

**Waterloo Community Schools  
Department of Athletics  
Performance Evaluation**

**Head Coach/Assistant Coach**

**NAME:** Click here to enter text.

**POSITION:** Click here to enter text.

**SPORT:** Click here to enter text.

**DATE:** Click here to enter a date.

**EVALUATOR NAME:** Click here to enter text.

This evaluation assesses your contribution to the athletic programs of the Waterloo Community Schools. The performance appraisal is designed to facilitate open communication between you and your rating official. Your evaluation gives credit for positive contributions and highlights areas where improvement is needed. This report will recognize your performance accomplishments over the entire performance evaluation period. Your rating official encourages frequent discussions throughout the year to enhance your overall contributions to the athletic department.

**DEFINITIONS OF RATINGS:**

*In the rating process, each category needs to be evaluated independently. The rating scores possible for each category are:*

- Satisfactory*
- Need Improvement*

**Coaching Evaluation Standards**

**Standard 1-Operational Responsibilities:** The Coach promotes the success of all student athletes by ensuring management of the program, operations and resources for a safe, efficient and effective learning experience.

**Standard 2-Coaching Performance:** The Coach promotes the success of all student athletes by ensuring structures and supports are in place to maximize the student athlete's experience.

**Standard 3-Relationships:** The Coach promotes the success of all student athletes by advocating, nurturing and sustaining a program culture and instructional program conducive to student athlete development. (Culture of Learning)

**Observation Dates** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Meeting Dates** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Name:

Date:

Waterloo Community Schools  
**IOWA STANDARDS AND CRITERIA FOR COACHES**

**Standard 1- Operational Responsibilities:**

**The Coach promotes the success of all student athletes by ensuring management of the program, operations and resources for a safe, efficient and effective learning experience.**

**The Coach:**

- Cooperates with athletic office regarding paperwork (rosters and compliance lists) requests in a timely manner.
- Communicates with assistant coaches in regards to roles, duties, and expectations.
- Abides by all relevant Board of Education policies, administrative, IHSAA, IGHS AU guidelines.
- Cooperates with team auxiliary support groups (booster, parent) to enhance the athletes' experiences as team members.
- Follows proper budget and purchase order procedures and are fiscally responsible.
- Prepares a detailed inventory of team equipment and updates it after each season.
- Demonstrates care of school facilities and equipment.
- Maintains and updates current team and individual statistics and records.
- Supervises or designates supervision to maintain practice area and/or locker room when athletes are present.
- Publicizes team and individual accomplishments to the media and school (daily announcements, prep of the week, etc.).
- Promotes student athletes for post season awards and post-graduation opportunities.
- Submits end-of-season list of award winners at least one week prior to the team banquet.
- Submits post-season evaluations to all players and copies submitted to the athletic director.

**Evidence to support attainment of or failure to meet standard:**

Click here to enter text.	Click here to enter text.	Click here to enter text.
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**Evaluator Comments regarding the criteria:**

Click here to enter text.

Needs Improvement

Satisfactory

Name:

Date:

Waterloo Community Schools  
**IOWA STANDARDS AND CRITERIA FOR COACHES**

**Standard 2- Coaching Performance:**

**The Coach promotes the success of all student athletes by ensuring structures and supports are in place to maximize the student athlete's experience.**

**The Coach:**

- Conducts self in a professional and sportsmanlike manner at all times.
- Teaches the fundamentals and as appropriate advanced philosophy, skills, and knowledge essential to the level of athletes/sport.
- Develops a well-organized practice schedule with specific objectives for each practice.
- Uses personnel and strategies effectively in games.
- Provides written and verbal feedback designed to improve player performance and development throughout the season.
- Maintains effective individual and team discipline at practice and in games.
- Provides opportunities for all members of the team to participate (in some manner), depending upon their ability and effort, while maintaining a competitive squad.
- Team's performance reflects enthusiasm, motivation, proper fundamentals, and sportsmanship.
- Learns new strategies and trends in the sport by participating in professional development opportunities to promote growth as a coach and leader of athletic programming.
- Participating in events that lead to the growth and promotion of the athletic programming through in-season/off-season work with district coaches and players and related activities.
- Success indicators indicate positive trends.

**Evidence to support attainment of or failure to meet standard:**

Click here to enter text.	Click here to enter text.	Click here to enter text.
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**Evaluator Comments regarding the criteria:**

Click here to enter text.

Needs Improvement

Satisfactory

Name:

Date:

Waterloo Community Schools  
**IOWA STANDARDS AND CRITERIA FOR COACHES**

**Standard 3- Relationships:**

**The Coach promotes the success of all student athletes by advocating, nurturing and sustaining a program culture and instructional program conducive to student athlete development. (Culture of Learning)**

**The Coach:**

- Demonstrates enthusiasm for working with student athletes.
- Communicates effectively with athletes and parents.
- Establishes and maintains collaborative efforts and good rapport with faculty, administration, and coaching staffs at all levels.
- Promotes all school activities and encourages students to participate in a variety of activities.
- Maintains cooperative relations with the media regarding team information, statistics, and interviews.
- Keeps commitments and is punctual.
- Shows an interest and engagement in the athletes' academic success.
- Supports team as well as individual accomplishments.
- Cooperates with medical personnel and other support personnel as appropriate in regards to athletes' physical and mental well-being.
- Works with coaches at all levels to develop student athletes.

**Evidence to support attainment of or failure to meet standard:**

Click here to enter text.	Click here to enter text.	Click here to enter text.
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**Evaluator Comments regarding the criteria:**

Click here to enter text.

Needs Improvement

Satisfactory

Name:

Date:

Waterloo Community Schools  
**IOWA STANDARDS AND CRITERIA FOR COACHES**

**SUMMATIVE EVALUATION [Check (v) one in each row]**

Job Responsibilities:	Met	Not Met
<b>Standard 1</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Standard 2</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Standard 3</b>	<input type="checkbox"/>	<input type="checkbox"/>

**ATHLETIC DIRECTOR'S OVERALL COMMENTS:**

Click here to enter text.

**COACH'S COMMENTS:**

Click here to enter text.

- DO NOT RECOMMEND FOR REHIRE**
- RECOMMEND FOR REHIRE**
- RECOMMEND FOR PLAN OF ASSISTANCE**

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Coach's Signature Date

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Athletic Director's Signature Date

*The coach's signature indicates he/she has read this evaluation. The coach has twenty days to respond to any portion of this evaluation to which he/she does not agree.*