

STRATEGIES FOR INCREASING THE NUMBER OF FACULTY COACHES

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THINGS THAT HAVE WORKED FOR US

- HAVING AN ACTIVE ROLE IN THE HIRING PROCESS AT SCHOOL.
- IN-HOUSE PROFESSIONAL DEVELOPMENT (SPEAKERS, BOOK STUDIES, PROGRAMS LIKE 3D COACHING OR INSIDE OUT INITIATIVE, ARTICLES, PODCASTS, CLINICS, NIAAA WORKSHOP MATERIALS & MENTORING/FELLOWSHIP/COACHES ROUNDTABLES)
- NFHS COURSES/CERTIFICATION
- STRATEGIC PLANNING

HAVING AN ACTIVE ROLE IN THE HIRING PROCESS
AT SCHOOL

RECOMMENDATIONS

- ASK TO BE A PART OF THE HIRING COMMITTEE FOR TEACHING POSITIONS
 - “IN WHAT WAYS CAN YOU CONTRIBUTE TO THE OVERALL MISSION AND VISION OF THE SCHOOL?”
 - “WHAT SPORTS/ACTIVITIES WERE YOU INVOLVED IN IN HIGH SCHOOL?”
- EMPHASIZE AND LIVE THE PHILOSOPHY TEACHER FIRST AND COACH SECOND
- REACH OUT TO COLLEGES/UNIVERSITIES IN YOUR AREA TO BUILD RELATIONSHIPS AND FIND POSSIBLE COACHING CANDIDATES WHO ARE IN EDUCATION PROGRAMS
- KNOW AND UNDERSTAND YOUR STATE'S NON-TRADITIONAL PATHS TO TEACHING CREDENTIALS
- WORK WITH YOUR FEEDER SCHOOLS AND YOUTH PROGRAMS IN YOUR COMMUNITY

SMALL GROUP DISCUSSION

- WHAT ARE SOME THINGS WE HAVEN'T DISCUSSED THAT HAVE WORKED FOR YOU ON YOUR CAMPUS?

IN-HOUSE PROFESSIONAL DEVELOPMENT

RECOMMENDATIONS

- MAKE SURE THE OPPORTUNITY IS AVAILABLE TO ALL COACHES & SPONSORS.
- MAKE SURE THE CONTENT IS RELEVANT & USEFUL.
- THERE NEEDS TO BE TIME FOR DISCUSSION & IMPLEMENTATION – THIS IS A PROCESS.
- DON'T OVERWHELM COACHES & SPONSORS WITH TOO MUCH OR USE THIS AS AN EVALUATION TOOL.
- AS THE AD, OBSERVE YOUR COACHES & SPONSORS AS THEY IMPLEMENT IDEAS, FOLLOW UP WITH THEM & PROVIDE FEEDBACK.

FELLOWSHIP

- BREAKFAST/COKE WITH COACH/BIBLE STUDY — BUILD POSITIVE RELATIONSHIPS!
- TRY TO MEET ONCE EVERY 2 WEEKS, BUT AT LEAST ONCE A MONTH.
- ADD VALUE TO STAFF MEMBERS — HANDWRITTEN NOTES THANKING THEM FOR SOMETHING POSITIVE YOU NOTICED THEM DOING — BE SPECIFIC

MENTORING

- TAKE ADVANTAGE OF THE EXPERIENCE & EXPERTISE YOU HAVE ON STAFF ALREADY.
- IDENTIFY WHERE YOUR COACHES ARE AT & WHAT THEY WANT/NEED.

COACHES ROUNDTABLES

- MEETING THEMES COME FROM THE COACHES WHENEVER POSSIBLE, AD HAS SOMETHING READY IF NEEDED.
- ENCOURAGE HEAD COACHES TO HAVE DISCUSSIONS WITH THEIR STAFF MEMBERS.
- ENCOURAGE DISCUSSIONS TO CONTINUE OUTSIDE/AFTER MEETINGS.
- START MEETINGS WITH A FOLLOW-UP FROM THE PREVIOUS MEETING
 - WHAT HAVE YOU USED SUCCESSFULLY?
 - WHAT HAVE YOU STRUGGLED WITH?
 - WHAT WAS A RECENT "WIN" FOR YOU?

ROUNDTABLE TOPICS

- BEST PRACTICES FOR TEACHING/COACHING.
- JOE EHRLMAN – INSIDE OUT COACHING 4 QUESTIONS
 - WHY DO YOU COACH?
 - WHY DO YOU COACH THE WAY YOU DO?
 - WHAT IS IT LIKE TO BE COACHED BY YOU?
 - WHAT IS YOUR DEFINITION OF SUCCESS?

ROUNDTABLE TOPICS

- NAME SOMEONE WHO HAS IMPACTED YOUR LIFE.
 - WHAT CHARACTERISTICS DID THIS PERSON EXHIBIT?
 - WAS THIS PERSON SUCCESSFUL & WHY?
 - DID THIS PERSON STRIVE FOR SUCCESS OR SIGNIFICANCE? HOW COULD YOU TELL?
- THE CULTURE OF INDIVIDUAL PROGRAMS & OUR DEPARTMENT AS A WHOLE.
 - HOW TO BUILD IT
 - STRATEGIES TO IMPROVE IT WHEN NEEDED

ROUNDTABLE TOPICS

- STUDENT-ATHLETES
 - HOW ARE WE EMPOWERING THEM AS LEADERS OF OUR PROGRAMS?
 - HOW TO MAINTAIN BUY-IN WHEN THINGS AREN'T GOING WELL.
 - HOW DO WE GET THEM TO TAKE POSITIVE RISKS DURING COMPETITION?
 - HOW ARE WE PREPARING THEM TO HANDLE FAILURE? SUCCESS?
 - HOW DO WE MAINTAIN A POSITIVE LEARNING ENVIRONMENT WHILE PUSHING KIDS OUT OF THEIR COMFORT ZONE SO THEY CAN GROW?

ROUNDTABLE TOPICS

- HOW CAN WE REMAIN FOCUSED ON THE PROCESS RATHER THAN JUST THE FINISHED PRODUCT?
- WHAT STRATEGIES DO YOU USE WHEN HAVING DIFFICULT CONVERSATIONS WITH PLAYERS &/OR PARENTS?
 - DON'T HAVE THE CONVERSATIONS AT A TIME WHEN EMOTIONS ARE HIGH (24 HOUR RULE)
 - GET THEM TO AGREE WITH YOU EARLY
 - AVOID "YOU" STATEMENTS

NFHS COURSES/CERTIFICATIONS

NFHS CERTIFICATIONS

- ACCREDITED INTERSCHOLASTIC COACH
 - LEVEL 1 NATIONAL CERTIFICATION
- CERTIFIED INTERSCHOLASTIC COACH
 - LEVEL 2 NATIONAL CERTIFICATION

STRATEGIC PLANNING

THREE-YEAR PLAN FOR COACHES

- HELPS TO ESTABLISH A VISION
- CREATES OPEN COMMUNICATION & FEEDBACK
- ENCOURAGES CONTINUOUS IMPROVEMENT, TRACKS PROGRESS & RECOGNIZES CHANGE

SIX PARTS OF THE THREE-YEAR PLAN

- PART ONE – MISSION STATEMENT (WHAT IS THE DEFINING OBJECTIVE & PURPOSE OF YOUR PROGRAM, WHY DOES IT EXIST? THIS SHOULD BE A GUIDE FOR ALL DECISION MAKING, ACTIONS & STRATEGIES.)
- PART TWO – PROGRAM DESCRIPTION (BE DETAILED & INCLUDE A RECENT HISTORY)
- PART THREE – THE STUDENT PROFILE (WHAT DO YOU HAVE COMING – NUMBERS & TALENT?)
- PART FOUR – PROGRAM ASSETS & CHALLENGES (FOUNDATIONAL PIECES IN PLACE, EQUIPMENT/BUDGET/FACILITIES NEEDS, OBSTACLES YOU NEED TO OVERCOME)
- PART FIVE – ACADEMICS (MONITOR PROGRESS, PROVIDE SUPPORT, ADDRESS CONCERNS)
- PART SIX – TIMELINE & ATHLETIC DEPARTMENT SUPPORT (TIMELINE – WHERE ARE YOU NOW & WHERE WILL YOU BE IN 3 YEARS?, WHERE DO YOU NEED SUPPORT?)

SMALL GROUP DISCUSSION

- WHAT IS ONE TAKEAWAY?

QUESTIONS?