CEDARBURG HIGH

SCHOOL

COACHES'
EVALUATION
FORMS

Head Coach Evaluation

Name:

Sport:

Level: Varsity

Communication:

Coaches have the important roles of teachers and role models for their student-athletes. They are responsible for maintaining open communication with students and parents. Coaches also assist in the recruiting process and communicate with the athletes and parents. It is essential for them to maintain professional, respectful, and appropriate interactions within and among the team. Furthermore, they must communicate with all stakeholders in a professional manner and provide constructive feedback when communicating with parents, athletes, and coaches about improvement.

Criteria	Distinguished * **In addition to meeting the requirements for Effective…**	Effective **Effective is the expected level of performance.**	Developing/Needs Improvements	Unacceptable
Leadership for Student Success	The head coach proactively seeks and creates innovative and productive methods to communicate and engage effectively with student-athletes, staff, parents, and the community. *Head coaches who are distinguished serve as role models*.	The head coach fosters the success of all student-athletes by effectively communicating, collaborating, and engaging stakeholders to promote understanding, support, and continuous improvement of the athletic programs and services that align with the athletic department's mission.	The head coach inconsistently communicates or collaborates on important issues with student-athletes and staff, parents and families, or the community.	The head coach ineffectively communicates or collaborates on issues of importance with student-athletes and staff, parents and families, or the community.

Comments:

Participation:

This encompasses, among other things, head coaches constructing their programs to maximize participation at all levels while aiming for stability in individual performance, team dynamics, and overall program performance. The head coach ensures high participation across all program levels (varsity, JV1, JV2) by proactively involving, supporting, and motivating student-athletes.

Criteria	Distinguished * **In addition to meeting the requirements for Effective…**	Effective **Effective is the expected level of performance.**	Developing/Needs Improvements	Unacceptable
Leadership for Student Success	The head coach proactively engages with student-athletes, stakeholders, and youth leaders to ensure the program's stability and health. *Head coaches who are distinguished serve as role models.*	The head coach fosters the success of all students by effectively communicating, collaborating, and engaging stakeholders to ensure the stability and health of the program.	The head coach inconsistently communicates or collaborates with student-athletes, stakeholders, and youth leaders regarding the stability and health of the program.	The head coach ineffectively communicates or collaborates with student-athletes, stakeholders, and youth leaders regarding the stability and health of the program.

Comments:

Organization/Youth Program:

Head coaches ensure the organization of all practices and contests and provide advance notice to parents and student-athletes if there are any changes to the location or time. The head coach must be punctual for all practices and meetings and should respond to emails and phone calls within 48 hours in a positive manner. Additionally, the head coach should promptly submit all receipts for team meals, fundraising, etc. The program should encourage strength training with at least two lifting sessions per week and submit the relevant data. If applicable, the head coach should be actively involved in the youth program and should attend games/practices. The head coach is also expected to attend Board meetings and oversee an organized and aligned youth and high school program.

Criteria	Distinguished * **In addition to meeting the requirements for Effective…**	Effective **Effective is the expected level of performance.**	Developing/Needs Improvements	Unacceptable
Leadership for Student Success	The head coach is highly effective at organizational management, demonstrating proactive decision-making, coordinating highly efficient operations, maximizing available resources and creating detailed participation goals. *Head coaches who are distinguished serve as role models.*	The head coach fosters the success of all student-athletes by supporting, managing, and overseeing the school's organization/youth program, operation, and use of resources.	The head coach inconsistently supports, manages, or oversees the school's organization/youth program, operation, or use of resources.	The head coach ineffectively supports, manages, or oversees the school's organization/youth program, operation, or use of resources.

Comments:

Coaching Staff:

The head coach must have a qualified staff and show the highest level of preparation in designing effective and efficient practice plans. All levels of the team must show improvement throughout the season. The CHS Athletic Department emphasizes "the process," which includes the team and staff being prepared for every game, making proper in-game adjustments, ensuring that players understand their roles and responsibilities, and monitoring team/individual progress throughout the season.

Criteria	Distinguished * **In addition to meeting the requirements for Effective…**	Effective **Effective is the expected level of performance.**	Developing/Needs Improvements	Unacceptable
Leadership for Student Success	The head coach, using expertise in human resources leadership, supports, develops, and evaluates assistant coaches to result in a high-functioning team. In addition, the head coach will ensure that his staff and players are well-prepared for all practices and competitions. *Head coaches who are distinguished serve as role models.	The head coach fosters the success of all student-athletes by supporting, managing, and overseeing their program and preparing players and assistant coaches for games and competitions.	The head coach inconsistently supports, manages, or oversees their program, operation, or use of resources and does not have players or coaches consistently prepared for practices and competitions.	The head coach ineffectively supports, manages, or oversees their program, operation, or use of resources and does not have their players or coaches prepared for practices or competitions.

Comments:

General Culture/Climate:

The head coach maintains solid and positive relationships with all stakeholders, communicates in an engaging manner, and is open to accepting constructive criticism. This fosters an enjoyable environment for all stakeholders involved in the coach's program.				
Criteria	**Distinguished *** **In addition to meeting the requirements for Effective…**	**Effective** **Effective is the expected level of performance.**	**Developing/Needs Improvements**	**Unacceptable**
Leadership for Student Success	The head coach seeks out new opportunities or substantially improves existing programs to foster the success of all student-athletes by advocating, developing, nurturing, and sustaining a safe, positive, and engaging extracurricular activity. The rigor and expectations are evident through increased student achievement. *Head coaches who are distinguished serve as role models.*	The head coach fosters the success of all students by advocating, developing, nurturing, and sustaining a safe, positive, and engaging school climate.	The head coach inconsistently fosters the success of all student-athletes in advocating, developing, nurturing, and sustaining a safe, positive, and/or engaging school climate.	The head coach ineffectively fosters the success of all students in advocating, developing, nurturing, and sustaining a safe, positive, and/or engaging school climate.

Comments:

Cedarburg Athletics Scoring Rules				
Criteria	**4**	**3**	**2**	**1**
Regardless of the total points earned, a rating of "2" in any Standard excludes a coach from being Highly Effective or Distinguished.	**Distinguished** Score Range 19-20	**Highly Effective** Score Range 17-18	**Effective** Score Range 15-16	**Needs Improvement** Score Range 13-14

Employee Comments:

Employee Signature _____   Date_____

Evaluator Signature _____   Date _____

ASSISTANT COACH EVALUATION FORM

DATE :

COACH:

EVALUATOR:

 CONTRIBUTIONS TO THE PROGRAM:

 STRENGTHS:

AREAS OF IMPROVEMENT:

Evaluator's signature _____