

EVALUATION OF ATHLETIC COACHES

The Nashua Board of Education strongly supports the commonly held belief that coaches have a significant impact on the total development of Nashua's student body, and that the coaches strongly influence the experiences that students have in Nashua's secondary schools. If this impact is accepted, then it naturally follows, we believe, that coaches shall:

- recognize and support the District's educational objectives;
- encourage progress towards a diploma and a life-long continuation of learning;
- assist students in maintaining a balance in their varied roles;
- support students in realizing their personal, professional and academic goals.

The development of strong, competent, dedicated coaches who are role models that exemplify high moral character and respect to students are among the major objectives of the Board of Education. The Board recognizes that thorough, regular appraisal of performance is critical to the realization of District goals. The primary purpose of personnel evaluation is the growth of individual staff members, the strengthening of the school staff as a whole, and improvement of student support services provided.

The Superintendent and administrative staff will develop procedures and instruments for evaluation in line with the following general guidelines:

- The Athletic Director will make the evaluation tool available to coaches prior to the start of the season.
- Performance appraisal will be an ongoing process; it will not be limited to items and procedures set for formal evaluations.

The evaluation system will be monitored for all athletic coaches but not be a contract obligation of the District or a contract right of the employee. It is not intended to create, nor will it be construed or understood to create, an expectation or assurance of continued employment. Neither the substance nor the content of the evaluation will be subject to the grievance procedure.

The evaluation will cover the major areas of the Coach's responsibilities and will include the following:

- specific coaching assignment;
- professional relationship with students, parents, and community;
- professional relationship with supervisors, teachers, fellow coaches, and advisors;
- appropriate and timely communication including verbal, written, and electronic;
- following and enforcing the policies, procedures, rules and regulations of the sport, the District, the NHIAA, and the Nashua Athletic Department;
- encouraging and demonstrating good sportsmanship and leadership.

Evaluation Procedure for Coaches

1. Coaches shall be evaluated at the conclusion of the season for each sport he/she is coaching. The written evaluation shall be completed within four weeks of the conclusion of each season.
2. High School and Middle School Head Coaches will be evaluated by the Athletic Director.
3. High School sub-varsity and assistant coaches will be evaluated by the Head Coach with input and final approval by the Athletic Director. The Head Coach will bring the written evaluations of his/her staff to his/her evaluation meeting with the Athletic Director. After discussion and approval, the Head Coach will then meet with his/her staff to review the sub-varsity or assistant coach's evaluation.

4. The Athletic Director shall share the evaluation with the Head Coach during a scheduled conference within a six-week period at the conclusion of each of the coach's season.
5. The coach shall sign the evaluation form denoting that the Athletic Director or Head Coach has reviewed the evaluation with the employee and the employee has received a copy, but the signature shall not imply concurrence with the findings.
6. The coach has the right to respond with a written statement as an addendum to the evaluation. The written addendum will be filed with the evaluation in the personnel file in Central Office.
7. Evaluations shall be submitted to the Superintendent's office once signed.

All coaches will be evaluated and recommended on an annual basis.

The Athletic Director will be asked for a recommendation regarding the continuation of employment for each coach. Coaches' names, for all three interscholastic seasons, shall be presented to the Human Resources Committee for re-election at the first meeting in May each year.

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