

Principals may utilize the services of persons who are not professionally certificated teachers as assistant coaches in their athletic programs. These individuals are referred to as "community coaches."

The hiring of community coaches may occur only if there is a vacancy for these paid or volunteer supplemental positions which cannot be filled from existing or anticipated certified teaching staff. No part of this policy or administrative procedure should be interpreted as increasing the number of paid supplemental coaching positions. No benefit provided to employees of Henry County Schools will be extended to community coaches.

A "community coach" is defined as a person who does not have a professional-level certification, who relates in role and function to a professional and does a portion of the professional's job or tasks under the supervision of the professional, and whose decision-making authority is limited and regulated by the professional. Community coaches are not allowed to function without the immediate supervision of a professional, and may not be named as or function as the head coach.

Classified staff, including licensed paraprofessionals who are utilized as assistant coaches are considered community coaches and must complete the Georgia High School Association (GHSA) Community Coach Education Program and required testing to be eligible to coach.

All community coaches must be first processed through the Human Resource Services Department. This process includes completing a Community Coach Application, Coaching Agreement, and Criminal Background Check. Approval by the Human Resource Services Department is required prior to registering for the GHSA Coaches Education Program in "Sport First Aid" and "Principles for Coaches."

Community coaches must hold current CPR certification. They may coach for only one board of education annually, regardless of whether or not they are paid for their services. Community coaches will be required to abide by the Henry County Board of Education criminal background authorization policy in accordance with O.C.G.A. 20-2-211. Fingerprinting will be required and associated fees will be the responsibility of the community coach applicant. Subsequent background check requests are at the discretion of the Human Resource Services Department as a condition of continued approval as a community coach.

Once the application process is complete, prospective community coaches are placed on the Henry County Board of Education meeting agenda for consideration by the board. No community coach may do any GHSA coaching until he/she has been approved by the board, and has been notified that the GHSA Coaches Education Program has been successfully completed. Prospective coaches are registered with the GHSA office by the school with which they are affiliated.

Schools may not pay any money from any school fund to supplement volunteer community coaches.

Community coaches may not serve as head coaches. All community coaches will be under the direction of the certificated head coach at all times. Community coaches who are not full-time certified employees of Henry County Schools will not be allowed to coach any team in which a member of the community coach's immediate family is, or will be, participating. For the purpose of this policy, immediate family is defined as brother, sister, child, step-brother, step-sister, step-child, brother-in-law, sister-in-law, and/or any other person living in the residence of the community coach.

No substantive or procedural rights regarding community coaching or termination of community coaching shall be created by this policy or any administrative procedure relating to this policy. Community coaching positions will be on a year-to-year basis contingent upon the principal's approval.

All Henry County Board of Education policies, rules, regulations, and guidelines (with the exception of benefits) will apply to community coaches.

Any deviation from these procedures must be considered and approved by the Superintendent or designee in advance of such occurrences.

Reference: HCBOE Policy IFC