

MISD Athletics Coaching Performance - Who does What When?

Step 1 – <u>Early Intervention</u>	Step 2 – <u>Remediation</u>	Step 3 – <u>Disciplinary Action</u>
<p style="text-align: center;">Athletic Coordinator</p> <ul style="list-style-type: none"> • Early Intervention • Identify problem • Observations • Conference with individual • Develop documentation • Start to develop a growth plan • Concerns on evaluation • Always involve Athletic Director <p>MISD Documentation:</p> <ul style="list-style-type: none"> • Verbal Counseling / Warning Form 	<p style="text-align: center;">Athletic Director</p> <ul style="list-style-type: none"> • More serious; more involved • May include formal memoranda • Should include prescriptions for improvement • Need balance between the weight of the Principal and the technical help of the Athletic Coordinator • Athletic Department involved at the point the request is made • If improvement is not noted, then communication with Principal and HR is warranted <p>MISD Documentation:</p> <ul style="list-style-type: none"> • Employee Counseling notice • Professional Growth Plan • Job-in Jeopardy notice 	<p style="text-align: center;">Principal & Athletic Director</p> <ul style="list-style-type: none"> • Formal memoranda • Possible removal from coaching and/or teaching position • HR involvement