



Red Wing High School Activities



Head Coach/Advisor Evaluation Form

Date:

Evaluation Done By:

Activity:

Head Coach/Advisor:

The goal of the evaluation process in the Red Wing activities program is to help coaches and advisors improve and to help us all develop better experiences for students here at RWHS.

Feedback serves as a powerful positive motivator for change. This evaluation system will help coaches and activities administrators:

1. Reduce reliance on informal evaluations
2. Increase the level and quality of communication in both directions
3. Help identify goals and clarify priorities for each program
4. Help clarify the essential ingredients of a quality program as defined by the activities department and ISD #256.

Coaching/Advising Process

* Not Applicable 5 - Excellent 4 - Good 3 - Adequate 2 - Needs Attention 1 - Unsatisfactory

Mission & Passion

1. Purpose Statement: Coach and staff develop a purpose statement on MSHSL clipboard.

* 5 4 3 2 1

2. Coaches' purpose statement is clearly shared with parents/athletes in meetings, on website, team handbook & practice plans.

* 5 4 3 2 1

3. Insert pause: Coach clearly pauses during times of adversity and reflects on purpose.

* 5 4 3 2 1

4. Passion: Coach displays passion for sport, program and kids.

* 5 4 3 2 1

5. Ethics: Staff and participants exhibit the highest standard of ethical and moral behavior. Promotes sportsmanship within activity.

* 5 4 3 2 1

Comments:

Positivity & Flexibility

1. During Game Behavior: Maintains self-control providing a role model of sportsmanship behavior for players, staff, fans, officials, and opponents. Provides quality coaching during contests.

* 5 4 3 2 1

2. Post-Game Conduct: Accepts responsibility for outcome of contest. Accepts victory or defeat in a professional manner.

* 5 4 3 2 1

3. Flexible to change practices if they are getting mundane or boring.

* 5 4 3 2 1

4. Prepares self and team for unanticipated, random, negative events.

* 5 4 3 2 1

5. Willingness to work with activities office regarding turf space, gym space, use of weight room/meeting rooms.

* 5 4 3 2 1

6. Ability to anticipate issues with athletes and make necessary accommodations to ensure success.

* 5 4 3 2 1

7. Willingness to adjust bus, practice or game time due to a conflict.

* 5 4 3 2 1

8. Motivation: Ability to motivate participants for practices and competitions throughout the season.

* 5 4 3 2 1

Comments:

Empathy & Trust

1. Relationship with Participants: Quality interaction with students utilizing sound teaching practices.

* 5 4 3 2 1

2. Relationship with Administration: Ability to reflect and contribute to the goals of the Activities Department. Cooperates with staff and administration to promote the total activities program.

* 5 4 3 2 1

3. Relationship with Staff: Cooperates and maintains a positive rapport with the building staff, coaches/advisors of other activities and activities support staff.

* 5 4 3 2 1

4. Relationships with Parents: Develops appropriate rapport with parents. Provides clear and concise program information at preseason meetings and Booster Club meetings.

* 5 4 3 2 1

5. **Team Cohesiveness:** Promotes activities designed for team building for achieving team goals set at the beginning of the season.

* 5 4 3 2 1

6. **Welfare of Students:** Shows an awareness and concern of health and safety of students.

* 5 4 3 2 1

7. **Communication:** Open communication with students, parents, and administration. Punctual in returning calls or messages.

* 5 4 3 2 1

Comments:

Developer, Teacher & Achiever

1. **Staff Meetings:** Conducts regular staff meetings before, during and after the season.

* 5 4 3 2 1

2. **Evaluations:** Conducts evaluations of staff with formal reporting to the Activities Director.

* 5 4 3 2 1

3. **Coordination of program 7-12** in an educational based philosophy.

* 5 4 3 2 1

4. **Community Program:** Effective, active working relationship with association board.

* 5 4 3 2 1

5. **Out-of-Season Opportunities:** Provides opportunities, support and information for students in the off-season.

* 5 4 3 2 1

6. Willingness to go the extra mile in promoting and developing program.

* 5 4 3 2 1

7. Organizes summer camps and out-of-season clinics for students.

* 5 4 3 2 1

8. Integration of Coaching and Teaching: Exhibits enthusiasm toward teaching as well as coaching. Role model for the youth to pattern themselves after.

* 5 4 3 2 1

9. Strength Training: Incorporates strength training and conditioning in weekly practice schedules. Works closely with the strength coach.

* 5 4 3 2 1

Comments:

Responsibility & Discipline

1. Discipline: Enforces training and eligibility rules uniformly. Manages discipline problems as they arise.

* 5 4 3 2 1

2. Practice Supervision: Organizes, supervises, coordinates and evaluates practice sessions. Responsible for preparing team physically, mentally and emotionally for competition.

* 5 4 3 2 1

3. Adherence to Regulations: Abides by conference, section, MSHSL and District rules and guideline regarding transfers, chemical use, code of conduct etc.

* 5 4 3 2 1

4. Supervises locker room pre/post practice.

* 5 4 3 2 1

5. Inventories equipment & keeps accurate records.

* 5 4 3 2 1

6. Communicates well regarding budget.

* 5 4 3 2 1

7. Completes all pre/post season checklists.

* 5 4 3 2 1

8. Keeps storage area and locker room areas clean and free of clutter and garbage in/out of season.

* 5 4 3 2 1

Comments:

Influence

1. **Booster Club:** Takes an active role in organizing, consulting and guiding parent booster club.

* 5 4 3 2 1

2. **Clinic Participation:** Attendance at and presentations made at coach's clinics. Keeps informed of new trends, techniques and strategies.

* 5 4 3 2 1

3. **Attendance at MSHSL Rules Meetings, Conference, Section, State coaches meetings.**

* 5 4 3 2 1

4. **Membership and/or offices held in state associations.**

* 5 4 3 2 1

5. Visibility in community at functions and public appearances in promoting program.

* 5 4 3 2 1

6. Works with parents to promote positive interactions between each other, coaches, and players on the field/court/ice/track.

* 5 4 3 2 1

Comments:

Problem Solving

1. Level of understanding/cooperation with the Activities Department.

* 5 4 3 2 1

2. Ability to anticipate problems, define solutions and suggest improvements.

* 5 4 3 2 1

3. Organization of program, ability to meet deadlines and delegation of tasks to assistant coaches.

* 5 4 3 2 1

4. Handling Equipment: Provides an accurate system of management of equipment, including issuing, collecting and inventory.

* 5 4 3 2 1

5. Player Eligibility: Submits team rosters and master eligibility roster within prescribed deadlines. Tracks academic eligibility of team members.

* 5 4 3 2 1

6. Game Administration: Makes adequate provision for transportation, assumes responsibility of communicating set up of site, personnel needs and special promotions for home events with the Activities Department. Brings staff and team to contest physically, mentally and emotionally prepared.

* 5 4 3 2 1

7. Records and Statistics: Maintains adequate records, statistics, etc. of activity and personnel.

* 5 4 3 2 1

8. Budget: Understanding of budgeting process and administering the activity within the approved budget.

* 5 4 3 2 1

Comments:

Results Orientation

1. Definition of success goes beyond the scoreboard & W/L Record.

* 5 4 3 2 1

2. Ability to reflect on and improve practice or game plan.

* 5 4 3 2 1

3. Uses video analysis and assistant coach feedback as input for the next practice plan.

* 5 4 3 2 1

4. Checks for athlete understanding during and after practice.

* 5 4 3 2 1

5. Creates game plan based on own strengths and opponents strengths/weaknesses.

* 5 4 3 2 1

6. Has high expectations for self and others for preparations, performance, & sportsmanship.

* 5 4 3 2 1

Comments:

Overall Win-Loss Record

Conference Win-Loss Record

Post Season performance or place in conference evaluator's recommendation:

Rehire_____Rehire if suitable plans for shortcomings are included_____Do not rehire_____

Summary of Performance:

Reflection of Definition of Success: Did you create lifelong memories for your athletes? If so, What?

Did you help to develop lifelong relationships between and with your athletes? How were you intentional about doing this?

Are your athletes' better people for having been a part of your program? What lifelong lessons did you teach?

Goals for next season:

Goals for off-season:

Signature indicates the coach and AD have met and discussed these items. All employees can add their own addendum if they wish to share their own perspectives.