

HIRING AND EVALUATION OF COACHES

The most essential factor in an educationally sound athletic program is a well-qualified coach. The coach is an important link between sports and the instructional program including attainment of the philosophy embodied in M.S.A.D. #75's Portrait of a Graduate, such as qualities of character development, health and wellness, and persistence, among others. It is the intent of the Board that M.S.A.D. No. 75 provides quality coaching in its athletic programs.

A. 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 the connection they have with the community, and conducts themselves accordingly.

1. Understands that, first and foremost, they are a teacher;
2. Is sensitive to the need of maturing adolescents and assists in their physical, intellectual, social and emotional development;
3. Recognizes that students are diverse in their characteristics and backgrounds including, age, maturity, sex, gender, size, and culture and adjusts their approach as appropriate;
4. Has a realistic sense of the level at which student athletes should be expected to perform;
5. Promotes sportsmanship, self-discipline and respect, both on and off the playing field;
6. Communicates in a positive manner;
7. Encourages competitive spirit, but not a "win at all costs" attitude;
8. Provides a fair opportunity for students to participate in competition;
9. Recognizes the difference between developmental sports programs and more intensive varsity-level sports, and clearly articulates the expectations at each level at the beginning of each season;
10. Encourages student athletes to explore various athletic activities, both interscholastic and intramural, rather than to specialize in a single sport;
11. Recognizes the need for balance in the lives of student athletes, including academic, family and social needs; and
12. Adheres to the same standards of conduct with respect to students as classroom teachers are expected to do.

B. COACHING JOB DESCRIPTIONS

The Superintendent or their designee will be responsible for developing job descriptions for coaches and others on the athletic staff (e.g., assistant coaches, trainers) that are consistent with the Board's view of coaching, and the job description template approved by the Board.

C. HIRING AND ASSIGNMENT OF COACHES

The Superintendent or their designee will be responsible for hiring well-qualified coaches for all of its athletic programs. It will be the district's practice to recruit coaches, to the extent practicable, from its teaching staff. In all cases, the Superintendent or designee shall employ only those persons deemed to have sufficient knowledge and experience to teach the fundamentals and rules of the sport, experience in working or volunteering with adolescents, and current training in accordance with Maine Principals' Association (MPA) guidelines

In accordance with GCF, the following guidelines shall be used in the selection of coaches:

- A. There shall be no illegal discrimination in the hiring process.
- B. Interviewing and selection procedures shall assure that an administrator has the opportunity to aid in the selection of any staff member who will work under their supervision.
- C. No candidate shall be hired without a personal interview.
- D. All candidates shall be considered on the basis of their merits, qualifications and the needs of the school district. In each instance, the Superintendent or designee and others playing a role in the selection shall seek to hire the best qualified person for the job.

All persons hired as high school coaches in activities governed by the Maine Principals' Association must meet all coaches' eligibility requirements established by the MPA.

All persons hired as coaches for activities governed by the Maine Principals Association (MPA) must agree to follow the MPA Code of Ethics, Board policies, district and Athletic Department administrative regulations.

No applicant will be hired as a coach or assistant coach without Maine Department of Education approval, including fingerprinting and criminal background check requirements.

Contracts of coaches shall be on a seasonal basis, with no expectation of continued employment in a coaching position.

Coaches may be disciplined or terminated in accordance with Board policies or administrative regulations.

D. EVALUATION OF COACHES

In an effort to maintain a well qualified coaching staff and the integrity of the district's athletic programming, coaches will be evaluated following the conclusion of each season.

The Superintendent or designee 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.

CROSS REFERENCE:	JJI – M.S.A.D. No. 75 Philosophy of Athletics
	JJIB – Sponsorship and Evaluation of Athletic Programs
	JJIBB – Sportsmanship
	JJIBC – Relations with Booster Groups
	BCC - Nepotism Policy

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