



MWP

Coaches Handbook

Morton School District and White Pass School District do not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. The following employee(s) has been designated to handle questions and complaints of alleged discrimination:

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Tami Muth, P.O. Box 1219, Morton, WA 98356; (360) 496-5143 (ADA
Coordinator/Compliance Coordinator for 28A.640 and 28A.642)
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(Harassment, Intimidation and Bullying Compliance Officer)

@ White Pass

Paul Farris, P.O. Box 188, Randle, WA 98377; (360) 497-3791 (Title IX/Section
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Introduction

Revisions to this handbook will normally be adopted at the conclusion of the school year and adopted by both Boards at their June regular business meeting at the earliest. When deemed necessary, changes may be made prior to the June Board meetings.

The superintendents, principals, and athletic directors are responsible for revisions of the handbook. Once the administration has approved a change, notification of changes will be provided to students and staff as soon as possible.

The purpose of this handbook is to establish the policies, regulations, rights, and responsibilities under which the MWP coaches, personnel and students must operate.

MWP Strategic Planning

MWP Vision

Strengthening all students for life through participation in excellent, fair, safe, and accessible activities.

MWP Mission

MWP exists in order to operate student programs that foster achievement, respect, equity, enthusiasm, and excellence in a safe and organized environment.

MWP Strategic Goals

The indicators to determine satisfactory progress toward achieving the mission shall be

1. At least 80 percent of all students within each school will be active participants in at least one (1) activity annually.
2. Public understanding and support of the value of interscholastic activities and athletics in education will be increased.
3. Both schools, districts, and all programs will address citizenship by athletes, participants, coaches, and fans.
4. Programs will employ competent, caring, and knowledgeable coaches.
5. Achievement and excellence will be recognized.

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MWP General Policies

Accident Policy

Whenever an athlete is injured during an event associated with your program, home or away, first aid should be administered and the Athletic Director notified immediately. If there is any question of bone or nerve damage, do not move the student and call 911.

In case of an injury, no matter how minor, an accident form must be filled out and handed over to the appropriate building secretary within 24 hours. No exceptions.

Accountability to Two Districts

The MWP Athletic Co-op has been very successful since its inception. The goal of both districts is for this to continue. It is essential that all coaches understand that they always work for and represent two separate districts.

To be accountable to both districts all coaches are required to work equally with the staff of both districts, recruit participants to their program from both districts, inform the schools and communities of both districts in an equal manner, and keep in contact with both Athletic Directors equally.

Affiliations

MWP Athletics through the Morton School District and the White Pass School District are members of the WIAA. All the activities are sanctioned through them. The schools are subject to their rules and regulations as contained in the WIAA handbook. The Athletic Directors and Principals of each district are issued copies of the WIAA handbook annually. Coaches should become familiar with the WIAA regulations pertaining to their sport.

Bulletin Announcements

Any coach may submit items for an announcement in the morning bulletins of either school. All items that are to be placed in the announcements are to be submitted to the building secretaries by 3:05 PM the day prior. The building administration can alter or delete the message as needed.

To ensure that all members of MWP are informed any announcement must be placed with the building secretary in each district.

Budgets

Programs are not to exceed the funds allotted to them or fundraised by their program. Any purchase that goes beyond a budgeted allotment will be denied. To avoid this from occurring Coaches should use the fundraised money to jointly pay for purchases beyond their budget.

Care of Equipment

All equipment is owned by the respective districts and has been paid for by taxpayers. Coaches are to take measures to care for the equipment and ensure its long use in our programs.

Chain of Command

The chain of command is essential in all organizations for them to operate and function appropriately. The chain of command for MWP Athletics must be followed. Below is the chain of command and how to progress from one level to another:

Step 1: Head Coach

Issues shall be first handled at an informal meeting with the head coach of the program in question.

Step 2: Athletic Director

If matters are not resolved in step 1, an appeal shall then be heard by an Athletic Director. The Athletic Director of the district where a student attends, or the Athletic Director of the district where the coach is paid will hear the matter. After meeting with those who have brought an issue forward the Athletic Director will submit their decision in writing within five (5) business days.

Step 3: Athletic Review Committee

Matters not resolved in step 2 are then referred to an Athletic Review Committee comprised of both Athletic Directors and both Jr/Sr High School Principals. The Athletic Review Committee will meet within ten (10) business days of having an issue brought to them in writing. After meeting with those who brought the issue forward the committee will have ten (10) business days to respond in writing.

Step 4: Superintendents

The final step is made to the Superintendents of both districts. Matters that reach step 4 must be submitted in writing. The Superintendents of both districts will review the issue as submitted in writing along with the previous written decisions from earlier steps. Superintendents will have twenty (20) days from the receipt of a written

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appeal to respond with their decision in writing. The decision of the Superintendents is final.

No coach is to bypass the Athletic Director and proceed to a league meeting or the WIAA for his or her own purposes.

Cheer Squad Size

The districts do not limit the size of cheer squads, only the traveling squad. Cheer squad size is up to the determination of the Cheer coach; however, they are encouraged to provide a developmental squad like all other programs for their own benefit.

Due to the size of vans, traveling squads and coaches may not total more than ten (10). If there is one coach traveling then nine cheerleaders could travel, however, if two coaches travel then only eight cheerleaders could travel too. Taking a second van is not an option.

When space permits cheerleaders will travel with the athletic team competing that night. If more space is available in this circumstance then the cheer coach may take more cheerleaders, but not at the expense of the competing team.

Child Abuse Reporting

Washington State Law (RCW 26.44.030 and 26.44.070) requires school personnel to report cases of suspected child abuse to the proper authority. If you have reasonable cause to believe a child is being abused or neglected, report the matter immediately to either your building counselor or administrator. That person will ensure that an investigation takes place and that CPS is notified if necessary. Please document your contact with the counselor/administrator with the day, date, and time. This report must be made within 48 hours of learning of the alleged event.

In the case that an investigation is made and the decision is to not call CPS, and you disagree with this decision, you may contact CPS – please notify your administrator after doing this. There is nothing wrong with erring on the side of being too careful when it comes to the safety of a child.

If you have a situation where a student has you as a confidante, you are still responsible for reporting suspected abuse, even if the student shares that information with you in confidence and the information is up to three years old. When a student begins to share such sensitive information, the staff member should inform the student that he/she has

an obligation to report such information. Since the protection of children is our paramount concern, staff should discuss any suspected evidence with the Principal, nurse, or counselor.

You are reminded of your legal obligation to make such reports and of your immunity from potential liability for doing so.

Coaching Duties

Head Coach

Head coaches shall follow the generic job description which is in the appendix of this handbook. Sport-specific job descriptions can be picked up on request at district offices.

Assistant Coach

Assistant coaches shall follow the generic job description which is in the appendix of this handbook. Sport-specific job descriptions can be picked up on request at district offices.

Volunteer Coach

Volunteer coaches shall follow the same generic job description for assistant coaches which is in the appendix of this handbook.

Volunteer

Volunteers are those individuals who are present at practices. They are not approved by the school board to coach and therefore cannot supervise student-athletes on their own accord. They must be under the supervision of an approved coach at all times.

Code of Ethics – From NFHS

The function of a coach is to educate students through participation in interscholastic competitions. An interscholastic program should be designed to enhance academic achievement and should never interfere with opportunities for academic success. Each student should be treated with the utmost respect, and his or her welfare should be considered in decisions by the coach always. Accordingly, the following guidelines for coaches have been adopted by the NFHS Board of Directors.

- ☐ The coach shall be aware that he or she has a tremendous influence, for either good or ill, on the education of the student and, thus, shall never place the

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value of winning above the value of instilling the highest ideals of character.

- ☐ The coach shall uphold the honor and dignity of the profession. In all personal contact with students, officials, athletic directors, school administrators, the state high school athletic association, the media, and the public, the coach shall strive to set an example of the highest ethical and moral conduct.
- ☐ The coach shall take an active role in the prevention of drug, alcohol, and tobacco abuse.
- ☐ The coach shall avoid the use of alcohol and tobacco products when in contact with players.
- ☐ The coach shall promote the entire interscholastic program of the school and direct his or her program in harmony with the total school program.
- ☐ The coach shall master the contest rules and shall teach them to his or her team members. The coach shall not seek an advantage by circumvention of the spirit or letter of the rules.
- ☐ The coach shall exert his or her influence to enhance sportsmanship by spectators, both directly and by working closely with cheerleaders, pep club sponsors, booster clubs, and administrators.
- ☐ The coach shall respect and support contest officials. The coach shall not indulge in conduct that would incite players or spectators against the officials. Public criticism of officials or players is unethical.
- ☐ The coach should meet and exchange cordial greetings with the opposing coach to set the correct tone for the event before and after the contest.
- ☐ The coach shall not exert pressure on faculty members to give students special consideration.
- ☐ The coach shall not scout opponents by any means other than those adopted by the league and/or state high school athletic association.

Concussion Protocol

MWP Athletics and both school districts take the possibility of a concussion extremely seriously. Whenever a student-athlete is possibly suffering from a concussion the coach is expected to remove the student immediately from play, inform the parent and athletic directors, and not allow a student-athlete to return until a note from a doctor clears them is turned in.

To assist in helping doctors correctly identify concussions the districts will continue to offer the ImPACT testing for all

programs. Due to the nature of the sport, Football players are required to participate in ImPACT testing unless a parent signs a document refusing their student-athlete(s) to participate. All other programs have the program offered to them at this time.

Contact with Families

Coaches is expected to contact families on a regular basis. The purpose of this contact should be for the following:

- ☐ After any injury, minor or major
- ☐ Altercations during practice
- ☐ Changes to a schedule
- ☐ To increase parent involvement
- ☐ For upcoming parent meetings
- ☐ Fundraisers
- ☐ Summer and/or off-season programs
- ☐ Changes to the program

Equal Rights Statement

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Evaluations

Evaluation of Head Coach

Athletic Director(s) will evaluate each head coach of all programs. Submission of the final evaluation will be sent to both districts for personnel files. Final evaluations will be used to determine continued employment. Athletic Directors must use the district-approved evaluation.

Evaluation of All Other Coaches

Head coaches will evaluate each coach of their programs. This includes paid and unpaid coaches. Submission of evaluations will be sent to both districts for personnel files. Final evaluation will be used to determine continued employment. Head coaches must use the district-approved evaluation.

Food on Buses

MWP Athletes travel to athletics on either buses or vans. When students ride in vans the driver will determine the appropriateness of food on the bus. The transportation

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department does require that drinks be in plastic bottles only, as glass is not allowed by the Department of Transportation, with screw-on lids.

Athletic travel on buses can be split up into two categories, practices and games. For travel on buses, the districts provide transportation on an athletic bus. On these buses, no players or adults are to eat on the bus. For buses to games, food is allowed and the responsibility is with the coaches for making sure that the bus is cleaned on the way to game sites and on the way home. Teams that leave a bus with garbage will be warned by the transportation department and continued violation may constitute the revoking of this privilege.

Fundraising

All programs are expected to have fundraising activities to help support their program financially. All fundraising needs to meet the expectations of both districts and be approved by both districts. Athletic Directors will assist coaches in this process and work with building Principals on the process.

Harassment and Lewd Policy

Harassment in school is unwanted attention from adults, students, or anyone else the victim may deal with in school or at school-related activities. Harassment may carry the message that if the victim does not comply with the harasser's demands, there may be retaliation. Incidents of harassment may occur only once; sometimes they are repeated. Often the situation gets worse if it is not stopped.

Because this is such a serious matter, harassment in any form is prohibited. It can cause serious psychological damage to students plus negatively impact grades, attendance, performance, and pride in one's work.

Any lewd, indecent, or obscene act or expression shall be grounds for disciplinary action.

All staff is to report any violations of these policies to an immediate supervisor or the next person in the chain of command as soon as reasonably possible.

Hazing

RCW 28B.10.900 – Hazing Defined

As used in RCW 28B.10.901 and 28B.10.902, "hazing" includes any method of initiation into a student organization or living group, or any pastime or amusement engaged in with respect to such an organization or living group that causes, or

is likely to cause, bodily danger or physical harm, or serious mental or emotional harm, to any student or other person attending a public or private institution of higher education or other postsecondary educational institution in this state. "Hazing" does not include customary athletic events or other similar contests or competitions.

RCW 28B.10.901 – Hazing Prohibited, Penalty

- (1) No student, or other people in attendance at any public or private institution of higher education, or any other postsecondary educational institution, may conspire to engage in hazing or participate in hazing of another.
- (2) A violation of this section is a misdemeanor, punishable as provided under RCW 9A.20.021.
- (3) Any organization, association, or student living group that knowingly permits hazing is strictly liable for harm caused to persons or property resulting from hazing. If the organization, association, or student living group is a corporation whether for-profit or nonprofit, the individual directors of the corporation may be held individually liable for damages.

Keys

Coaches will be checked out the appropriate keys. Coaches are not to loan keys to students, and they are not to duplicate keys. If a Coach loses a set of keys, this matter must be reported immediately to the Athletic Directors. You are responsible for the keys always. If lost keys are not found, you may be charged for lost keys and core replacements.

Under no circumstances are you to loan your keys to students or to unauthorized persons. If you allow students or outside groups to enter any of the buildings, you must be in charge and remain with the group and be responsible until they leave the building.

Nondiscrimination and Nondiscrimination Procedure

All Employees shall follow each district's nondiscrimination policy. A copy of this policy is in the appendix.

Out of Season Participation

Coaches must be aware of the WIAA rules and regulations regarding out-of-season coaching and participation. The Athletic Directors are directly responsible to make sure that this regulation is reviewed with all coaches.

Post-Season Awards Banquet

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All high school programs are to have an awards banquet after their season. The banquets should take place within four weeks after each sport comes to an end.

Junior high programs are required to have an awards banquet, yet these can take place during the time of school lunches in each district. Junior high coaches are encouraged to have joint banquets like the high school programs.

Practices

All programs are expected to practice each school day that there is no competition for their program. Coaches who choose to not practice on a school day must get approval from both Athletic Directors. Athletic Directors may approve the cancellation of practice, however, abuse of this may result in future denials and subsequent meetings with administration.

Professionalism

Contact with Parents/Community Members:

Interactions with community members should be positive. Gossip and negative comments are not acceptable. The community should receive immediate attention, be treated in a friendly, welcoming, and positive way, and be shown respect. Questions and concerns should be handled promptly and professionally.

Confidential Information:

As professionals, we deal with confidential information. This confidentiality must be respected. Special care should be taken to protect this confidentiality with parent helpers, visitors, volunteers, and other colleagues. Please remember that we share student information of a confidential nature only with those parents that have direct responsibility for the care of that student.

Participants:

We must treat all our participants with respect. Athletes will be asked to report inappropriate coach behavior to the Athletic Director.

Staff/Parents/District Personnel:

The same level of respect given to participants must also be applied to staff members, parents, district personnel, and all others.

Communication Through E-Mail:

For no reason should you send an e-mail to another district employee that could be overtly negative, sarcastic, or harassing in nature. Each district's Acceptable Use Policy also covers the appropriate use of district computers. Meeting in person helps resolve conflicts.

Purchase Orders

All purchases must have an approved purchase order prior to any orders being placed. Items that are ordered without a purchase order may not be reimbursable.

Regulations Governing Eligibility and Recruiting

It is understood that the profession of education depends on ethical conduct and trust among all members for all students to be effectively and efficiently served. The spirit of the regulations governing athletic eligibility for MWP Athletics is that all people involved will work together for the benefit of students by personally seeing that no inducement is brought to bear as they make their personal decision as to what individual school program they want to invest their abilities into.

It is highly desirable and encouraged that the staff of MWP Athletics pool their resources and expertise to plan grades 7-12 off-season clinics and/or programs that would benefit students interested in such activities.

Meetings of the MWP coaches will be held prior to the start of each sports season under the direction of the Athletic Directors.

Rapport with Families and Fans

Each coach is expected to build a positive rapport with the families of his or her participants and the fans of their athletic program. This is best done through communication, personal appearance, conduct, and respect for their participants and competitors, developing youth talent, working with lower-level programs, and having a highly competitive program.

Sexual Harassment and Sexual Harassment Procedure

All Employees shall follow each district's sexual harassment policy.

Spring Ball

To assist sports in continuing to develop their student-athletes the districts will offer 3 days of spring ball for each sports

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season. During these days transportation will be provided like a normal practice day. All practices for these days will run from 3:30 till 5:30.

Fall Sports Spring Ball Days: Friday after Memorial Day, the next Monday and Wednesday.

Winter Sports Spring Ball Days: The Tuesday and Wednesday after Memorial Day, and the next Tuesday.

Spring Sports Spring Ball Days: The second Friday after Memorial Day, the next Monday and Tuesday.

Supervision

The supervision of all participants is an important part of being a coach. A coach is to ensure that his or her participants are under constant supervision from appropriate personnel.

Summer Programs

It is the expectation that the following high school programs have summer activities:

- ☐ June
 - ☐ Boys' Basketball
 - ☐ Girls' Basketball
- ☐ July
 - ☐ Football
 - ☐ Volleyball

Both school boards, at the June board meetings, must approve these programs. Coaches are to work with the two Athletic Directors to complete the appropriate forms for submission to the school boards, as well as arrange for transportation.

Transportation

Coaches are expected to work with the Athletic Directors to arrange for transportation needs. During the transport of participants, coaches are expected to maintain order and control.

For all transportation, coaches are to have a detailed record of who is present throughout a trip.

Uniform Rotation Schedule

Both districts of MWP have committed to uniform purchases for the athletic programs. Uniforms are purchased on a 5-year rotation, with an approximate but not exact 4% increase after one full rotation.

22/23

- ☐ \$4,700 - JH/HS Cross-Country
- ☐ \$10,000 - JH/HS Track
- ☐ \$840 - Cheer

23/24

- ☐ \$4,200 - JH Football
- ☐ \$2,600 - JH Volleyball
- ☐ \$3,150 - JH Boys Basketball
- ☐ \$3,150 - JH Girls Basketball
- ☐ \$840 - Cheer

24/25

- ☐ \$4,200 - HS Boys Basketball
- ☐ \$4,200 - HS Girls Basketball
- ☐ \$840 - Cheer

25/26

- ☐ \$12,600 - HS Football
- ☐ \$4,200 - HS Volleyball
- ☐ \$840 - Cheer

27/28

- ☐ \$4,200 - HS Baseball
- ☐ \$4,200 - HS Fastpitch
- ☐ \$840 - Cheer

28/29

- ☐ \$5,000 - JH/HS Cross-Country
- ☐ \$11,000 - JH/HS Track
- ☐ \$900 - Cheer

29/30

- ☐ \$4,500 - JH Football
- ☐ \$2,800 - JH Volleyball
- ☐ \$3,400 - JH Boys Basketball
- ☐ \$3,400 - JH Girls Basketball
- ☐ \$900 - Cheer

30/31

- ☐ \$4,500 - HS Boys Basketball

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☐ \$4,500 - HS Girls Basketball

☐ \$900 - Cheer

31/32

☐ \$13,250 - HS Football

☐ \$4,500 - HS Volleyball

☐ \$900 - Cheer

32/33

☐ \$4,500 - HS Baseball

☐ \$4,500 - HS Fastpitch

☐ \$900 - Cheer

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@ White Pass

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Head Coach Evaluation

Head Coach: _____

School Year: _____

Date: _____

Scoring:



Mostly does not meet the expectations of the evaluator.

Meets the expectation of the evaluator at some moments in time.

Meets the expectation of the evaluator on a consistent basis.

Exceeds the expectations of the evaluator at all times.

Scoring: Scoring is done on the preponderance of scores within each criterion. The evaluator will look at the overall trend of scores within each criterion to determine the overall criterion score. Each criterion score is summed together for an overall score.

CRITERION				
1. Commitment to District Policies/Practices				
1.1 Adheres to and supports all policies adopted by the school board(s), practices put in place by the administration, and directives issued				
1.2 Adheres to and supports all league rules				
1.3 Adheres to and supports all WIAA regulations				
1.4 Adheres to and supports other guidance, regulations, laws, or practices put in place				
2. Program Development				
2.1 Demonstrated increase in player turnout from one year to the next or over multiple years with coach's leadership				
2.2.A (HS ONLY) Coach is actively involved in the development and guidance of lower level programs: Junior High, Youth Association				
2.2.B (JH ONLY) Coach works with the HS coach on program alignment with HS, and coach is actively involved in the development and guidance of youth association				
2.3 Coach fundraises funds to fulfill the needs of the program beyond what is provided by the district(s)				

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2.4 Equipment within the program is updated as needed				
3. Communication				
3.1 Coach communicates clearly, regularly, and in a professional manner at all times with all players				
3.2 Coach communicates clearly, regularly, and in a professional manner at all times with all parents				
3.3 Coach communicates clearly, regularly, and in a professional manner at all times with Athletic Director				
3.4 Coach communicates clearly, regularly, and in a professional manner at all times with all school staff				
3.5 Coach communicates clearly, regularly, and in a professional manner at all times with all community members				
4. Athlete Development				
4.1 Increase in athlete skills, work ethic is clearly evident during competitions				
4.2 Coach can show how they have planned and continue to plan for the growth of the program in all teams within the program in order to have a consistency which leads to players ready to fulfill varsity needs				
4.3 Coach demonstrates on a consistent basis their ability and willingness to motivate and encourage athletes in their personal growth during the season; to participate in other school sports out of season; to participate in summer activities, and to be active in school and summer weightlifting				
4.4 Coach has detailed practice plans for every practice and activity				
4.5 Athlete development leads to success in competitions				
5. Professional Development				
5.1 Coach attends clinics to further develop their own knowledge of effective coaching, program development, specific sport knowledge; attendance at district(s) coaching meetings; and coach has their staff attend clinics for their own personal growth				
5.2 Coach holds staff meetings to guide the program and maintain a focus on the program's growth and development				

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5.3 Coach evaluates their staff and provides the summative evaluation to the district(s) office via the Athletic Director				
6. Culture				
6.1 Players consistently express and share a positive attitude and experience in regards to their experience in the program				
6.2 Parents consistently express and share a positive attitude and experience in regards to their experience with the program and that of their athlete				
6.3 Coach provides opportunities for players and families to engage with coaches and the program in an effort to build and sustain pride in the program				
7. Safety				
7.1 Player safety is at the forefront of the coach's planning, actions, and comments at all times				
7.2 Skills are taught by the coach and their staff in a manner that maintains player and competitor safety at all times				
Criterion Total				
Overall Rating <i>Unsatisfactory 7-12; Basic 13-18; Proficient 19-25; Distinguished 26-28</i>				Dist.

Area of Strength:

Area of Growth:

Summative Rating:

- ☐ Unsatisfactory
- ☐ Basic
- ☐ Proficient
- ☐ Distinguished

Your signature below does not indicate your agreement with this evaluation, nor its rating. Your signature indicates your receipt for this evaluation.

Evaluator: _____

Date: _____

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Employee:

Date:

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Assistant/Volunteer Coach Evaluation

Coach: _____

School Year: _____

Date: _____

Scoring:



Mostly does not meet the expectations of the evaluator.

Meets the expectation of the evaluator at some moments in time.

Meets the expectation of the evaluator on a consistent basis.

Exceeds the expectations of the evaluator at all times.

Scoring: Scoring is done on the preponderance of scores within each criterion. The evaluator will look at the overall trend of scores within each criterion to determine the overall criterion score. Each criterion score is summed together for an overall score.

CRITERION				
1. Commitment to District Policies/Practices				
1.1 Adheres to and supports all policies adopted by the school board(s), practices put in place by the administration, and directives issued				
1.2 Adheres to and supports all league rules				
1.3 Adheres to and supports all WIAA regulations				
1.4 Adheres to and supports other guidance, regulations, laws, or practices put in place				
2. Program Development				
2.1 Coach's actions and attitude help with retaining current players and the increase in player turnout from one year to the next or over multiple years				
2.2 Coach assists the Head Coach in their work with younger level programs				
2.3 Coach participates in the programs fundraising activities				
2.4 Equipment is used in appropriate manner at all times; Equipment is maintained to the highest standards to ensure its longevity				

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3. Communication				
3.1 Coach communicates clearly, regularly, and in a professional manner at all times with all players				
3.2 Coach communicates clearly, regularly, and in a professional manner at all times with all parents				
3.3 Coach communicates clearly, regularly, and in a professional manner at all times with Athletic Director				
3.4 Coach communicates clearly, regularly, and in a professional manner at all times with all school staff				
3.5 Coach communicates clearly, regularly, and in a professional manner at all times with all community members				
4. Athlete Development				
4.1 Increase in athlete skills, work ethic is clearly evident during competitions				
4.2 Coach works with all players equally in terms of their commitment to their personal growth				
4.3 Coach demonstrates on a consistent basis their ability and willingness to motivate and encourage athletes in their personal growth during the season; to participate in other school sports out of season; to participate in summer activities, and to be active in school and summer weightlifting				
4.4 Athlete development leads to success in competitions				
5. Professional Development				
5.1 Coach attends clinics to further develop their own knowledge of effective coaching, program development, specific sports knowledge; attendance at district(s) coaching meetings; and coach has their staff attend clinics for their own personal growth				
5.2 Coach attends all staff meetings called by the Head Coach				
6. Culture				
6.1 Players consistently express and share a positive attitude and experience in regards to their experience in the program				

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6.2 Parents consistently express and share a positive attitude and experience in regards to their experience with the program and that of their athlete				
7. Safety				
7.1 Player safety is at the forefront of the coach's planning, actions, and comments at all times				
7.2 Skills are taught by the coach in a manner that maintains player and competitor safety at all times				
Criterion Total				
Overall Rating <i>Unsatisfactory 7-12; Basic 13-18; Proficient 19-25; Distinguished 26-28</i>				Dist.

Area of Strength:

Area of Growth:

Summative Rating:

- ☐ Unsatisfactory
- ☐ Basic
- ☐ Proficient
- ☐ Distinguished

Your signature below does not indicate your agreement with this evaluation, nor it's rating. Your signature indicates your receipt for this evaluation.

Evaluator: _____

Date: _____

Employee: _____

Date: _____

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