



PARA COACH & COMMUNITY DEVELOPMENT INITIATIVE
2025 SELECTION PROTOCOL

Approval Authority:
Approval Date:

Selection Committee
December 19, 2025

INTRODUCTION

This document sets out the process for identifying coaches who will be nominated by Alberta Snowboard & Canada Snowboard Selection Committee to participate in the **Para Coach & Community Development Initiative** at *The Gathering*, taking place May 2025 at Sunshine Village Ski Resort, AB.

To broaden the reach of the initiative across Canada, maximize local impact and highlight Alberta's commitment, 5 coaches from Alberta & 1 per each other provinces & territories will be selected based on the selection criteria outlined in the section below, prioritizing interest, involvement and motivation to champion Para Snowboarding.

Open Application	Application Deadline	Acceptance Deadline	Event Dates
December 19, 2025	February 15, 2025	February 29, 2025	May 9, 2025

- a. Participation Application can be completed online through the Canada Snowboard [website](#) or find the [Google Form](#) before the deadline specified above.
- b. Participation requests received after the stated deadline will not be considered.
- c. Submission of a participation request online by the respective deadline, as outlined above, does not automatically guarantee selection to the event and allocation of the financial support.



SELECTION COMMITTEE

The Selection Committee is responsible for identifying coaches who demonstrate the interest and motivation to expand their scope of practice and becoming coaches supporting Para Snowboarders.

The Selection Committee ensures a fair and transparent selection process aligned with Alberta Snowboard & Canada Snowboard's objectives detailed below. The Selection Committee consists of:

- a. Canada Snowboard Para-Snowboard Head Coach
- b. Canada Snowboard Para Snowboard Development Coordinator
- c. Canada Snowboard Senior Coordinator, Engagement Pathway
- d. Alberta Snowboard Executive Director
- e. Respective Provincial and Territorial Snowboard Association of the applicant or nominee

SELECTION COMMITTEE CONFLICT OF INTEREST AND CONFIDENTIALITY

Conflict of Interest: A conflict of interest exists when a selection committee member, coach, staff member, or any other individual involved in the selection process has a personal, professional, or financial interest that could potentially influence or appear to influence their ability to perform their duties impartially and in the best interest of the coaches and their organisation.

In the event of a conflict of interest with one or more of the Selection committee member(s), this member will withdraw themselves from the selection process for this particular application.

EVENT OBJECTIVES

Alberta Snowboard in Collaboration with Canada Snowboard's primary objective at this event is to provide coaches with experience riding and interacting with Para Snowboard athletes, understanding their training processes, and learning about prosthetics and adaptive equipment. Foster familiarity, comfort and ease with the discipline, providing tools to participants becoming confident supporting Para Snowboarding athletes.

These guiding principles were considered by Alberta Snowboard & Canada Snowboard when developing this Selection Protocol and serve as the foundation for selection decisions made under this Protocol.



COACHES SELECTION

The Selection Committee has the sole discretion in selecting coaches for the Para Coach & Community Initiative. Coaches' selection will be confirmed following the reception of all applications by February 29, 2025 Deadline. The Selection Committee will select coaches based on below criteria:

1. To be eligible to participate in the 2025 Para Coach & Community development initiative, applicants must:
 - a. Be a Canadian Snowboard Coach member in good standing with a current background check completed; and,
 - b. Upon selection, read, agree to, and sign the Canada Snowboard Code of Conduct and the Universal Code of Conduct to Prevent Maltreatment in Sport (UCCMS); and,
 - c. Have a current valid coaching membership for your region, and;
 - d. Submit application or be nominated via the [Google form](#) on February 15, 2025.

2. Eligible Coaches will be selected based on the following priority order:
 - a. **Priority 1 – Provincial & Territorial available spots** : Priority will be given to 5 Alberta Coaches or Instructors to highlight Alberta Snowboard commitment in this event, then 1 coach per each remaining Provinces & territories will be priorities. After completion of the 5 Alberta's spots, the geographical representation will prevail in the remaining applications, in order to ensure equitable representation across all provinces and maximize national reach.
 - b. **Priority 2 - Completion of the Para Snowboard & Community E-Learning** : Coaches who have completed this online training in the Locker will receive the highest priority, as it demonstrates their commitment to learning and readiness to champion Para Snowboarding.
 - c. **Priority 3 - Interest in expanding Para Snowboarding opportunities** : Coaches who clearly express interest, through written statements, in learning, developing new skills, and contributing to the growth and expansion of Para Snowboarding across Canada & their geographical location.
 - d. **Priority 4 - Motivation to champion Para Snowboarding**: Applicants must articulate a strong motivation, through written initiatives, to advocate, demonstrate willingness to stay involved to support the growth of Para Snowboarding in their community and beyond.

*If a tie still exists between coaches, they will be ranked according to **Priority 5**.

- e. **Priority 5 - Broadening national representation & local impact potential**: Coaches from areas that would enhance the geographical diversity of the initiative, ensuring more even distribution of knowledge and advocacy potential, as well as Coaches who can demonstrate a strong potential to inspire and impact their local communities, particularly in regions with fewer existing Para Snowboarding initiatives.

If after the acceptance deadline a selected coach decides, for any reason, to not attend the event, the Selection Committee reserves the right to nominate, or not, the next eligible coach and will allocate the financial support to the new individual.