

16.0 EVALUATION OF COACHING STAFF

16.1 Philosophy – It is Weld County Re-3(J) philosophy that activities are for the students. Decisions will be based on what is good for students. Equity between programs is an essential part of activities at any school. We will honor all activities and stress equity between programs. Our programs will be successful, good, and appropriate for students. Weld County Re-3(J) also believes in supporting coaches and sponsors, helping them to gain the training and knowledge needed to provide the best experience possible for the student.

16.2 Evaluation of Head Coaches – Coaches in Weld County School District Re-3J are hired on a one-year contract. The Athletic Director will evaluate head coaches every year using standards and evaluation forms provided in these administrative procedures (Exhibit A). Successful demonstration of these standards will help determine renewal of contracts.

16.3 Coaching Evaluation Standards:

16.3.1 Coaches will build and maintain a successful program. Success will be determined by showing improvement in the program from start to finish and by a long-term review of the program. It is understood that a season's record or success may vary from year to year due to injuries, student talent, etc. However, the program should not remain in stasis. Goals, training for coaches, etc., should be implemented to move programs forward.

16.3.2 Coaches will be required to keep variety of timely and accurate records. Coaches will be required to keep various records throughout the year. These may include but are not limited to season records, inventory, storage areas, transportation requests, assistant evaluations, off season program activities, etc.

16.3.3 Coaches will maintain a positive relationship with the community. Many people in the community have expressed an interest in establishing a stronger connection between elementary and secondary activities. Establishing these connections will foster a better relationship with the community as well as strengthen secondary programs. Coaches will be required to use two (2) different activities to build this connection. A list of possible ideas will be provided to help you meet this goal. Head coaches will also assist junior high coaches in developing their programs.

16.3.4 Coaches will demonstrate a systematic communication system to be used with students, parents, and the community. Appropriate communication is a key to success for any organization. Coaches will demonstrate appropriate

communication systems to effectively deal with parents, students, administration, assistant coaches, etc.

16.4 Head coaches and sponsors will be required to fill out evaluations on their assistant coaches (Exhibit B). It is the head coach's responsibility to meet with the activities director in a prompt fashion to share evaluations and recommendations for assistant coaches.

16.5 Evaluation Rubric:

- 4 - The employee demonstrates above proficiency on the benchmark or standard. The employee has gone far and above the expectations of what was asked of them.
- 3 - The employee demonstrates proficiency in the benchmark or standard. The employee has shown they have completed the task adequately.
- 2 - The employee has not demonstrated proficiency in the benchmark or standard. They have shown that they are working toward the task but have not achieved district goals.
- 1 - There is little or no evidence of the employee meeting the benchmark or standard.

16.6 Coaching Recommendations – The Athletic Director will offer the following recommendations at the end of a season:

16.6.1 Recommendation for rehire – Coaches and sponsors can be automatically recommended for rehire. This will happen when the district is comfortable that the program is moving forward and is providing the best experience possible for students.

16.6.2 The position is open for all applicants – This recommendation does not mean that a coach or sponsor is automatically not going to be rehired. This recommendation will be used when the district wants to explore other possibly qualified candidates who might be available. This recommendation will be used when the district feels a new approach might be appropriate for the betterment of students. The current coach is welcome to apply for the position and will be treated fairly.

16.6.3 Recommendation for nonrenewal – This recommendation will be used when the evaluation process shows that the coach or sponsor has been inappropriate and harmful to students. Coaches and sponsors may be terminated at any point during a season if they are inappropriate and place students in danger.

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