



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

N/O

A. Personal Qualities

1. Demonstrates self-confidence
2. Is enthusiastic
3. Presents a positive role model for students, i.e., communication, language, and leadership

☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐

B. Professional Conduct

1. Exhibits ethical behavior
2. Maintains control under stress
3. Places the welfare of student safety and well-being above success and does not sacrifice values/principles to win
4. Provides appropriate guidance and assistance to related staff, i.e. assistant coaches, volunteer coaches, volunteers

☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐

II. ADMINISTRATIVE PROCEDURAL ABILITIES

A/B

IE

U

N/O

A. Organization/Preparation

1. Conducts and communicates well-planned practices, rehearsals, and competitions
2. Utilizes related staff competently
3. Effectively communicates with staff, students, and parents
4. Submits required paperwork in a timely manner
5. Provides guidance regarding availability of advanced academic, athletic, college and/or career opportunities

☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐

B. Financial Resources

1. Adheres to District procurement policies and procedures
2. Can account for all expenditures related to supplemental funds/fundraising
3. Works within the constraints of the budget
4. Conducts issuing and collection of equipment in a timely fashion

☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐

C. Safety Aspects

1. Exhibits reasonable and prudent conduct in protecting student safety and well-being
2. Follows the advice of the physician/trainer/nurse regarding the participation of injured students
3. Provides safe playing, practice, rehearsal conditions and utilizes all protective equipment (if applicable)

☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐
☐



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