



HOW TO EVALUATE THE KNOWLEDGE OF COACHES WHEN HIRING

Workshop Presenters

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NFHS Coaches area of expertise



- Technically expert
- Tactically expert
- Relationally expert
- Communication expert
- Character development expert

Before you can check the knowledge of a coach....

- Determine the position need
- Determine the scope of the position
 - Teach and Coach?
- Advertise the position well, not just on your district website.
- Communicate the selection process clearly.
- Process of communication
 - From beginning to end, who is the boss of the process?
- Who will be involved in the hiring?
 - AD? Committee? Parents? Athletes?



Interview Questions/Rubrics

"Rubrics"



Criterion	Question	(+, ~, -)
Opening Question <input type="checkbox"/> Background <input type="checkbox"/> Motivation <input type="checkbox"/> Experience <input type="checkbox"/> Passion for kids	<p>Tell us about your experience and training which make you an excellent candidate for this position.</p> <p>What are your long term coaching goals?</p>	
Coaching Management Values: Trust/Integrity/ Excellence <input type="checkbox"/> Athlete growth <input type="checkbox"/> Values <input type="checkbox"/> Relationships <input type="checkbox"/> Expectations Excellence not win/loss	<p>Tell us about your coaching philosophy.</p> <p>What will you compromise and what will you never compromise?</p>	
Staff Management Values: Excellence <input type="checkbox"/> Valuable feedback <input type="checkbox"/> Goal setting <input type="checkbox"/> Investment in self	<p>Describe your mentor(s) and why they're your mentor(s).</p>	

Confidentiality Form

- About trust and commitment through the process for committee members
- Protect candidates
- Protect the process
- Double confidentiality idea
- The process you undertake will be better for it through this commitment to one another and to the overall process



CENTENNIAL SCHOOL DISTRICT CONFIDENTIALITY AGREEMENT

As a member of the Screening and / or Interview Team for the Centennial School District, you are accepting responsibility to review and evaluate the confidential materials submitted by a candidate for a specific position. All information given to you as a Screening / Interview Team member about the candidates, their identity, resume, and rankings must be kept confidential both during the screening or interview process, the selection process and after it has been completed.

All materials that you will be reviewing must be held in the strictest confidence and it is against policy and state law for you to share information on any of the candidates whose materials you review. The information gained about the candidates during the screening / interview process itself is confidential and not to be shared.

Signature of Acceptance of Responsibility

My signature verifies that I will be reviewing confidential materials of candidates who have applied for a position within the Centennial School District. It is agreed that I will review this material and will keep all information learned about each candidate in strictest confidence. Further, it is agreed that I will not share this information or discuss this information with anyone who is either on the search committee or with any other person.

Name of Screening / Interview Committee Member

Date

Name of Screening / Interview Committee Member

Date

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Date

GREAT reference checking

- Does what you hear match up with your candidates interview?
- Call the references, then call around the references.
- Use quotes from your candidate interview. Have you observed this.... While coaching with our candidate?
- Ask about observations, expectations and outcomes, communication ability of this candidate.
- The most important question, would you hire this coach again? Why? Why not?



INTERVIEWING WELL vs. COACHING WELL



Are first impressions always accurate?

Coaching and interviewing are different skills, and both sides of those two words should be explored.

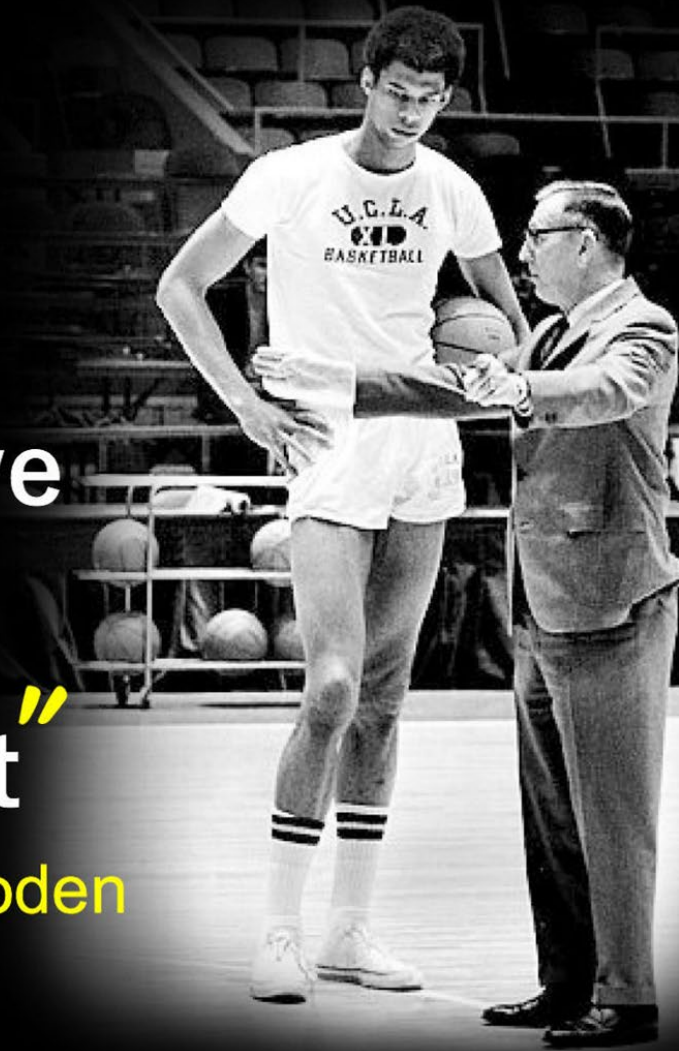
Interviews well

Interviews poorly

Remain focused on what they are interviewing for.

Overall, we are looking for proven success in coaching a sport.

**"A Coach Is
Someone
Who Can Give
Correction
Without
Resentment"**
- Coach John Wooden



To educate a person in mind
without character, is to
educate a menace to
society

Theodore Roosevelt

**An unexamined life
is not worth living
Socrates**

**How thoughtful is this potential coach,
about coaching? About life?**

How is Character taught?

1. Modeling
2. Education
3. Environment

How do you teach character intentionally?



Real Richness is when
you are so expensive
that no one can buy your
character.

www.inspirational-picture-quotes.com

- Intentional is the key, how do they understand it?
- **Moral character** is honesty, justice, respect, responsibility and love
- **Social or performance character.** Work ethic, teamwork, unselfishness, leadership, sacrifice
- Where does this fit in their understanding of coaching a sport? Something extra to add to a list or as a central motivation for their coaching?

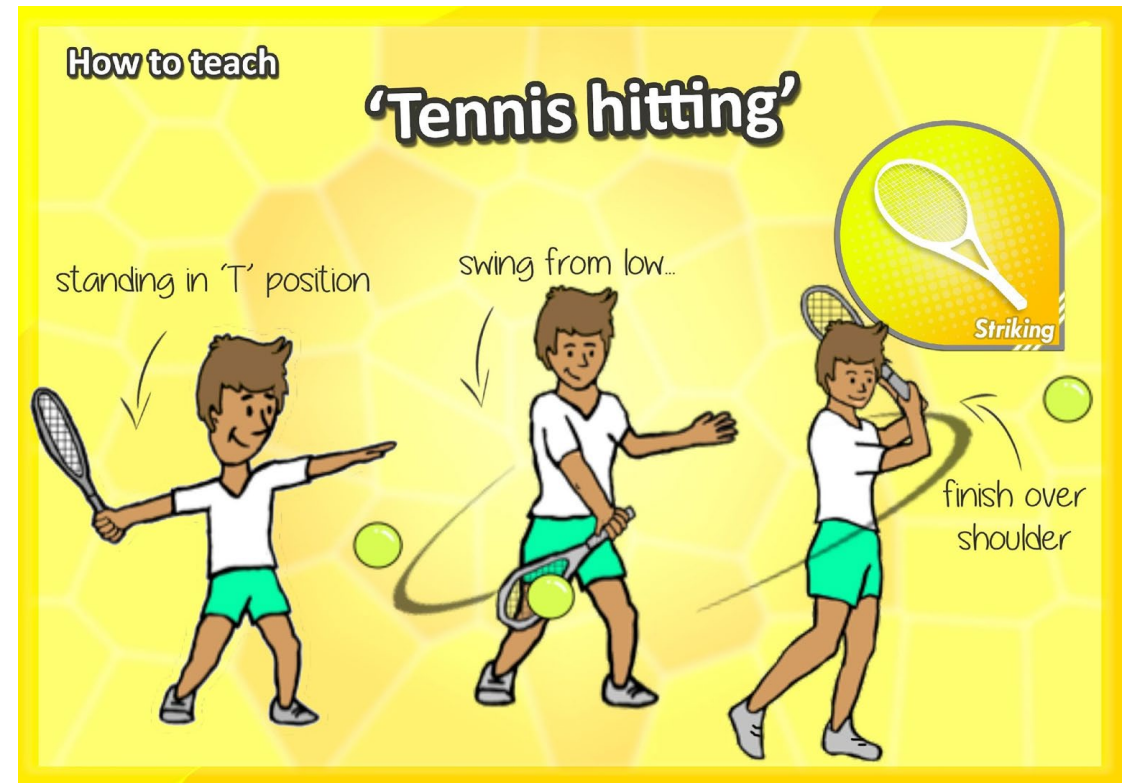
Skill Teaching Progression



- Is the knowledge shared with you “graspable”?
- More non-teacher coaches may need assistance
- Define
- Explain
- Demonstrate
- Correct
- Refine
- Encourage
- Repeat toward automation

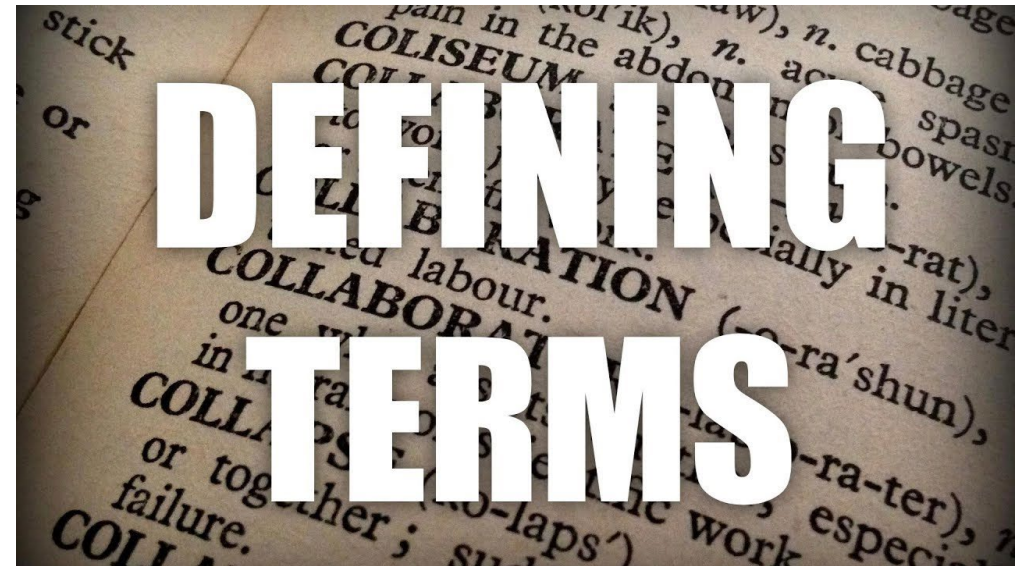
Teaching the SKILL to you in the interview

- Ask them in the interview to stand and teach those in the interview how to do something in their sport
 - Hit a serve, or volley a tennis ball
 - Hit a baseball or softball
 - Pitch a baseball or softball
 - Cheer stunting
 - Shooting a basketball
 - Throwing a FB
 - Spiking or setting a volleyball
 - Hurdling or throwing a javelin
 - Putting or driving a golf ball



Defining Terms...for athletes

- Have a list of several terms that they must quickly explain (3-5)
- Their two to three key thoughts on their own philosophy and how they go about making it understandable.
- Says something about their understanding of their game and their ability to articulate it to others.



Using the WHITE BOARD

Download more graphics at www.psdgraphics.com

- **Start, but do not stop here**
- Scenarios vs. general knowledge
- Favorites--plays, situations, etc.
- Talk about practice too, not just game situations (practice plan or key elements of a practice)
- How concise and clear are things being shared?
- Did you learn anything about the game?



Scenarios



- End of game
- End of quarter
- After a timeout
- Overtimes
- Taking advantage of observed weaknesses
- **Share. You have 30 seconds left and they have the ball, you are down 1 point, now what?**
- Writing assignment to follow interview or not?

Sub Varsity Coaches

- What is the role of the AD in hiring sub-varsity coaches at your school?
- Your program really.
- How important is it to you to “know” all of your people?
- Does the level of the coach change your thinking or hiring practices?
- Hold up the values of your department.
- Your involvement makes a statement about the importance of sub varsity coaches



Dealing with parents



- Releasing your child to the experience concept
- What is general philosophy your candidate has about parent/coach relationships?
- Scenario on coach/parent relationships?
- What does the coaches comfort level seem to be around working with parents. We coach parents too.
- Concept of unconditional warm regard.

Handling Conflict in your Program

- Is conflict good or bad?
- We are working in a human relations field, conflict is normal and should be expected.
- Need to know how this coach really feels about conflict? Flight or fight?
- What are their strategies around conflict in their program with athletes, parents, officials, other coaches.



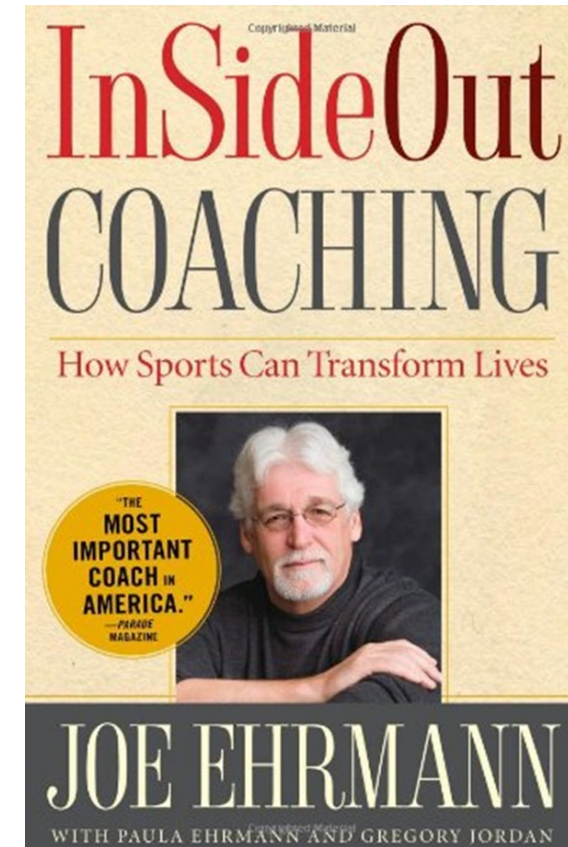
Share about two mistakes you have made coaching, what have you learned from them?



- Clarity
- Honesty
- Authentic
- How it changed their coaching style, focus or outcomes?
- How have them become more effective as a result?
- How does it appear they feel about making

Inside/Out Coaching Questions

- Why do you coach?
- Why do you coach the way you do?
- What is it like to be coached by you?
- How do you define success?



Questions?
Comments?

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