



# Amphitheater Public Schools

## Performance Evaluation System



Staff Name: \_\_\_\_\_ School \_\_\_\_\_  
Activity: \_\_\_\_\_ Evaluator \_\_\_\_\_  
Level/Grade: \_\_\_\_\_ Date of Conference \_\_\_\_\_  
Position: ☐ Head Coach ☐ Asst. Coach ☐ Advisor/Coordinator ☐ Director

Rating Scale: A/B Acceptable Or Beyond  
IE Improvement Expected  
U Unsatisfactory  
N/O Not Observed

| I. PERSONAL AND PROFESSIONAL ATTRIBUTES                                                                                 | A/B                      | IE                       | U                        | <u>N/O</u>               |
|-------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <b>A. Personal Qualities</b>                                                                                            |                          |                          |                          |                          |
| 1. Demonstrates self-confidence                                                                                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Is enthusiastic                                                                                                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Presents a positive role model for students, i.e., communication, language, and leadership                           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>B. Professional Conduct</b>                                                                                          |                          |                          |                          |                          |
| 1. Exhibits ethical behavior                                                                                            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Maintains control under stress                                                                                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Places the welfare of student safety and well-being above success and does not sacrifice values/principles to win    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Provides appropriate guidance and assistance to related staff, i.e. assistant coaches, volunteer coaches, volunteers | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>II. ADMINISTRATIVE PROCEDURAL ABILITIES</b>                                                                          | A/B                      | IE                       | U                        | <u>N/O</u>               |
| <b>A. Organization/Preparation</b>                                                                                      |                          |                          |                          |                          |
| 1. Conducts <u>and communicates</u> well-planned practices, rehearsals, and competitions                                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Utilizes related staff competently                                                                                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Effectively communicates with staff, <u>student, and parents</u>                                                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Submits required paperwork in a timely manner                                                                        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Provides guidance regarding availability of advanced academic, athletic, college and/or career opportunities         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>B. Financial Resources</b>                                                                                           |                          |                          |                          |                          |
| 1. Adheres to District procurement policies and procedures                                                              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Can account for all expenditures related to supplemental funds/fundraising                                           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Works within the constraints of the budget                                                                           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Conducts issuing and collection of equipment in a timely fashion                                                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>C. Safety Aspects</b>                                                                                                |                          |                          |                          |                          |
| 1. Exhibits reasonable and prudent conduct in protecting student safety and well-being                                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Follows the advice of the physician/trainer/nurse regarding the participation of injured students                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Provides safe playing, practice, rehearsal conditions and utilizes all protective equipment (if applicable)          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |



## Amphitheater Public Schools Performance Evaluation System



### III. THEORY AND TECHNIQUES OF LEADERSHIP

A/B

IE

U

N/O

#### A. Leadership/Direction Methods

- |                                                                                        |                          |                          |                          |                          |
|----------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. Applies knowledge of the skills, techniques and rules of the activity               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Assists all students in reaching their potential                                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Demonstrates the ability to analyze and correct errors                              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Demonstrates the ability to teach fundamentals                                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Develops good team spirit and morale                                                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. Develops self-confidence and determination in every student                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. Employs sound methods to teach skills and techniques                                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8. Maintains discipline in a firm, supportive, and constructive manner                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 9. Provides an environment that makes participation a positive experience for students | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

#### B. Pedagogy

- |                                                                                                              |                          |                          |                          |                          |
|--------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. Demonstrates the ability to evaluate the performance of students/teams                                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Is knowledgeable of a variety of strategies                                                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Selects appropriate strategies that supports student growth                                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Implements program philosophy and strategies consistent with guidelines established by the program leader | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

#### C. Rules and Regulations

- |                                                                                                   |                          |                          |                          |                          |
|---------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. Abides by all associated rules and regulations for the activity                                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Complies with academic and extracurricular policies and regulations of the district and school | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Demonstrates knowledge of rules and officiating techniques                                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Enforces individual/team rules in an equitable and consistent manner                           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**COMMENTS:**

**Staff Member Comments:**

**RECOMMENDATION:** (To be initialed by Administrator or Athletic Director)

- ☐ Recommended for rehire in position  
☐ Recommended for rehire on probationary status (received one or more ratings of IE)  
☐ Not recommended for rehire (received one or more ratings of U)

**SIGNATURES:**

\_\_\_\_\_  
Staff Member

\_\_\_\_\_  
Date

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date