA Curling Camp or Coaching Clinic and be able to give presentations on each of the following:
 - Delivery
 - Sweeping, or
 - Strategy
- (e) Coach at World Championship (does not include a player/coach position).