



Policy 3.2.1R
COACH EVALUATION
Effective: 7/1/2011

The Russellville School District is committed to providing students with the best possible learning environment in competitive interscholastic sports. Evaluation of coaching personnel is essential for maintaining and continuously improving the athletic programs of the District. The District is committed to the belief that evaluation is an on-going process, not an event, and that it should be viewed positively as a cooperative effort toward trying to improve the individual performance of the coaches and the various sports that make up the athletic program. Periodic evaluation (annually or more often) of all coaches, usually at the end of the playing season of the respective sports, shall be made in an effort toward achieving the District goals.

- I. The purpose of evaluation is to improve performance and to make employment decisions.
- II. Recognizing the need for a responsible level of accountability, the evaluations will take into account the win-loss records and the maintenance/growth of student participation levels in the respective sports.
- III. Any coach who is being evaluated shall be kept informed about the results of such evaluation; the coach shall be informed of his/her strengths and weaknesses and any suggestions for improvement.
- IV. Evaluation of the performance of a head coach will be the responsibility of the Activities Director and the respective building principal. The evaluation will consist of a written performance review (checklist and/or comments) and a performance review conference.
- V. Evaluation of the performance of an assistant coach will be the responsibility of the Activities Director and the respective building principal. Evaluation of an assistant coach will include input from the respective head coach. The evaluation will consist of a written performance review (checklist and/or comments) and a performance review conference.
- VI. Each coach will receive a copy of his/her evaluation. Any coach who believes that his/her work has been evaluated unfairly or incorrectly shall have the right to attach a written response to the evaluation.
- VII. The Activities Director and principal will recommend whether a coach should be retained, reassigned to other duties, or terminated for the next school year based on the coaching performance evaluation.

- VIII. Evaluation records shall be treated as confidential and shall be accessible only to those members of the administrative staff designated by the Superintendent

Former Policy Number: GBIA6
Adopted: ND
History PPC:
History BOE: