

The Altoona School District recognizes extracurricular and co-curricular sports and activities as a vital part of educating the whole child. Evaluation is an assurance of minimal expectations, a process that measures if coaches/advisers are achieving predetermined standards. It must be noted that evaluation only measures growth. By itself it doesn't promote growth. Only when evaluation is joined with supervision and in-service training do coaches/advisers grow professionally. They need information that comes from in-service training, practice that comes from supervision, and the sense of direction that comes from evaluation.

The evaluation process will include observations of coaching performance during practice and games, and in the "hallways and the classrooms" (for those who work in the School District). Coaches will review the observation notes and comments and engage in a required self-evaluation before a post-season meeting with the Activities Director. Self-evaluations tend to promote ownership and the ownership of the results – specifically any decisions to perform differently in the future. Coaches will also dispense student surveys that can offer coaches constructive feedback to use to improve their practice.

EVALUATION

- The Activities Director will have a pre-season meeting with each head coach to discuss goals/expectations for the season and have a post-season discussion regarding the season.
- Each assistant coach will be formally and informally evaluated by the Activities Director and the Head coach.
- All Coaches shall perform a self-evaluation at the end of the season. Student surveys shall also be given at the end of the season. The Activities Director will formally and informally evaluate the Head Coach, which shall include discussion of the student survey results.

ADOPTED: 03/18/13