

SALEM SCHOOL DISTRICT
Salem, Connecticut

PERSONNEL – CERTIFIED

EVALUATION – ATHLETIC COACHES

Evaluation:

Any person holding a coaching permit who is employed by the Salem Board of Education to coach for a sport season shall be evaluated by his/her immediate supervisor on an annual basis. A copy of such evaluation shall be provided to the athletic coach.

The purpose of the evaluation is as follows:

- To provide a systematic process whereby coaches may increase the effectiveness of their services to the athletic program utilizing the available professional resources.
- To provide an opportunity for coaches to analyze their strengths and weaknesses, and to discuss objectively the contributions they have made to the athletic program.
- To provide an opportunity to analyze the strengths and weaknesses of individual coaches, and to utilize this knowledge to develop supervisory service to assist individuals in developing their competence.

The responsibility of all administrators, coaches and other professional staff members is to recognize that the school district intends to seek and maintain the best qualified staff to provide quality coaching for student athletes. In keeping with this goal, all personnel are expected to participate fully in the appraisal process.

An integral part of this process is self-appraisal. The self and administrative appraisals include: knowledge of sports area, coaching skills and techniques, attitudes, behavior patterns, values and ethics.

Appeal of Termination or Non-Renewal:

A decision to terminate or decline to renew the contract of an athletic coach who has served in the same coaching position for three or more consecutive years shall be communicated to such coach no later than ninety (90) days after the completion of the sport season covered by the contract. Such coach may appeal such decision in the following manner:

- Within seven (7) days of receiving the notice of termination or non-renewal, the coach may make a written request for a statement of the reasons for such decision. The coach shall be given a statement of reasons within the succeeding seven (7) days.

- The coach may request an opportunity to appeal such decision to the Board. This request must be made by the coach in writing within twenty (20) days of receiving notice of the termination or non-renewal.

Nothing shall prohibit the Board from terminating a coaching contract at any time for reasons of moral misconduct, insubordination, violation or the rules of the Board or because a sport has been cancelled.

Legal Reference: Connecticut General Statutes: 10-151b Evaluation by Superintendent of certain educational personnel. 10-220a In-service training. 10-220e Policy on evaluation and termination of athletic coaches (as amended by PA 13-41). PA 13041 An Act Concerning Hiring Standards for Athletic Directors. Public Act 04-243 An Act Concerning Termination of Coaches.

Policy 1st Reading: July 17, 2006
Policy Adopted: August 14, 2006
Revised Policy 1st Reading: May 5, 2014
Revised Policy Adopted: June 2, 2014

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