

Article 22
Professional Development and Evaluation
Coaching Assignment

- All head coaches, and assistant coaches with 75% FTE or greater appointment, are evaluated annually.
- Process for evaluation begins with the submission of a Professional Development Plan.
 - Professional Development Plan (PDP) is an annual plan of your goals for professional development in each of the 5 criteria in Article 22, Sec B
 - You determine what goals to include in your plan
 - You have the right to weight the five criteria. i.e., you may place more emphasis on one or more criteria
 - You should incorporate University and / or Athletic Department goals and objectives in your PDP
- Evidence of your progress for each goal are reported at the end of the year / evaluation period in a Professional Development Report (PDR).
 - You decide what documentation to submit in support of your PDP
 - Items and documentation may be included in more than one criterion

EXAMPLES OF COACH'S DUTIES RELEVANT TO EACH OF THE 5 CRITERIA

Criterion 1 **Demonstrate ability to teach/coach effectively and/or perform effectively in other current assignments**

Coaching Assignment

➤ Develop and / or revise the following items:

- Program goals and objectives
 - Athletic development
 - Academic development and support
 - Citizenship development
 - Leadership development
 - Diversity
 - Mentorship
 - Community service
- Practice schedules and plans
- Skill development drills
- Coaching manuals
- Player performance evaluation criteria

➤ Evidence of the following activities:

- Incorporating technology in coaching, e.g., “Hudl”, PowerPoint, Dartfish software, etc.
- Game review, video study
- Individual player meetings
- Video cut-ups, Video library
- Design and/or use of facilities to enhance student learning
- Other evidence of good performance:
 - Student-athlete assessments of your coaching effectiveness
 - End of season player evaluations
 - Feedback from end of season player interviews
 - Exit interviews with senior athletes
 - Retention rates
 - Graduation rates
 - Win/Loss record

Non-Coaching Assignment

- Evidence of accomplishments in the following areas:
 - Game management
 - Fundraising
 - Compliance Officer
 - Assistant A.D.
 - Admissions
 - Academic Teaching/Course Instruction
 - Student and peer evaluations
 - Developing and updating syllabi, courses / course content

Criterion 2 **Scholarly or Creative Achievement or Research**

- Develop or revise the following:
 - Coaching manuals
 - Playbooks
 - Strength and conditioning manuals
- Evidence of the following activities:
 - Guest speaker at regional or national coaching clinic
 - Published article in a coaching journal/publication/online
 - Article submissions
 - Thesis/action research work with graduate students/GAs
 - Undergraduate research

Criterion 3 Evidence of Continuing Preparation of Study

- Professional Organizations
- Attending conferences
- Professional visits with coaches/staff
- Subscriptions to coaching journals
- Courses/workshops
- Orientation/training
- Video study
- Self-study (books, online seminars, staff retreats, etc.)

Criterion 4 Contributions to Student Growth and Development

- Student advising
- Student-athlete advisory committees
- Study tables
- Letters of recommendations
- Contributions to university scholarships
- Club advisor, student club involvement
- Programs for student-athletes
 - o Mentorship opportunities
 - o Pen pals
 - o Tutors
 - o Reading buddies
 - o Big brothers/sisters
 - o Volunteer work

Criterion 5 Service to the University and Community

- University committee
- Volunteer work
- Community organizations
- Conference representative
- Fundraising accomplishments
- Organizing guest lectures/speakers
- Summer camps (university exposure)
- Recruitment effort
- Programs for student-athletes that include community/university service
 - o Mentorship opportunities
 - o Rake-athon
 - o Pen pals
 - o Tutors
 - o Alumni phone-athons
 - o Reading buddies
 - o Big brothers/sisters
 - o Move-in day
 - o Volunteer work