

**GRANDVIEW COACHES ASSOCIATION  
COLLECTIVE BARGAINING AGREEMENT  
2024-2027**

1) **Recognition Clause:** The Grandview School District recognizes the Grandview Coaches Association as the exclusive bargaining agent for all coaches described in this agreement. Both parties understand that coaching contracts are for one year and are not subject to the continuing contract law.

2) **EMPLOYEE PROTECTION:**

The District shall provide employees with insurance protection covering those employees while directly engaged in the maintenance of order and discipline and the protection of school personnel and students and the property necessary for the performance of duties thereof. Such insurance protection, to a minimum coverage of \$500,000, must include liability insurance covering injury to persons and property incurred while directly engaged in any supervisory capacity as designated by the District or its representative.

Any claim of assault upon an employee shall be reported to the principal or Superintendent as soon as possible.

All Coaches are covered by the Grandview School District Board Policies.

Employees will complete required rules clinics and their first aid card will be provided to the athletic director prior to the start of the season.

3) **Evaluation:** Each coach shall be evaluated annually using the following guidelines: (See Appendix B)

- a) The high school and middle school athletic directors will evaluate all head coaches and middle school "A" squad coaches.
- b) The head coach will evaluate high school assistant coaches.
- c) Middle school "B" squad coaches will be evaluated by a Middle school Athletic Director and/or HS Athletic Director.
- d) New coaches (high school head coaches, high school assistant coaches and all middle school coaches) shall be evaluated within twenty (20) calendar days of the beginning of the sports season.
- e) The evaluator will share concerns regarding coaching performance or behavior in a timely manner through a personal conference, written correspondence and/or by way of the observation-evaluation cycle.
- f) All final evaluations shall be reviewed with the coach and signed by the coach within thirty (30) days following the final contest of the season.
- g) The coach will receive a signed copy of the final evaluation.
- h) The coach has the opportunity to attach a written response or other information to the final evaluation.

4) **Parent/Legal Guardian Concerns:** From time to time a student, parent or legal guardian may have a question or concern regarding a particular sports program. If that should happen, then the following protocol will be followed:

- a) **The student (if appropriate) will arrange a meeting with the coach to discuss the concern.**
- b) The parent will arrange a meeting directly with the coach to discuss the concern (if appropriate. This meeting should be scheduled away from a practice or game situation at a time and location convenient to the coach and the parent/guardian.
- c) If the issue is not resolved, then the matter will be referred to the Athletic Director. The Athletic Director will arrange a meeting with the coach and parent in order to resolve the problem.
- d) If the issue remains unresolved, then the parent must put their question or concern in writing. The Athletic Director will take the matter to the Principal who will schedule a meeting with all parties to resolve the issue.
- e) Every effort will be made to resolve parent complaints at the building level. However, parents have the right to take their concerns to the Superintendent and eventually the School Board.
- f) Dependent upon the circumstances and the nature of the complaint(s) or concerns brought directly to the District Administration/Athletic Director, The Administration/AD will endeavor to communicate to the coach in a timely manner and both parties will refer to the steps outlined above for resolution.

5) **Coach's Clinics:** Each coach shall be entitled to attend one approved coaches clinic per year that is directly related to an assigned sport each year. Additional requests to attend a clinic must be approved by the Athletic Director. Approved

clinics are those sponsored by organizations like: PEMCO, Best in the West, University of Washington, Washington State University, WIAA, Baden, Nike, Converse or those hosted locally. The District shall provide the following to each coach:

- a) Clinic registration and meals at the per diem rate.
- b) Transportation when district transportation is used or if the coach has approval from the Athletic Director, mileage will be paid for use of a private vehicle. In either case, coaches will travel together to clinics.
- c) Lodging when coaches share a room (males with males, females with females).
- d) Cost of a substitute if one is available. Substitutes must be requested well in advance of the clinic in order to stand the best chance of availability. If a substitute cannot be scheduled, then the coach will have to postpone the clinic until the end of the teaching day.

6) **Post Season Pay:** Post season pay for high school coaching staff including all contracted coaches of football, volleyball, soccer, basketball, baseball, and softball will be paid for duties beyond the regular season as defined below. The head coach and Athletic Director will meet to determine which contracted assistant coaches will be paid in all other sports beyond the regular season. The following conditions will guide post season pay:

- a) Post season compensation is calculated by dividing the coach's salary by ten (10) (the average number of weeks in a season) to determine the amount paid per week. This amount will be divided by five (5) to determine the daily rate when the post seasons last less than a five day week. Post season pay begins the first week past the regular league season in football, volleyball, soccer, basketball, baseball, and softball. Unified Sports post-season compensation will be calculated by the stipend amount multiplied by 10% (Stipend x 10%=post-season stipend).
- b) Post season pay begins the week of regional competition in wrestling and track.
- c) Post season pay begins the week of state competition in cross-country, golf, swimming, tennis, and unified sports.
- d) Post season pay begins the first week past the regular league season for cheer (the longest season would be applicable). Cheer currently supports football, basketball, and wrestling events. Post season work must be separate from regular season work.
- e) If the WIAA changes post season format we will meet to discuss changes.

7) **End of Season Procedure**

- a.) Head coaches must have end of season inventory completed within 2 weeks of the final contest. This inventory must include all uniforms, practice gear and equipment for all teams in their program.
- b.) Head coaches must meet with all assistant coaches to go over completed evaluations. The evaluations must be signed within 2 weeks of the final contest.
- c.) Head coaches must complete the Athletic Program Self-Evaluation - Team Worksheet for their program within 2 weeks of the final contest.
- d.) Head coaches must have an end of year banquet to recognize all athletes in their program. Parents should be invited to the end of year banquet. The banquet should be held within three weeks of the final contest.
- e.) Head Coaches must submit fine lists to ASB Bookkeeper within 2 weeks of the final contest.

8) **Summer Sport/Camps**

There is an expectation that Varsity Head Coaches/Assistants conduct summer programs as part of the stipend received for services. The payment for the summer stipends has to have pre-approval from the Athletic Director. Coaches are only allowed to receive 1 summer sports stipend regardless of the number of sport they coach.

- a. Coaches for all High School programs receive \$300.

9) **Open Coaching Positions:** Whenever there is an open position the following procedures will be followed:

- a) The position listing will be posted in each building for at least five (5) days.
- b) An interview will be scheduled for each open position. The interview team will consist of at least two people (one administrator and one coach).
- c) The administrator on the interview team will personally contact those who were interviewed in order to inform them of the decision of the interview committee.
- d) Those who applied but were not interviewed will receive a letter of thanks from the administrator on the interview committee.

10) **Coach Concerns/Question:** A coach who has a question about a particular decision, policy, procedure or other item of concern is shall abide by the following process:

- a) Talk to his/her immediate supervisor. If the issue is not resolved satisfactorily then,
- b) Schedule an appointment (including the immediate supervisor) with the appropriate building principal. If the issue is not resolved satisfactorily then,

- c) Schedule an appointment (including the immediate supervisor and principal) with the Superintendent. If the Superintendent does not resolve the issue satisfactorily, then the coach may request a hearing with the School Board. The decision of the School Board is final.
- d) Beginning with step "b" the coach's concern and the response to that concern will be put in writing and shared with all parties.

11) **Request for Coaching Sabbatical:** A coach may request a one-year sabbatical from coaching under the following conditions:

- a) The Athletic Director and Principal must support the request.
- b) A suitable candidate must be available and agreeable to a one-year coaching assignment while the coach is on sabbatical.
- c) The request must be made at least 90 days in advance unless there is an extenuating circumstance.
- d) The coach is limited to one sabbatical request every seven years.
- e) The Athletic Director and Superintendent/Designee may extend and grant a sabbatical for one (1) additional year upon written request of the coach stating the extenuating circumstance for the additional one (1) year request for a coaching sabbatical.

12) **Resignations:** A coach who wishes to resign must do so at least 30 days before the first day of practice. This will give the District time to find a qualified replacement. Family emergencies or other extenuating circumstances will be taken into consideration after the 30 day period has elapsed.

13) **Volunteers:** All Volunteers assisting with sports programs must have paperwork and required training completed and approved prior to reporting for volunteer work.

14) **Non-renewal of a Coaching Contract:** Occasionally, for a variety of reasons, a coaching contract will be non-renewed. If that should occur, the following steps will be followed:

- a) A conference will be scheduled to inform the coach of the decision.
- b) A letter will be sent to the coach following the conference to summarize the results of the conference.
- c) If coach disagrees with this decision, follow Coach Concerns/Question (Section 10) of this contract.

15) **Salary Schedule Placement:**

- a) Up to five (5 years) of experience can be transferred to Grandview for out-of-district experience for salary schedule placement. The out-of-district experience must be for similar duties (i.e. same sport, same position).
- b) Experience as an assistant coach will be counted on a ratio of two (2) years assistant coach experience equal to one (1) year head coach experience for salary schedule placement. The experience must be for the same sport.
- c) Middle School Coaching Experience will be counted on a ratio of one (1) to one (1) for a Middle School Sport. Middle School coaching experience will be counted on a ratio of two (2) years equal to one (1) year HS assistant coach. The out-of-district experience must be for similar duties (i.e. same sport, same position).
- d) Youth coaching experience will not be recognized as legitimate experience that transitions to any level.
- e) Previous experience must be K-12 or college level, paid/contracted time. Volunteer experience does not apply.

## 16) **CLASSIFIED EMPLOYEE PAY**

- a) Each individual contract issued to a classified employee will be calculated to represent pay at time and a half for allowable hours worked over 40 hours in any one week. A time sheet will be required.
- b) Allowable hours per each sport or activity will be determined by the Athletic Director/Human Resource Director.
- d) The classified employee will record their time worked on a time sheet and will be paid an hourly rate. The hourly rate will be the Washington State Minimum wage. Hours worked in excess of 40 hours per week, in the extracurricular position, will be paid at overtime rate (per CFR Title 27, 778.419). Maximum allowable hours will be determined for each extra-curricular position by using the schedule stipend amount divided by the hourly rate with some allowance made for overtime pay. No employee will be allowed to exceed the maximum allowable hours without permission of the Athletic Director/Human Resource Director. To maintain fairness to all coaches, the intention is that no employee will be paid more than the schedule stipend for that position; however, the overtime laws make it difficult to anticipate the cost for a season.

17) **Salary Schedule:** See Appendix A.

**18) Salary Payment Options:**

- a) One lump sum after completion of the sports season.
- b) Equal monthly payments spread over the remainder of the contract year commencing when the sports season begins.
- c) In equal monthly payments during the sports season.
- d) See Appendix C for sports season months

19) **Mutual Cooperation:** Both parties agree to meet at least twice per year to discuss topics of interest to either party to mutually determine a course of action. Prior to September 1<sup>st</sup> the Association will notify the district which representatives will be meeting with the district.

20) **Re-Opener Clause:** There shall be no re-openers, other than the salary schedule, for either party during the term of this agreement. Changes to this agreement may only be made by mutual agreement of the parties.

21) **Negotiation Timeline:** Both parties agree to try their best to settle negotiations by July 1 of the year the Agreement expires.

22) **Duration of the Agreement:** This Agreement shall be effective as of September 1, 2021 and shall continue to be in effect until August 31, 2024. The parties agree that all provisions of this contract are based on continued, successful passage of M & O levies because extra-curricular funding comes from local levy dollars.

Dated July 10, 2024.


**Grandview School District**



Dr. Rob Darling, Superintendent



Brad Shreeve, Assistant Superintendent



Josie Chase, Director of HR



Scott Parrish, Athletic Director

**Grandview Coaches Association**



Glenn Braman, Chief Negotiator



Chad Bunker, Chief Negotiator

## APPENDIX A

### COACHES POSITIONS AND SALARY SCHEDULE

I.

Head Basketball HS  
Head Football HS  
Head Cheer HS (All year)  
Head Dance Team (All year)  
Head Wrestling HS

Asst. Fastpitch HS  
Asst. Slowpitch HS  
Asst. Soccer HS  
Asst. Tennis HS  
Asst. Track HS  
Asst. Volleyball HS  
Asst. Golf HS  
Asst. Wrestling HS  
Asst. Swim HS  
Asst. Cross Country HS

II.

Head Baseball HS  
Head Slowpitch HS  
Head Fastpitch HS  
Head Soccer HS  
Head Tennis HS  
Head Track Coach  
Head Volleyball Coach

VI.

Baseball MS 7 & 8  
Basketball MS 7 & 8  
Football MS 7 & 8  
Softball MS 7 & 8  
Soccer MS 7 & 8  
Track MS 7 & 8  
Volleyball MS 7 & 8  
Wrestling MS 7 & 8  
X-Country 7 & 8

III.

Head Swim HS  
Head X-Country HS  
Head Golf HS

IV.

Asst. Basketball HS  
Asst. Football HS  
Drill Team HS  
Weight Training HS (All year)  
Weight Training HS (summer)  
Asst. Cheer HS (all year)  
Asst. Dance Team HS (all year)

VII.

Wrestling Cheer/Rally Squad HS  
Girls Athletic Supervisor

VIII.

Unified Soccer Head Coach  
Unified Basketball Head Coach

V.

Asst. Baseball HS

IX.

Unified Assistant Soccer Head Coach  
Unified Assistant Basketball Head Coach

		<b>Coaches Salary Schedule</b>							
		<b>2024-25 Proposal #1</b>							
		<b>2.00%</b>							
		<b>Level</b>							
		<b>Years of Experience</b>							
		<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	
Bump?	I.	5,955	6,315	6,676	7,035	7,395	7,754	8,115	10%
	II.	5,136	5,441	5,752	6,059	6,363	6,672	6,979	
	III.	4,678	4,955	5,239	5,518	5,795	6,076	6,356	
	IV.	4,320	4,517	4,716	4,917	5,115	5,316	5,518	
	V.	3,318	3,518	3,716	3,918	4,116	4,320	4,517	
Bump?	VI.	2,672	2,844	3,013	3,184	3,358	3,526	3,700	15%
	VII.	2,380	2,569	2,758	2,949	3,137	3,325	3,512	
	VIII.	1,985	2,087	2,194	2,304	2,418	2,540	2,667	
	IX.	1,094	1,152	1,210	1,270	1,333	1,400	1,470	

		<b>Coaches Salary Schedule</b>							
		<b>2025-26 Proposal #1</b>							
		<b>2.00%</b>							
		<b>Level</b>							
		<b>Years of Experience</b>							
		<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	
Bump?	I.	6,074	6,441	6,810	7,176	7,543	7,909	8,277	
	II.	5,239	5,550	5,867	6,180	6,490	6,805	7,119	
	III.	4,772	5,054	5,344	5,628	5,911	6,198	6,483	
	IV.	4,406	4,607	4,810	5,015	5,217	5,422	5,628	
	V.	3,384	3,588	3,790	3,996	4,198	4,406	4,607	
	VI.	2,725	2,901	3,073	3,248	3,425	3,597	3,774	
	VII.	2,428	2,620	2,813	3,008	3,200	3,392	3,582	
	VIII.	2,025	2,129	2,238	2,350	2,466	2,591	2,720	
IX.	1,116	1,175	1,234	1,295	1,360	1,428	1,499		

		<b>Coaches Salary Schedule</b>							
		<b>2026-27 Proposal #1</b>							
		<b>1.00%</b>							
		<b>Level</b>							
		<b>Years of Experience</b>							
		<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	
Bump?	I.	6,135	6,505	6,878	7,248	7,618	7,988	8,360	
	II.	5,291	5,606	5,926	6,242	6,555	6,873	7,190	
	III.	4,820	5,105	5,397	5,684	5,970	6,260	6,548	
	IV.	4,450	4,653	4,858	5,065	5,269	5,476	5,684	
	V.	3,418	3,624	3,828	4,036	4,240	4,450	4,653	
	VI.	2,752	2,930	3,104	3,280	3,459	3,633	3,812	
	VII.	2,452	2,646	2,841	3,038	3,232	3,426	3,618	
	VIII.	2,045	2,150	2,260	2,374	2,491	2,617	2,747	
	IX.	1,127	1,187	1,246	1,308	1,374	1,442	1,514	

**APPENDIX B  
EVALUATION FORMS**

**GHS Head Coach**

**GHS Assistant Coach**

**GMS Coach**

**Coach Self Reflection**

## GHS Head Coach Evaluation

Date: \_\_\_\_\_ Sport: \_\_\_\_\_ Head coach: \_\_\_\_\_

20 Day     Final

### CRITERIA FOR EVALUATION

1. Exemplary: Results show achievement which contribute to organization's goals beyond the evaluative criteria, and which exceed what is necessarily expected of an individual in this position.
2. Competent: Results show attainment of evaluative criteria in the manner reasonably expected of an individual in this position.
3. Need improvement: Results are generally below evaluative criteria expectations.
4. Does Not Meet Minimum Requirements: Attainment of evaluative criteria has not been reached.
5. NA: Not applicable.

### EVALUATION

#### Standard Duties

- 1 2 3 4 5      Game statistics.
- 1 2 3 4 5      Turn in team(s) roster within the program any changes as soon as possible.
- 1 2 3 4 5      Communication with administration.
- 1 2 3 4 5      Inventory and care of equipment.
- 1 2 3 4 5      Disciplinary problems are at a minimum and handled in a professional manner.
- 1 2 3 4 5      Turn in inventory and budget needs for the entire program.
- 1 2 3 4 5      Player supervision during practice, contests, and secures facility after practice, home and away contests.
- 1 2 3 4 5      Gives input on schedules, i.e., non-league, jamborees, tournaments.
- 1 2 3 4 5      Attends appropriate WIAA rule meetings, League coaches' meetings, and district coaches' meetings.
- 1 2 3 4 5      Evaluation of assistants.

Comments: \_\_\_\_\_

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#### Instructional Program

- 1 2 3 4 5      Assign assistants and list responsibilities.
- 1 2 3 4 5      Organize practices.
- 1 2 3 4 5      List any specific team rules and regulations, copy of team rules on file A.D.'s office.
- 1 2 3 4 5      Go over Athletic Code rules and regulations with team(s).
- 1 2 3 4 5      Outline skills taught at the different levels, i.e., team & individual.
- 1 2 3 4 5      Scheduling of practice, pre/post-game, pre/during/post planning within program, staff, etc.
- 1 2 3 4 5      Relationship with athletes.
- 1 2 3 4 5      Personal appearances at the lower level within the program.
- 1 2 3 4 5      Clinics for younger players, parents, coaches.
- 1 2 3 4 5      Coaching duties & program does not interfere with his/her duties as an instructor in the classroom.
- 1 2 3 4 5      Willing to devote the patience, energy & time that it takes to build a successful program.

Comments: \_\_\_\_\_

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**Personal Character**

- 1 2 3 4 5 Emotional control.
- 1 2 3 4 5 Leadership & direction.
- 1 2 3 4 5 Punctuality & attendance.
- 1 2 3 4 5 Judging, developing and evaluating talent.
- 1 2 3 4 5 Ability to relate to athlete.

Comments: \_\_\_\_\_  
\_\_\_\_\_

**Performance of Teams**

- 1 2 3 4 5 Team and individual skills,
- 1 2 3 4 5 Preparation-practice & game.
- 1 2 3 4 5 Discipline-team.
- 1 2 3 4 5 Adjusting to game situations.

Comments: \_\_\_\_\_  
\_\_\_\_\_

**Prevention & Care**

- 1 2 3 4 5 Records all injuries.
- 1 2 3 4 5 Safety & liability factors.
- 1 2 3 4 5 Safety guidelines & proper techniques gone over with team.
- 1 2 3 4 5 Knowledge of first aid-maintains updated card.

Comments: \_\_\_\_\_  
\_\_\_\_\_

**Professional Growth**

- 1 2 3 4 5 Follows rules of the sport-WIAA, League and District 5.
- 1 2 3 4 5 Attends workshops, clinics, camps.
- 1 2 3 4 5 Plans, organizes, and implements a summer program/camp for HS Athletics.
- 1 2 3 4 5 Establishes programs goals with the Athletic Director and monitors/discusses the achievement of those goals during the season.

Comments: \_\_\_\_\_  
\_\_\_\_\_

**Post Season Recognition**

- 1 2 3 4 5 Letter award Certificates.
- 1 2 3 4 5 Outlines lettering criteria.
- 1 2 3 4 5 Recognition banquet.

Comments: \_\_\_\_\_  
\_\_\_\_\_

**Public Relations**

- 1 2 3 4 5 Personal appearance.
- 1 2 3 4 5 Positive conduct during practice and contests.
- 1 2 3 4 5 Positive relationship with parents.
- 1 2 3 4 5 Positive relationship with student body.
- 1 2 3 4 5 Positive relationship with news media.
- 1 2 3 4 5 Positive relationship with community.
- 1 2 3 4 5 Positive relationship with officials.
- 1 2 3 4 5 Positive relationship with faculty.
- 1 2 3 4 5 Positive relationship with opposing coaches.
- 1 2 3 4 5 Positive relationship with coaches at the lower levels of the program.

1 2 3 4 5 Positive relationship with transportation.

1 2 3 4 5 Positive relationship with maintenance.

Comments: \_\_\_\_\_  
\_\_\_\_\_

Additional comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**SIGNATURES:**

Athletic Director \_\_\_\_\_ Date \_\_\_\_\_

Head Coach \_\_\_\_\_ Date \_\_\_\_\_

This coach is recommended for rehire. YES NO Date \_\_\_\_\_

## GHS Assistant Coaches Evaluation Form

Date: \_\_\_\_\_ Sport: \_\_\_\_\_ Assistant coach: \_\_\_\_\_

20 Day     Final

### CRITERIA FOR ASSISTANT COACHES EVALUATION

1. Exemplary: results show achievement which contribute to organization's goals beyond the evaluative criteria, and which exceed what is necessarily expected of an individual in this position.
2. Competent: Results show attainment of evaluative criteria in the manner reasonably expected of an individual in this position.
3. Need improvement: Results are generally below evaluative criteria expectations.
4. Does Not Meet Minimum Requirements: Attainment of evaluative criteria has not been reached.
5. NA: Not applicable.

#### Instructional Management

- 1 2 3 4 5      Encourages players to do their best at all times.
- 1 2 3 4 5      Uses a variety of motivational techniques (respect no fear) to motivate players.
- 1 2 3 4 5      Coaches within rules & regulations of the GHS Athletic Code, League & WIAA as outlined for each sport.
- 1 2 3 4 5      Emphasizes to athletes the concepts of teamwork, sportsmanship & citizenship.
- 1 2 3 4 5      Implements quality individual/group drills organized in a coherent sequence for teaching fundamental sport.
- 1 2 3 4 5      Uses appropriate behavior modification techniques that are positive in nature & consistent with the philosophy of the athletic program.
- 1 2 3 4 5      Commands respect by example in appearance, manners, behavior & language.
- 1 2 3 4 5      Uses appropriate voice quality.

Comments: \_\_\_\_\_

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#### General Duties

- 1 2 3 4 5      Is punctual to all meetings, practices & games.
- 1 2 3 4 5      Performs specific coaching duties as outlined by the head coach.
- 1 2 3 4 5      Provides input in developing game plans, practice plans, and scheduling etc.
- 1 2 3 4 5      Enforces team rules and athletic department rules as outlined by head coach and athletic director.
- 1 2 3 4 5      Assists head coach with post season awards banquet.
- 1 2 3 4 5      Follows goals and objectives for the year.
- 1 2 3 4 5      Submits scouting reports in prescribed format as set by head coach.
- 1 2 3 4 5      Interprets scouting report data and makes suggestions for strategic adjustments.

Comments: \_\_\_\_\_

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#### Program Promotion

- 1 2 3 4 5      Assists head coach during the off season in evaluating young prospective athletes.
- 1 2 3 4 5      Promotes the school, school athletics and activity programs by supporting other coaches and advisors program's.
- 1 2 3 4 5      Encourages athletes to be involved in other sports and activities.

Comments: \_\_\_\_\_

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**Professional Relationships**

- 1 2 3 4 5 Demonstrates loyalty to the program and the coaches.
- 1 2 3 4 5 Is cooperative with the head coach, athletic director and administration.
- 1 2 3 4 5 Works well with other assistant coaches.
- 1 2 3 4 5 Positive relationship with officials.
- 1 2 3 4 5 Positive relationship with boosters, parents and community.
- 1 2 3 4 5 Positive relationship with faculty.
- 1 2 3 4 5 Positive relationship with news media.

Comments: \_\_\_\_\_

**Professional Preparation**

- 1 2 3 4 5 Knowledge of skills and fundamentals necessary to play sport.
- 1 2 3 4 5 Demonstrates a willingness to learn about sport by reading periodicals, journals & hooks that relate to coaching.
- 1 2 3 4 5 Assist in planning, organizing, and attending a summer program/camp for HS Athletics.
- 1 2 3 4 5 Attends coaching clinics.
- 1 2 3 4 5 Makes maximum use of time available (Does not procrastinate).

Comments: \_\_\_\_\_

**Personal Characteristics**

- 1 2 3 4 5 Demonstrates self-control and poise.
- 1 2 3 4 5 Is self-motivated, enthusiastic and maintains a positive attitude.
- 1 2 3 4 5 Uses appropriate language.
- 1 2 3 4 5 Attire is appropriate for practices and games as outlined by head coach.
- 1 2 3 4 5 Exhibits leadership qualities.

Comments: \_\_\_\_\_

**Prevention & Care**

- 1 2 3 4 5 General knowledge of safety principles for sport.
- 1 2 3 4 5 Emphasis safety at all times in practices and games.
- 1 2 3 4 5 Notifies head coach of injuries.
- 1 2 3 4 5 Documents injuries with Athletic Department.
- 1 2 3 4 5 Demonstrates a concern for the safety of all players.

Comments: \_\_\_\_\_

**Care of Equipment, Supplies and Facilities**

- 1 2 3 4 5 Secures facilities after use.
- 1 2 3 4 5 Assists in fitting, issuing and collection of equipment.
- 1 2 3 4 5 Assists with post season inventory.
- 1 2 3 4 5 Reports any damaged or defective equipment to head coach.
- 1 2 3 4 5 Provides input on the needs of equipment and supplies.

Comments: \_\_\_\_\_

Additional comments: \_\_\_\_\_

**Signatures**

Assistant Coach \_\_\_\_\_ Date \_\_\_\_\_  
 Head Coach \_\_\_\_\_ Date \_\_\_\_\_

**Grandview Middle School Coach's Evaluation**

20 day

Final

Coach: _____		Meets Expectations	Needs Improvement	Does not apply	Comments
Assignment: _____					
<b>Coaching Skills:</b>					
1	Teaches Fundamentals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2	Promotes physical conditioning with specific plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3	Has valid first aid and CPR card, or equivalent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4	Teaches specific safety procedures for activity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5	Prepares team for contest.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6	Maintains discipline	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
7	Knows and abides by rules of activity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
8	Develops team unity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
9	Encourages appropriate traits of citizenship by being positive role model	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
10	Provides positive leadership for students/staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Organizational Skills:</b>					
1	Care of equipment and facilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2	Team supervision- home and away	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3	Appropriate time committed to program during season	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4	Delegates responsibility to assistants when appropriate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5	Organizes effective practice sessions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6	Practice plans on file w/evaluator	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
7	Ability to develop and manage budget	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
8	Makes good use of managers and supervises each	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
9	Responsibility for the following: student eligibility, transportation, inventories, awards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
10	Follow district (coaching handbook), league, and WIAA policies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
11	Goes over Student Athletic Handbook with team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
12	Promotes participation of all team members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Professional Relations:</b>					
1	Communicates with fellow coaches	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2	Cooperates with building administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3	Cooperates with district athletic director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4	Supports and cooperates with other sports programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5	Attends clinics and other professional meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6	Cooperates with media and responds to reasonable requests	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
7	Holds meeting with parents & athletes prior to first contest to build relations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
8	Maintains good relations with players	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
9	Maintains professional relationships with officials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Personal Characteristics:</b>					
1	Is enthusiastic and self-motivated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2	Exercises fairness in dealing with players	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3	Is punctual	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4	Maintains sense of humor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5	Maintains poise and composure during practices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6	Maintains poise and composure during games	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

AD Comments: \_\_\_\_\_

It is my judgment, based upon the following criteria, that this coach's overall performance has been satisfactory unsatisfactory during the evaluation period.

\_\_\_\_\_  
Signature of Athletic Director

\_\_\_\_\_  
Date

My signature indicates that I have seen this evaluation. It does not necessarily indicate agreement with the findings.

\_\_\_\_\_  
Signature of Coach

\_\_\_\_\_  
Date

The coach is recommended for rehire:

YES

NO

Coach's Comments:

\_\_\_\_\_  
\_\_\_\_\_

## Appendix C

### Athletic Calendar

	Fall	Winter		Spring
High School Sports	August to November	November to March		March to May
HS Post Season	November/December	February/March		May/June
Middle School Sports	Fall August to October	Winter I October - December	Winter II January - February	March to May