

Personnel -- Certified

Evaluation

Coaches

There shall be an annual evaluation of all coaches, to be conducted by the athletic director or the coach's immediate supervisor. Each coach shall receive a written copy of the evaluation.

The purposes of evaluation are:

1. To provide a systematic process whereby coaches may increase the effectiveness of their services to the athletic program utilizing the available professional resources.
2. To provide an opportunity for coaches to analyze their strengths and weaknesses, and to discuss objectively the contributions they have made to the athletic program.
3. To provide an opportunity for the administrative staff to analyze the strengths and weaknesses of individual coaches, and to utilize this knowledge to develop supervisory service to assist individuals in developing their competence.
4. To provide an effective means by which administrators may make recommendations concerning the continued employment of personnel, the granting of increments, and/or other recommendations to the Board of Education.

It is the responsibility of all administrators, coaches and other professional staff members to recognize that the district schools intend to seek and maintain the best qualified staff to provide quality coaching for student athletes. In keeping with this goal, all personnel are expected to participate fully in the appraisal process.

An integral part of this process is self-appraisal. The self and administrative appraisals include: knowledge of sports area, coaching skills and techniques, attitudes, behavior patterns, values and ethics.

Any coach that has held the same coaching position for three or more years, for which the Board terminates or non-renews the contract shall be informed of the Board's decision within ninety (90) days of the completion of the sport season covered by the contract. The coach may request a written statement from the Board specifying the reason(s) for the Board's action. The statement shall be provided within thirty (30) days of the request. The decision to terminate or non-renew the coach's contract may be appealed by the coach in a manner prescribed by the Board.

The Board may terminate the contract of any coach at any time for reasons of moral misconduct, insubordination or a violation of the rules of the Board or because a sport has been cancelled by the Board.

Personnel – Certified

Evaluation

Coaches (continued)

(cf. 2137 – Athletic Director)

Legal Reference: Connecticut General Statutes

10-151b Evaluation by superintendent of certain educational personnel

10-220a In-service training

PA 04-243 An Act Concerning Notification in Cases of Termination of Coaches

10-222e Policy on evaluation and termination of athletic coaches (as amended by P.A. 13-41)

10-149 Qualifications for coaches of intramural and interscholastic athletics coaches (as amended by P.A. 13-41)

P.A. 13-41 An Act Concerning Hiring Standards for Athletic Directors

Policy adopted: April 11, 2016

THOMASTON PUBLIC SCHOOLS
Thomaston, Connecticut

**THOMASTON PUBLIC SCHOOLS
COACH EVALUATION FORM**

This form is to be used to evaluate the performance of athletic coaches/assistant coaches employed by Thomaston Public Schools. Other written means of evaluation may be used if, in the judgement of the evaluator, such means would be more effective. All athletic coaches/assistant coaches must be evaluated at the end of each sport season. Written evaluations must be submitted to the Superintendent of Schools no later than thirty (30) days after the end of the sport season. A copy of this evaluation must be given to the coach/assistant coach being evaluated.

Name of Coach/Assistant Coach

School

Assignment

I. Professional and Personal Relationships	Below Average	Average	Above Average
1. Cooperation with Athletic Director in regards to submitting eligibility lists, state tournament information, meeting deadlines, sportsmanship forms and inventories (equipment and uniforms)			
2. Participation in professional and in-service meetings such as league coaches and rules interpretation meetings, etc.			
3. Maintains professional conduct on and off the field with players, parents, officials and other league coaches.			
II. Coaching Performance	Below Average	Average	Above Average
1. Respect: Sets example, serves as a role model, shows good sportsmanship.			
2. Enforce team rules – Commands Respect!			
3. Knowledge of the sport.			
4. Motivates when necessary.			
5. Innovative: Uses new coaching techniques and ideas.			
6. Builds appropriate rapport with players.			
Comments:			

4115.3
Form
(continued)

III. Related Responsibilities	Below Average	Average	Above Average
1. Practices are well organized, well attended and of appropriate length.			
2. Eligibility information and knowledge of state rules and sport changes.			
Comments:			
IV. Additional Comments			
1. Athletic Director/Supervisor:			
2. Coach:			
IV. Recommendations:			
<input type="checkbox"/> Continuation of Employment <input type="checkbox"/> Continuation of Employment with Reservations <input type="checkbox"/> Non-Continuation of Employment			
_____ Signature: Athletic Director		_____ Signature: Coach *Signature indicates that the coach has read the evaluation, not necessarily that the coach agrees with it	
_____ Signature: Principal			