

## RSU #63

- a. NEPN/NSBA Code: **JJIBA**
- b. Title: **Hiring & Evaluation of Coaches**
- c. Author:
- d. Replaces Policy:
- e. Date Approved: **11/28/2022 RSU #63**
- f. Previously Approved: **02/27/2017**
- g. Policy Expiration: **Review as Needed**
- h. Responsible for Review: **Superintendent & Policy Committee**
- i. Date Reviewed: **10/13/2022 Superintendent**  
**10/13/2022 Policy Committee**
- j. References:
  - Policies: **JJI-Philosophy of Athletics**
  - JJIB-Sponsorship & Evaluation of Athletic Programs**
  - JJIBB-Sportsmanship**
  - JJIBC-Relations with Booster Groups**

### k. Narrative:

The most essential factor is an educationally sound athletic program is a well-qualified coach. The coach is an important link between sports, character development, and long-term health and fitness. It is the intent of the RSU #63 Board of Director's (the Board) that the district provides quality coaching in its athletic program.

- I. **The Board's View of a Well-Qualified Coach:** Coaching is a special kind of teaching. A coach not only teaches, refines, and reinforces skills, but is also a role model for the student-athletes they coach. Beyond knowledge of the rules and fundamentals of the sport, a well-qualified coach will have organizational, communication, motivational, and especially, teaching skills. A well-qualified coach appreciates the influence they have as a role model and mentor and conducts themselves accordingly.

In addition to these fundamentals, a well-qualified coach:

- A. Understands that, first and foremost, they assume the role of a teacher;
- B. Is sensitive to the need of maturing adolescents and assists in their physical, intellectual, social, and emotional development;
- C. Recognizes that students are diverse in their characteristics and backgrounds including age, maturity, gender, size, and culture and adjusts their approach as appropriate;
- D. Has a realistic sense of the level at which student athletes should be expected to perform;

- E. Promotes sportsmanship, self-discipline, and respect, both on and off the playing field;
- F. Communicates in a positive manner rather than through intimidation;
- G. Encourages competitive spirit, but not in a “win at all costs” attitude;
- H. Provides a fair opportunity for students to participate in competition;
- I. Recognizes the difference between the developmental sports programs and more intensive varsity-level sports;
- J. Encourages student athletes to explore various athletic activities, both interscholastic and intramural, rather than to specialize in a single sport at an early age;
- K. Recognizes the need for balance in the lives of student athletes, including academic, family, and social needs; and
- L. Adheres to the same standards of conduct with respect to students as classroom teachers are expected to do.

**II. Coaching Job Descriptions:** The Athletic Director and Principal will be responsible for developing job descriptions for coaches and others on the athletic staff (e.g., assistant coaches, trainers, etc.) that are consistent with the Board’s view of coaching. Job descriptions will be approved by the Board and be filed in the Superintendent’s office.

**III. Hiring and Assignment of Coaches:**

- A. It is the intent of RSU 63 (the District) to hire well-qualified coaches for all its athletic programs. The Superintendent will recommend only those persons deemed to have sufficient knowledge and experience in the following areas:
  - 1. The fundamentals and rules of the sport.
  - 2. Experience in working or volunteering with adolescents.
  - 3. Current training in sports first aid and cardio-pulmonary resuscitation (CPR).
- B. All persons hired as coaches for activities governed by the Maine Principals Association (MPA) must agree to follow the MPA Code of Ethics, RSU #63 Board policies, and athletic administrative regulations.
- C. Consistent with the RSU #63 Board’s policies on hiring and nondiscrimination/equal opportunity/affirmative action, the Athletic Director will be responsible for developing and implementing procedures for recruiting,

selecting, recommending, and assigning coaches. No applicant will be hired as a coach or assistant coach without Maine Department of Education approval, including fingerprinting and criminal background check requirements, and approved by the Superintendent.

- D.** Hiring of coaches will be on an annual or seasonal basis, with no expectation of continued employment in a coaching position.
- E.** Coaches may be disciplined or have employment terminated in accordance with RSU #63 Board policies or administrative regulations.
- F.** In an effort to promote consistency in coaching and eliminate bias or favoritism, a parent/guardian should only be considered for a coaching position of their student's team when no other qualified candidates exist.

#### **IV. Evaluation of Coaches:**

- A.** In an effort to maintain a well-qualified coaching staff and the integrity of the district's athletic programming, coaches will be evaluated annually.
- B.** The Athletic Director and Principal of the middle school will be responsible for developing and implementing a process for evaluation of coaches. It is expected that the process will include a self-appraisal component, and that the administrative and self-appraisals will include knowledge of sports, coaching skills and techniques, organizational skills, attitudes, communication skills, behavior, and ethics.