



Vision Statement

“Grand Rapids Public Schools will create educational opportunities and experiences, through athletics, that will enhance student achievement, student development and school culture.”

School _____ Athletic Director _____ Date _____

Coaches Information:

Last Name _____ First Name _____

Sport _____ Season _____ Level _____

Years of GRPS Coaching _____ (BE=Beyond Expectations, ME=Meet Expectations, DNE=Does Not Meet Expectations, NI=Need Improvement, N/A=Not Applicable)

DOMAIN # 1	BE	ME	DNE	NI	N/A
Philosophy and Ethics					
All GRPS Coaches will implement a student-athlete centered philosophy that will teach and model fairness, equity, and appropriateness that promote all around development of the student-athlete.					
Performance Ratings Areas:					
The coach will provide a positive and supportive Effort-Based learning environment (multiple attempts at mastery) for student-athletes.					
The coach will maintain the highest order of professionalism while acting in the role as a coach.					
The coach will ensure that their support staff maintains the highest order of professionalism.					
The coach will be properly attired for practices, games and when representing the school or district (shirt with a collar/business casual/school colors).					
The coach will engage in appropriate relationships and communications with student-athletes, parents, school staff, and game officials.					
The coach will ensure that the program is fair and equitable in its operation which includes, tryouts, selections, participation time, preparation time that commensurates with student-athletes readiness and abilities.					
The coach will engage all student athletes in a level of community service. (e.g. District Wide Fundraisers, Elementary Programming, Reading Month, etc..).					
The coach will ensure that all student athletes will have an opportunity for a college level experience.					
The coach will exercise good stewardship regarding all financial matters.					

Addendums/Amendments/Additional Comments:



School _____ Athletic Director _____ Date _____

DOMAIN # 2	BE	ME	DNE	NI	N/A
Safety and Injury Prevention					
All GRPS Coaches will ensure that the highest regards for safety and injury prevention are a priority while preparing and participating in practices and competitions.					
Performance Ratings Areas:					
The coach will maintain a current CPR & First Aid Certification.					
The coach will know where to locate and how to use the First Aid Kit.					
The coach will not diagnose injury while providing First Aid.					
The coach will know where to locate and how to execute the action plan for emergencies.					
The coach will inspect and survey practice and game facilities for safety prior to each.					
The coach will know the medical history of each student-athlete that has been provided by parent, health office, or administration.					
The coach will maintain current emergency contact numbers for each athlete (no excuse for student information changing).					
The coach will know all district safety protocols and responses expected of all staff members.					
The coach will monitor the physical status of student-athlete and schedule appropriate breaks when needed.					
The coach will monitor student-athletes for any drug use and seek appropriate attention.					
The coach will supervise student-athletes at all times which includes (before, during, and after) practices, games, field trips, locker-rooms, and any other areas occupied by student-athletes.					
The coach will minimize and eliminate all acts of horseplay.					
The coach will ensure anti-hazing and anti-bullying rules are followed.					
The coach or approved designee will stay until all their student-athletes have left the premises for practices and games.					
The coach will immediately document and report all injuries to all necessary individuals (Athletic Director/Athletic Trainer/Building Administrator).					
The coach will not administer medications of any type.					

Addendums/Amendments/Additional Comments:



School _____ Athletic Director _____ Date _____

DOMAIN # 3	BE	ME	DNE	NI	N/A
Physical Conditioning					
Domain Statement: All GRPS Coaches will implement a comprehensive plan for physical conditioning pre-season, in-season and off-season that will include nutrition education for all student-athletes.					
Performance Ratings Areas:					
The coach will implement a plan for pre-season conditioning that includes physical and nutritional components.					
The coach will implement a plan for in-season conditioning that includes physical and nutritional components.					
The coach will implement a plan for off-season conditioning that includes physical and nutritional components.					
The coach will have age and size appropriate physical conditioning activities.					
The coach will have physical conditioning activities appropriate to the season.					
The coach will not use workouts as punishments and will find other acceptable strategies for discipline.					
The coach will create and implement drills that will increase skill development.					
The coach will monitor student-athletes for proper hydration.					
The coach will on a regular basis monitor the MHSAA for updates (www.mshaa.com).					
The coach will ensure that student-athletes have accurate and adequate information about the effects of drugs and substance use and abuse and resources for support.					
The coach will make sure that student-athletes are aware of the policies of the use of drugs or banned substances.					

Addendums/Amendments/Additional Comments:



School _____ Athletic Director _____ Date _____

DOMAIN # 4	BE	ME	DNE	NI	N/A
Growth and Development					
All GRPS Coaches will execute a comprehensive plan for year round growth and development of each student-athlete academically and athletically.					
Performance Ratings Areas:					
The varsity coach will develop and implement a 12 month calendar of physical development to include pre-season, in-season and off-season practices, camps, clinics, workshops, seminars, meetings or other (for all levels within there feeder pattern).					
All coaches will facilitate the communication to the student-athletes the 12 month calendar of varsity coach.					
The coach will monitor academic progress of student-athletes year round that include check points for attendance, grade reports, progress reports and other.					
The coach will monitor the behavior of student-athletes year round and intervene when appropriate and necessary.					
The coach will promote multi-sport involvement for student-athletes and work cooperatively with all other coaches in the school to support multi-sport involvement.					
The coach will be knowledgeable of developmental and age appropriate practices in coaching student-athletes of various age groups.					
The coach will maintain a binder notebook of practice plans for in and off seasons.					
The coach will ensure student-athletes attend the school's academic support classes/tutoring or approved alternative regularly.					

Addendums/Amendments/Additional Comments:



School _____ Athletic Director _____ Date _____

DOMAIN # 5	BE	ME	DNE	NI	N/A
Teaching and Communication					
All GRPS coaches will implement an open and appropriate line of communication with all stakeholders.					
Performance Ratings Areas:					
The coach will have parent meetings to provide their information about the program, and parent expectations prior to the start of each season.					
The coach will have athletic meetings to provide information about expectations, rules, safety, and consequences, schedule, and team goals prior to the start of the season.					
The coach will have a method for communicating with parents, student-athletes, and all constituents that is effective and efficient.					
The coach will communicate regularly with Athletic Director as scheduled.					
The coach will report scores to media outlets and athletic department within 12 hours of final score tabulation.					
The coach will communicate and interact (i.e., events, activities, communications) with feeder pattern coaches (top down and bottom up) at least four (4) times per year.					
The coach will communicate with other coaches and other building staff as needed to ensure that knowledge of the programs and its operations is clear.					
The coach will have practice plans and a copy will be kept in a binder in the AD's office.					
The coach will use pedagogy (instructional methods) [coaching education provided by GVSU Coaching Education Department].					
The coach will utilize effort-based strategies (multiple attempts at mastery).					
The coach will make use of best practices for motivating student-athletes.					

Addendums/Amendments/Additional Comments:



School _____ Athletic Director _____ Date _____

DOMAIN # 6	BE	ME	DNE	NI	N/A
Sports Skills and Tactics					
All GRPS coaches will acquire and maintain a current and appropriate knowledge about their particular sport.					
Performance Ratings Areas:					
The coach will attend camps/ clinics/workshops/seminars to improve knowledge and expertise as a coach.					
The varsity coach will become members of the state association for their sport (personal expense).					
The coach will create and maintain relationship/interaction with higher lever coaches in their respective sports.					
The coach will research and utilize best practices for their sport.					
The varsity coach will create skill development chart that denotes age, size and level appropriateness.					
The coach will utilize technology in teaching sports skills, tactics, and evaluating performance (i.e. film, video, approved websites, etc).					

Addendums/Amendments/Additional Comments:



School _____ Athletic Director _____ Date _____

DOMAIN # 7					
Organization and Administration	BE	ME	DI	NI	N/A
All GRPS Coaches will perform effective and efficient administrative skills and tasks as they relate to the safe and successful operation of the athletic program.					
Performance Ratings Areas:					
The coach will maintain all appropriate athletic documentation for the program.					
The coach will maintain and keep up-to-date a record of all student-athlete information that includes parent names, addresses, email addresses, text message numbers, mobile numbers, emergency contact numbers, signed medical consent forms and other.					
The coach will maintain and keep up-to-date a record of all financial matters pertaining to the program that include fundraisers, donations, booster contributions and other.					
The coach will handle and deposit any and all funds collected by student-athletes, parents, boosters, donors, or other appropriate as instructed by the Athletic Director, Athletic Office, Business Office or other.					
The coach will maintain a computerized spreadsheet as a roster of all student-athletes participating in the program that will include particular student-athlete information such as student ID, name, address, telephone, parent/guardian name, email, text message contact, date of birth, age, height, weight, gender, start date and end date.					
The coach will maintain a computerized spreadsheet of all athletic inventory that includes uniforms, equipment, locks, keys, apparatuses and other items purchased or donated to the program.					
The coach will clean, store, and secure all inventory that includes uniforms, equipment, locks, apparatus and any other items purchased or donated to the program at the end of each season.					
The coach will return all inventory that includes uniforms, equipment, locks, keys, apparatuses and any other items purchased or donated to the program at the end of each season.					
The coach will collaborate with parents and implement a parent network of support for the program by defining roles and what support is needed for the program.					
The coach will collaborate with booster organizations and implement a booster network of support for the program by defining roles and what support is needed for the program.					
The coach will follow all district level procedures, processes, and protocols for administrative duties and details that include out of town or out of state travel with teams, Building Use, and all other district policies.					
The coach will fill out and complete all necessary forms and documents within the appropriate deadlines related to MHSAA, OK Conference requirements, official ratings, tournament entries, any and all surveys requested and other.					
The coach will share and communicate the transportation plan for all team events for both in and off seasons.					
The coach and his staff will be expected to engage in fundraising that will generate a value equal to 10% of program budget					
The coach WILL NOT use any coach or volunteer to interact with student-athletes who have not been cleared or approved via the Human Resource process					



School _____ Athletic Director _____ Date _____

DOMAIN # 8	BE	ME	DNE	NI	N/A
Evaluation					
All GRPS Coaches will evaluate and be evaluated for certain levels of effectiveness in coaching					
Performance Ratings:					
The coach will be evaluated on satisfactory performance in each of the 8 domains of the National Coaching Standards.					
The coach will be evaluated on the percentage or number of student-athletes progressing from one grade level to the next on time with a satisfactory GPA or school performance (GPA 2.0 or above for secondary and Satisfactory performance for elementary).					
The coach will be evaluated on the percentage or number of student-athletes who graduate on time with original graduation cohort.					
The coach will be evaluated on the percentage or number of student-athlete that experienced school discipline.					
The coach will be evaluated on the number of wins and losses for the season.					
The coach will be evaluated on the number of required meetings and Professional Development activities attended or missed.					
The coach will be evaluated on the participation rate of the sport.					
The coach will be evaluated on the effectiveness of the lower level activities and involvement.					
The coach will be evaluated on the percentage or number of student-athletes who successfully complete the NCAA Clearinghouse registration process (applies to Junior and Senior athletes).					
The coach will be evaluated on the percentage or number of student-athletes that apply, get accepted, and enter college.					

Addendums/Amendments/Additional Comments:
