

## CUSD Athletic Coach Evaluation Rubric

Performance levels:

5 – Exemplary    4 – Above Average    3 – Satisfactory    2 – Needs Improvement    1 – Unsatisfactory    N/A – Not Applicable

The coach is evaluated on their performance level of skill/knowledge in each of the areas below:

### Knowledge of Sport

Identifies and applies competitive tactics and strategies that are appropriate for the specific level.

Organizes and implements materials for scouting, planning of practices and analysis of games.

Understands and enforces district/site/sport specific governing body rules and regulations.

Organizes/conducts/evaluates practice sessions with regard to established district/program goals that are appropriate at each stage of the season.

### Rapport with Students

Communicates with student-athletes on program, academic and personal issues.

Identifies and practices ethical conduct by maintaining emotional control and demonstrates respect for the student-athletes.

Identifies desirable behaviors (self-discipline, teammate support, following directions, etc.) and structures experiences to facilitate such behaviors.

Actively supports student academic success.

### Rapport with Other Coaches and Staff

Works cooperatively and participates with colleagues.

Demonstrates a willingness to participate in continuing professional growth opportunities.

Proactively assists other colleagues.

Is open-minded and receptive to individual differences and accepts the ideas of others.

Demonstrates evidence of collaboration with colleagues.

### Serves as a Role Model

Serves as a role model for athletes and other coaches on the field, in the classroom and within the community.

Demonstrates respect for cultural diversity and individuality within student-athletes.

Colleagues recognize and appreciate the personal and professional qualities demonstrated.

Clearly communicates positive work habits and procedures.

Appearance, manners and language reflect positively on the program.

### Instructional Activity

States and implements clear standards and expectations for a successful pre-season program.  
Demonstrates effective and appropriate instructional strategies.  
Develops and implements organized practice sessions that are designed to achieve skill development.  
Demonstrates sport-specific knowledge.

### Professionalism

Exhibits model behavior at practice and during games.  
Demonstrates cooperation with all school staff.  
Engages in positive relationships with student-athletes and all members of the school community.

### Budget

Develops, submits and maintains a balanced budget that reflects current expenditures/future planning needs according to required time lines.  
Follows all district/site purchasing procedures.  
Conducts annual fundraising activities to supplement budget and follows all district/site procedures.

### Equipment Inventory

Submits a complete inventory of equipment, uniforms, etc. to the AD at the time of the annual evaluation.  
Submits an itemized list/lost equipment/uniforms to the AD at the time of the annual evaluation that matches both the pre- and post- season inventory  
Provides a written explanation of how equipment/uniforms were lost or damaged.  
Submits completed student bills to the AD for equipment not returned by student athletes or for unpaid spirit packs.  
100% of all equipment/uniforms collected at the time of the evaluation.

### Communication

Communicates with all stakeholders within the school community regarding all issues.  
Serves as a positive district representative when communicating with stakeholders.  
Monitors the academic progress of student-athletes and effectively communicates with teachers.  
Keeps the AD informed of all important issues.  
Communication skills enhance the effectiveness of the coaching staff.  
Implements directives of the head coach and athletic director.