

Forsyth County, GA School System

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School and District Data



Coaching Coaches in the Modern High School Athletic Department
-- West Forsyth High School & Forsyth County Schools



Our Problem

- A lack of Quality Coaching candidates.
- A lack of useable teaching positions.
- Being forced to promote from within.
- Certification issues force use of Community coaches.
- Young & inexperienced coaches who are not ready for the administrative side of being the Head Coach.



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Our Why?

Hiring and Retaining Quality Coaches:

- Teaching Turnover!
- Misaligned Expectations!
 - (What does it mean to be the Head Coach?)
- Coaching v. Administration Goals!
- Parental Expectations v Our Reality!



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Educational Challenges Today

Dept	# Total Teachers	# Coaches	% of Dept
PE	11	11	100%
SS	18	17	94%
Science	19	6	32%
SPED	28	7	25%
CTAE	16	2	13%
Math	21	2	9.5%
ELA	17	1	6%

Only 35% of the Staff is currently coaching a Sport!



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Our Solution!

- Grow your own!!
- Created a skill specific curriculum based upon school, county and state policies.
- 1st Cohort was in Fall of 2016
- Identified potential candidates in specific need areas and began preparing them.



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Class Set-Up

1. Book Study
2. Development of Leadership Skills
3. Resumes and Interviewing Skills
4. State GHSA Athletic Guidelines
5. County Athletic Policies
6. Booster Club Guidelines
7. Budgeting and Planning
8. Facilities
9. Title IX
10. Play Development (Pre-Season, In-Season, Post-Season)

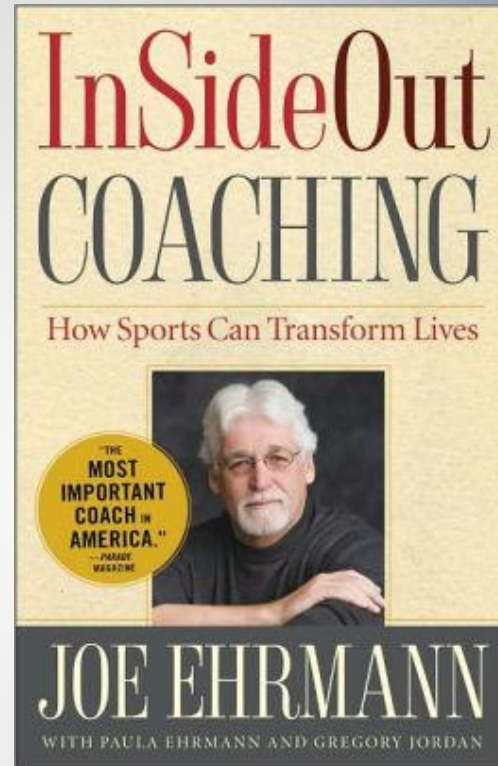
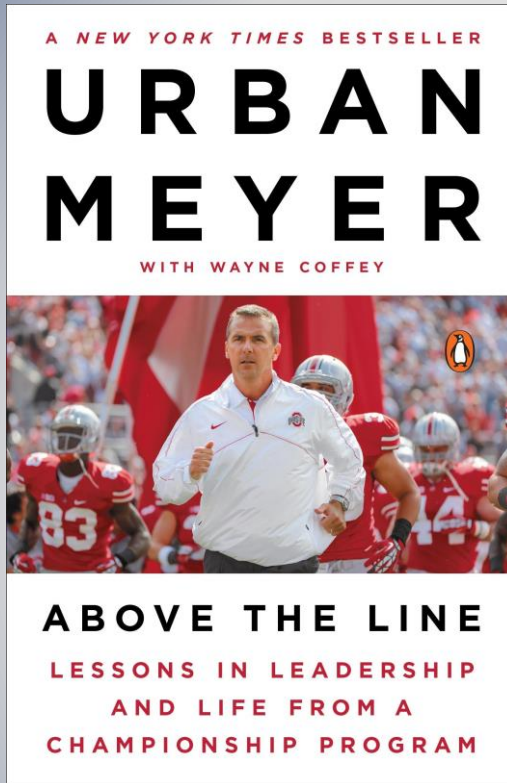


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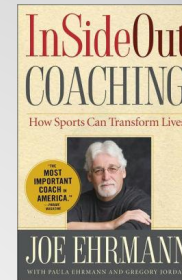
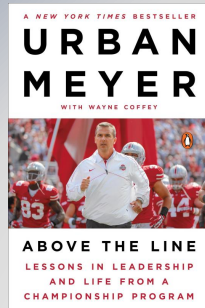
Book Study



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Take Away's & Implementations!



R Factor = Response

Building the “Right” Team Culture

Purposeful Team Mind setting

Changes and Challenges of Coaching

Alignment: Admin, Coaches, Team!

Conscientious & purposeful Leadership

Social and Emotional Impacts on Leading

Why do I coach, the way I coach?

What does it feel like to be coached by me?

What is a successful season?

What does culture look like in your program?

Goal of athletics versus purpose?

Servant leadership? What is it to you?



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Curriculum

Unit #1:

Class Introductions:

A. Introductions

1. Curriculum
2. Google.doc's
3. Books

B. Personal Leadership

1. Who do read?
2. What is your leadership philosophy?
3. Why?



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Curriculum

Unit #2

There are only so many candidates!: *Insights and Revelations to Applying for a Head Coaching Position*

A. Leadership Traits (Urban Meyer; Above the Line)

- a. Identifying Leaders (POV)
- b. Building Leaders as a Head Coach
- c. Above the Line: Lessons in Leadership
 - i. R Factor's (Chapter 2)
 1. Pg 45 & 46 Mindset & SEL
 2. Pg 50 and Students today
 3. Pg 51 R Factor
 - ii. Page 49-51 Skill Building
 - iii. Chapter 3: Building the Right Culture

B. Resumes,

- a. The Good the Bad and the Ugly!



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Curriculum

Unit #3

Landing THE Job: #howdoInotscrewthisupandgetmydreamjob?

A. Above the Line: Lessons in Leadership Chapter 3: (pg 64)

1. *“Culture is what leads when no one is watching”* pg 67

2. *“Believe It, Sell It, Demand It”* – pg 72

3. *“if you permit, you promote it”*

1. Chapter 4: Pg 88

B. Interview Do's and Don'ts!

1. Preparing the right way.

C. Saturday, Oct 26th 9-12 am

1. Mock Interviews



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Curriculum

Unit #4: Rules? I don't need NO stinking Rules!

A. Book Study; Above the Line, Urban Meyer

- 1. Pg 102 & 129 (competitive edge)**

B. GHSA Policies

1. Eligibility Issues

1. Grades/Transfers

2. Form A vs. Form B vs. Form C

2. Hardships Procedures

C. Medical Issues

1. Physicals

2. Heat/Concussion

3. Return to Play Policy (RTP)

D. Booster Clubs (Power Point)

1. Budgeting

E. Requisitions/PO's

1. Quotes v. Invoices



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Curriculum

Unit #5

Forget X's & O's, it is all about the \$'s!!

- A. Forsyth County Board Booster Club Policies
- B. Booster Clubs (Booster Club Workshop Power Point)
 - 1. Budgeting
 - 2. Requisitions/PO's
 - 1. Quotes v. Invoices

Unit #6

Getting the Best Assistants!

- A. Community Coach Procedures
- B. Title IX
- C. Fundraising
 - 1. County Policy
- D. Facilities
 - 1. Facilities
 - 2. Facilities Change form



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Curriculum

Unit #7

There is NO Off-Season!

- A. Book Study; *Above the Line*, Urban Meyer
 - 1. Ch 7; Alignment
 - 1. Page 148 & 149
 - 2. Ch 8: 10-80-10
 - 1. Page 168 “Getting the best out of your best”
 - 2. Page 170 Positive peer pressure
- B. Planning for Off-Season, Pre-Season and In-Season
 - 1. In-Season
 - 1. Parent conflicts/Playing time issues/Communication
 - 2. “4 rules for running a parent meeting”
 - 3. Multi-Sport Athletes and training
 - 2. Post-Season
 - 1. Summative Conferences with players and Coaches
 - 2. Summative with AD
- C. Lettering issues
 - 1. How, Who and When?
 - 2. Have policy and stick to it!
 - a. Re-evaluate policy at end of every season!



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Curriculum

Unit #8 **Getting Ready for Next Year! Already?**

A. Book Study; *Above the Line*, Urban Meyer

1. Ch 9; Think like a leader

- 1. “tyranny of the urgent” pg 190**
- 2. Page 191 & 192**
- 3. Page 194, Champions Day**
- 4. Page 195, Solitude and Leadership**
- 5. Page 199, Exceptional leadership**

2. Pre-Season

- 1. Player Meetings**
- 2. Coaches Meetings**
- 3. Weights**
- 4. Booster Club Meetings**
 - a. Concessions**
 - b. Fund Raising**
 - c. Budget**

B. Coaches Roles and Issues

1. Summer

- 1. Camps, Clinics and weights**

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Conclusion



Athletic Directors are challenged to find and hire the best coaches. Still we are missing a pathway for young coaches to become Head Coaches. Knowing this, we developed the game plan to coach Coaches so they can become leaders.

Program Accomplishments

- Coaches Leadership Philosophy
- Building Leaders to be Head Coaches
- Building your Resume
- The Interview Process “Do’s and Don'ts “
- GHSA Polices that the Head Coach Must Know
- Forsyth Co. Schools Board Polices
- Facilities - What the Coach needs to know
- Pre-Season, In-Season, and Post- Season
- Parent Conflict/Playing Time Issues/Communication

Results

- **2016** – 10 Students, eight leadership positions
- **2017** – 14 Students, seven leadership positions
- **2018** – 15 Students, five leadership positions



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