MISD ATHLETICS COACHING PERFORMANCE REVIEW

Name ________________________________  School _____________________________
Sport _____________________________  Date _______________  Evaluator _______________

Appraisal key:
3 = Meets or exceeds district expectations
2 = In progress of meeting district expectations
1 = Below district expectations

PROFESSIONAL AND PERSONAL RELATIONSHIPS

1. Establishes rapport with players without compromising team discipline or disrupting the lines of authority that are essential for an effective coach/player relationship.

2. Schedules regular visits with the Middle Schools to develop a strong relationship between the middle school and high school programs.

3. Is candid, sincere, courteous, positive and cooperative in dealing with parents, the Booster Club, and the community. Communicates effectively.

4. Dresses professionally and appropriately for practices and games.

5. Unselfishly supports and promotes the total athletic program of the school.

6. Establishes good rapport and a spirit of trust and cooperation with other members of the coaching staff.

7. Demonstrates a high degree of loyalty to the administration, district, head coach and the program.

COACHING PERFORMANCE

8. Provides positive leadership and develops attitudes that produce positive results.

9. Is well-versed and knowledgeable in matters pertaining to the sport.

10. Possesses the ability to relate knowledge of the sport to athletes.

11. Has the ability to perform under game conditions. Has poise, decisiveness, and the ability to utilize personnel wisely.
12. Develops and utilizes a well-organized practice schedule that allows maximum team and individual instructional opportunities. 3 2 1 Practices are poorly organized and do not provide adequate instructional opportunities for team or individuals.

13. Provides adequate supervision of locker rooms, training rooms, and buses. 3 2 1 Does not adequately supervise locker rooms, training rooms, and buses.

14. Displays enthusiasm and exhibits an interest in coaching. Is willing to work hard and spend the time necessary to get the job done well. 3 2 1 Unenthusiastic and not greatly interested in coaching and unwilling to spend the time necessary to do the job properly.

15. Is innovative in using new coaching techniques and ideas to supplement sound, proven methods of coaching. 3 2 1 Very slow to accept or implement new coaching techniques and ideas. Prefers to maintain the status quo.

16. Consistently exhibits suitable sideline conduct toward players, opponents, and game officials. 3 2 1 Sideline conduct is not acceptable. Often reacts emotionally or immaturity to game situations.

17. Develops respect by example in matters of appearance, manners, behavior, language, and conduct during contests and practices. 3 2 1 Sets poor example in areas of appearance, manners, behavior, language, and conduct during contests and practices.

18. Delegates responsibility to assistant coaches while maintaining full responsibility for the program and sport (Head Coaches only) 3 2 1 Does not delegate or assign responsibilities to assistant coaches. Dictatorial or controlling.

**RELATED COACHING RESPONSIBILITIES**

19. Encourages players to participate in every sport in which they have an interest and ability. 3 2 1 Discourages players from participating in other sports. Selfishly advises athletes to specialize in one sport.

20. Clearly understands the role of academics and athletics and the teacher/coach assignment in the total educational program. 3 2 1 Has a distorted view of the place and the importance of athletics in the total educational program.

21. Encourages academic achievement, administers productive study-halls, and monitors academic progress of all student-athletes. 3 2 1 Does not encourage or support academic achievement. Study halls are poorly supervised and student-athletes display lack of academic progress.

22. Takes care of supplies and equipment and ensures that they are used properly and wisely. Works within allotted budget and submits a proper Booster Club Plan of work. 3 2 1 Does not take good care of equipment and supplies and does not utilize them properly or wisely. Does not work within budget or utilize a proper Booster Club Plan of Work.

23. Prepares necessary forms and paperwork completely, accurately, neatly, and on time. 3 2 1 Necessary forms and paperwork are frequently done sloppily or incompletely with insufficient attention to detail. Often needs prompting.

24. Efficiently manages budget and Booster Club finances. Submits payments in timely manner. 3 2 1 Does not manage finances well. Consistently submits late payment on outstanding invoices.

25. Follows MISD athletic policies, and UIL and TEA rules and regulations. 3 2 1 Does not always follow established policy, or UIL/TEA rules.

26. Participates in conferences, workshops, in-service activities, etc. designed to improve coaching knowledge and performance. 3 2 1 Rarely involved in self-improvement activities unless directed to do so.

27. Creates a list of potential coaches to hire if needed. Attends clinics, conferences, and networking events to achieve this objective. Active in the hiring process of assistants. 3 2 1 Does not have a list of potential coaches to hire. Is not enthusiastic about providing names of candidates to supervisors. Not active in the hiring process of assistants.
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<td>28.</td>
<td>Regularly updates and provides current information on the website.</td>
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**LEADERSHIP – ATHLETIC COORDINATORS**

(The criteria in this section apply to Athletic Coordinators only)

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<td>29.</td>
<td>Establishes effective communication practices by scheduling regular coaching staff meetings throughout the year. Regularly distributes Athletic Department information. Is easily accessible to address conflicts and concerns.</td>
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<td>30.</td>
<td>Works collaboratively with other Athletic Coordinator to address issues related to the campus athletic program.</td>
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<td>31.</td>
<td>Establishes effective communication practices with Athletic Director and Principal. Meets with Athletic Director and/or Principal regarding athletic issues on campus.</td>
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<td>32.</td>
<td>Evaluates coaches on campus. Meets with Head Coaches prior to and after season. Performs written evaluations and observations of Head Coaches.</td>
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<td>33.</td>
<td>Assists in the recruitment of new coaches. Works with Athletic Director and Principal to fill open coaching positions on campus.</td>
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<td>34.</td>
<td>Inspects and oversees facilities and equipment on campus. Submits work orders in timely manner. Regularly inspects facilities and equipment to address needs or deficiencies.</td>
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<td>35.</td>
<td>Oversees Booster Club. Works closely with Booster Club President to provide guidance when needed. Regularly inspects Plans of Work and requests for each sport. Attends all meetings.</td>
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<td>36.</td>
<td>Schedules workers for competitions on campus. Communicates expectations to game administrators, Ticket Coordinator, and ticket workers.</td>
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Areas of Strength:

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Suggestions for Improvement:

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GENERAL APPRAISAL:

_______  Satisfactory (recommend contract renewal)

_______  Conditional (recommend contract renewal providing accord is reached on suggestions for improvement)

_______  Unsatisfactory (recommend non-renewal of contract)

Coach ________________________________  Head Coach ________________________________

School ________________________________  Athletic Coordinator __________________________

Date _________________________________  Athletic Director ____________________________

The signature indicates the coach has read and discussed the appraisal report. It does not necessarily indicate complete agreement with all factors of the evaluation. The coach may express disagreement in writing and attach that information with the appraisal within (10) working days.