

APPENDIX B
Franklin Pierce Schools
Standards and Indicators for Coaching and Athletics

	Unsatisfactory	Basic	Proficient	Distinguished
(S1) Ability to teach athletic skills	S1.1 Does not appropriately motivate athletes.	Demonstrates partial awareness of motivation of athletes, but is not consistent with all athletes and at all times.	Demonstrates quality motivational practices on a consistent basis with all level of athletes in the program at all times.	In addition to being proficient, a coach exceeding the standard is recognized by peers as a mentor and expert in the area.
	S1.2 Is not knowledgeable about skill techniques in sport.	Is knowledgeable about some of the positions in the sport.	Displays consistent knowledge about each position in the sport and is able to properly demonstrate correct technique and movements for each athlete on their teams.	
	S1.3 Uses out of date methods and techniques.	Begins to demonstrate the appropriate use of current drills, scrimmaging, time on task and sound skill practice.	Consistently runs practices that utilize time on- task for all athletes, appropriate skill level training, appropriate combinations of drills and scrimmage, and safe and sound skill and technique coaching.	
	S1.4 Does not use instructional media effectively.	Inconsistently uses outdated multi-media and visual aids. Occasionally watches game or competition film.	Uses current and applicable multi-media and visual aids to assist in teaching athletic skill and technique. Coach uses appropriate game and practice film to analyze, reflect and teach.	
	S1.5 Does not emphasize fundamental techniques and skills.	Good fundamental techniques and skills are occasionally emphasized and monitored and feedback is inconsistent.	Good fundamental techniques and skills are consistently emphasized by coach, including consistent monitoring and appropriate feedback.	
	S1.6 Does not evaluate team personnel.	Occasionally evaluates some athletes with effective techniques for drill performance, practice sessions and games.	Consistently evaluates all athletes from drill performance, practice sessions, and games, and discusses evaluation techniques with athletes.	

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(S2) Being a role model for students	S2.1 Does not set a positive example for students and uses inappropriate language, conduct and attire.	Inconsistently sets a positive example to students through occasional use of inappropriate language, conduct, and attire.	Coach sets a positive example to students using professional language, conduct, and attire at all times.	In addition to being proficient, a coach exceeding the standard is recognized by peers as a mentor and expert in the area.
	S2.2 Does not demonstrate self-control.	Inconsistently demonstrates self-control.	Coach demonstrates self-control at all times.	
	S2.3 Does not demonstrate a positive attitude towards athletes, school and/or sport.	Occasionally has a positive attitude and enthusiastic leadership, and/or is not consistent with athletes and coaches.	Coach consistently demonstrates a positive attitude regarding all aspects of the sport and coaching, and demonstrates enthusiastic and positive leadership to athletes and coaches.	
	S2.4 Demonstrates poor sportsmanship towards athletes, coaches and teams.	Occasionally demonstrates good sportsmanship towards athletes, coaches and teams.	Coach consistently demonstrates good sportsmanship to all athletes, coaches and teams.	
	S2.5 Does not demonstrate respect towards officials.	Demonstrates respect towards officials a majority of the time.	Coach consistently demonstrates respect to officials including, verbal and non-verbal communication.	
	S2.6 Is not respectful towards or approachable by athletes	Is occasionally respectful towards and approachable by some athletes.	Coach is consistently respectful and approachable by all athletes in the program.	

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(S3) Organization and planning	S3.1 Does not follow district policy in purchasing equipment.	Occasionally follows district policy a majority of the time when purchasing equipment.	Coach consistently follows district policy in purchasing equipment.	In addition to being proficient, a coach exceeding the standard is recognized by peers as a mentor and expert in the area.
	S3.2 Does not keep an up to date equipment and inventory record.	Keeps a partial or out-of-date equipment and inventory record.	Coach keeps an organized and up-to-date equipment and inventory records and submits those at the end of the season.	
	S3.3 Allows athletes to participate that are not properly cleared through the school athletic department.	While athletes are cleared to participate, documentation is inconsistent and athletic rosters are not provided to the athletic department in a timely manner.	Coach insures that all athletes are properly cleared to participate through the school athletic department, maintains documentation throughout the entire season, and submits a current roster to the athletic department on a regular basis.	
	S3.4 Does not plan effective daily practices and/or does not produce written daily practice plans.	Practices are not well planned out and coach does not consistently produce written daily practice plans.	Coach consistently demonstrates effective planning of daily practices including detailed and organized daily practice plans and shares these plans with the other coaches in the program.	
	S3.5 Does not plan or communicate effectively regarding use of facilities and equipment.	Occasionally plans and communicates effectively regarding use of facilities and equipment.	Coach consistently plans for effective use of facilities and equipment and demonstrates effective communication with others regarding facilities.	
	S3.6 Does not collaborate with other coaches within the sport.	Occasionally collaborates with other coaches within the sport.	Coach consistently collaborates with assistant and volunteer coaches within the sport.	

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(S4) Discipline of students	S4.1 Fails to respect the rights of athletes.	Occasionally respects the rights of athletes.	Coach consistently demonstrates respect for the rights of all athletes.	In addition to being proficient, a coach exceeding the standard is recognized by peers as a mentor and expert in the area.
	S4.2 Does not demonstrate fair and consistent discipline.	Inconsistently demonstrates fair and consistent discipline.	Coach demonstrates fair and consistent discipline for all athletes, in all situations, and maintains this throughout the entire season.	
	S4.3 Does not have a written plan for rules, regulations, discipline and consequences and/or has not communicated expectations with parents and athletes.	Written plan is limited and does not fully explain expectations for rules, regulations, discipline, and consequences, and is not communicated effectively with parents and athletes.	Coach has a written plan for rules, regulations, discipline, and consequences and has effectively communicates the expectations with parents and athletes.	
	S4.4 Does not use appropriate player discipline and disciplinary procedures.	Occasionally uses appropriate player discipline and disciplinary procedures.	Coach consistently uses appropriate player discipline and disciplinary procedures.	

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(S5) Cooperation with total program	S5.1 Does not support the role of athletics in education or the concept of the student athlete.	Demonstrates a limited understanding of the role of athletics in education and/or inconsistently supports and assists athletes to be successful in school.	Coach demonstrates an understanding of the role of the student athlete -and supports and assists athletes to be successful first school and then athletics.	In addition to being proficient, a coach exceeding the standard is recognized by peers as a mentor and expert in the area.
	S5.2 Does not know or support the objectives of the athletic program.	Occasionally supports and is positive regarding the objectives of the athletic program.	Coach consistently supports the objectives of the athletic program, and positively engages athletes, parents, peers, and the community.	
	S5.3 Does not support other sports in the program.	Occasionally supports some of the other sports in the program.	Coach consistently supports other sports in the school.	
	S5.4 Does not support other coaches in the program. Has incidences where they are not positive or supportive of other coaches in the program.	Usually supports other coaches in the program. Interactions are not consistently positive and/or supportive of the overall objective of the athletic program.	Coach consistently supports other coaches in the program. Interactions are positive and supportive of the overall objective of the athletic program.	

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(S6) School/ community relations	S6.1 Lacks cooperation with school staff, parents and community.	Occasionally cooperates with school, staff, parents and community.	Coach consistently cooperates with school, staff, parents and community, and is actively involved with community and school relations.	In addition to being proficient, a coach exceeding the standard is recognized by peers as a mentor and expert in the area.
	S6.2 Fails to show respect to parents and/or does not respond to parent inquiries.	Occasionally shows respect to parents and/or is slow to respond to parent inquiries.	Coach consistently shows respect towards to parents, responding to parent inquiries in a timely manner.	
	S6.3 Does not have good rapport with community and organized support groups.	Positive interactions with community and some organized support groups is inconsistent.	Coach demonstrates a good rapport with the community and organized support groups.	
	S6.4 Does not promote the sport within or outside the school and does not communicate with the feeder schools in the district.	Promotes the sport within and outside of school with minimal enthusiasm and has limited interaction with feeder schools in the district.	Coach positively promotes the sport within and outside of school and communicates with feeder schools in the district.	

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(S7) Concern for safety and welfare of students	S7.1 Does not achieve or maintain current first aid and CPR certification.	Achieves first aid and CPR certification after the beginning of the season.	Coach achieves and maintains current first aid and CPR certification prior to the start of season.	In addition to being proficient, a coach exceeding the standard is recognized by peers as a mentor and expert in the area.
	S7.2 Does not demonstrate an understanding of the factors related to exercise and good general health habits.	Demonstrates a partial knowledge about factors related to exercise and good general health habits, but seldom uses these principles when working with athletes.	Coach demonstrates knowledge about factors related to exercise and good general health habits, consistently applies these principles when working with athletes, and actively teaches and is an example to athletes regarding these concepts.	
	S7.3 Does not follow district injury protocol.	Occasionally follows district injury protocol, and does not effectively communicate the protocol to parents.	Coach demonstrates knowledge of district injury protocol and consistently follows the protocol, including clear communication with parents and medical staff.	
	S7.4 Allows high school athletes to return to play without written clearance from the Certified Athletic Trainer and middle school athletes without written clearance from a physician.	Inconsistently ensures high school athletes receive written clearance from the Certified Athletic Trainer to return to play and middle school athletes receive written clearance from a physician.	Coach consistently ensures high school athletes receive written clearance from the Certified Athletic Trainer to return to play and middle school athletes receive written clearance from a physician. Coach clearly communicates and works collaboratively with medical staff and other coaches in program regarding injuries.	
	S7.5 Does not use proper measures to prevent injuries.	Occasionally uses proper measures for prevention of injuries, prevention strategies are out-of-date and/or inconsistent.	Coach consistently uses proper measures for prevention of injuries including proper warm-up, cool-down, hydration, equipment, and facilities.	
	S7.6 Does not supervise facilities, locker rooms and sports area.	Mostly supervises and secures facilities.	Coach consistently supervises and secures all facilities, locker rooms, and sports areas	
	S7.7 Does not supervise athletes and coaching staff before, during, and after events. Does not supervise on buses, home and away games, or until all athletes are off of school grounds.	Occasionally supervises athletes and coaching staff before, during, and after events, does not consistently supervise on buses, home and away games or until all athletes are off of school grounds.	Coach consistently supervises athletes and coaching staff before, during, and after events, including supervision on buses, home and away games, and until all athletes are off of school grounds.	

	Unsatisfactory	Basic	Proficient	Distinguished
(S8) Professional preparation/ development	S8.1 Does not attend clinics, workshops or seminars and is not current in certifications.	Infrequently attends clinics, workshops or seminars and is occasionally current in certifications.	Coach attends clinics, workshops, seminars, or courses related to athletic coaching to maintain current certifications.	In addition to being proficient, a coach exceeding the standard is recognized by peers as a mentor and expert in the area.
	S8.2 Fails to complete annual coaching tests.	Coach completes annual coaching tests in compliance with WIAA standards.	Coach completes required annual testing prior to the sports season and contact with athletes.	
	S8.3 Fails to attend all pre, during and post season coaches meeting at all levels.	Coach occasionally attends meetings at school, district and league levels and/or communication of information to all coaches in program is consistent..	Coach attends all pre, during and post season coaches meeting at school, district, and league level and communicates material to all coaches in program.	
	S8.4 Does not follow the policies of the school, district, and WIAA.	Occasionally follows the policies of the school, district, and WIAA rules governing athletics.	Coach consistently demonstrates an understanding of and follows the policies of the school, district, and WIAA rules governing athletics.	
	S8.5 Does not stay current with the trends of the sport including training, rules, safety, and equipment..	Occasionally stays current with the trends for the sport including training, rules, safety, and equipment.	Coach consistently demonstrates the ability to stay current with the trends for the sports including training, rules, safety, and equipment.	