

PROFESSIONAL DEVELOPMENT IN YOUR COACHING STAFF

“Coaching Your Coaches”

PRESENTATION GOALS

- Provide you with useful information to help you “coach your coaches”.
- Share Professional Development Ideas.
- Answer questions regarding this topic.

WHY ME?

- Fresh off the coaching ranks.
- Had some success and would like to share.
- Goal of mine this year
- Had more time to coach our coaches.
- I volunteered

BACKGROUND

- Head Wrestling Coach for 25 years.
- Also coached football and tennis.
- Athletic Director at PHS for the last 16 years.

AUDIENCE BACKGROUND

How many HS A.D.'s? Middle School?

How many District A.D.'s? Other?

How many have coached before?

How many are currently coaching?

How many teach a class or two?

How many first year A.D.'s? Less than 5?

5-10? 10-15? 15-20? More than 20?

How many of you don't have secretaries?

Our Role as A.D.'s

- Good news!
- Setting aside time to coach our coaches
- Coaching Tools
 - Meetings, Emails, MBWA, Notes, Evaluations
- Delegating responsibilities
 - Scheduling, ordering of uniforms, equipment
 - Transportation requests,
- Breakthrough Coach Strategies

Lessons Learned

- Success leaves clues
- Success breeds enemies
- When you are successful, people will applaud – hear it, but don't quite believe it

CHARACTERISTICS OF A GOOD COACH

- Good Communicator
- Organized and Prepared
- Good Delegator
- Effective use of practice time
- Personable, Positive
- Knowledgeable
- Able to effectively deal with conflict
- Liked and respected by athletes/staff members
- Learner
- Motivator
- Builds the program from the bottom up

Weekly Emails

- Communication
- Delegation
- Off-Season Programs
- Working with Officials
- Dealing with Parents
- Practice Structure
- Team Chemistry
- Goal Setting
- Keeping it Fun
- Fostering Academic Achievement
- Coaching Cycles
- Staff Organization
- Dealing with the Media
- Sharpening the Saw

COMMUNICATION

- Answer all emails and voicemails within 24 hours
- Send weekly emails to parents or post weekly info on a website
- Meet with assistant coaches at least once a week
- Meet with team captains once a week
- Give team captains an opportunity to meet with the team once a week

CONT'D

- Drop by the athletic office at least once or twice a week, even in the off-season
- Check your mailbox daily
- Build in social time with assistant coaches
- Keep the boss well informed
- Have an open door policy
- Make sure everyone associated with your program can reach you
- Get to know athletes and coaches in your feeder programs

DELEGATION

- Trust those within your program and give them things to do
- Develop a list of coaching duties and assign to assistant coaches
- Delegate fundraising responsibilities to booster club
- Give team captains specific duties
- Give "Team Moms" specific duties
- Assign tasks to team managers

Effective Practices

What to look for

- Start practice at an odd time
- Have specific goals for each practice
- Limit practices to 2 hrs. or less
- Have a written practice plan
- Don't post the practice schedule
- Have athletes wear a practice uniform
- Taper at the right time
- Practice the day of competition

Sharpening The Saw

- Take time away to rest/energize
- Give athletes time off too
- Tree sawing example

QUESTIONS?