A close-up photograph of grass blades covered in dew, with a soft, hazy background. The image is used as a background for the text overlay.

Fostering and  
maintaining healthy  
relationships between  
AP/AD's and head  
coaches

Coaching our Coaches



# AGENDA

- By the end of our time together we will have discussed ideas of how to foster relationships with all coaches, including our most challenging ones.
- By the end of our time together we will have discussed ideas of how to coach our coaches up to help provide our programs with the best leader, not just someone filling the roll.



# How are you growing your relationships with your head coaches?

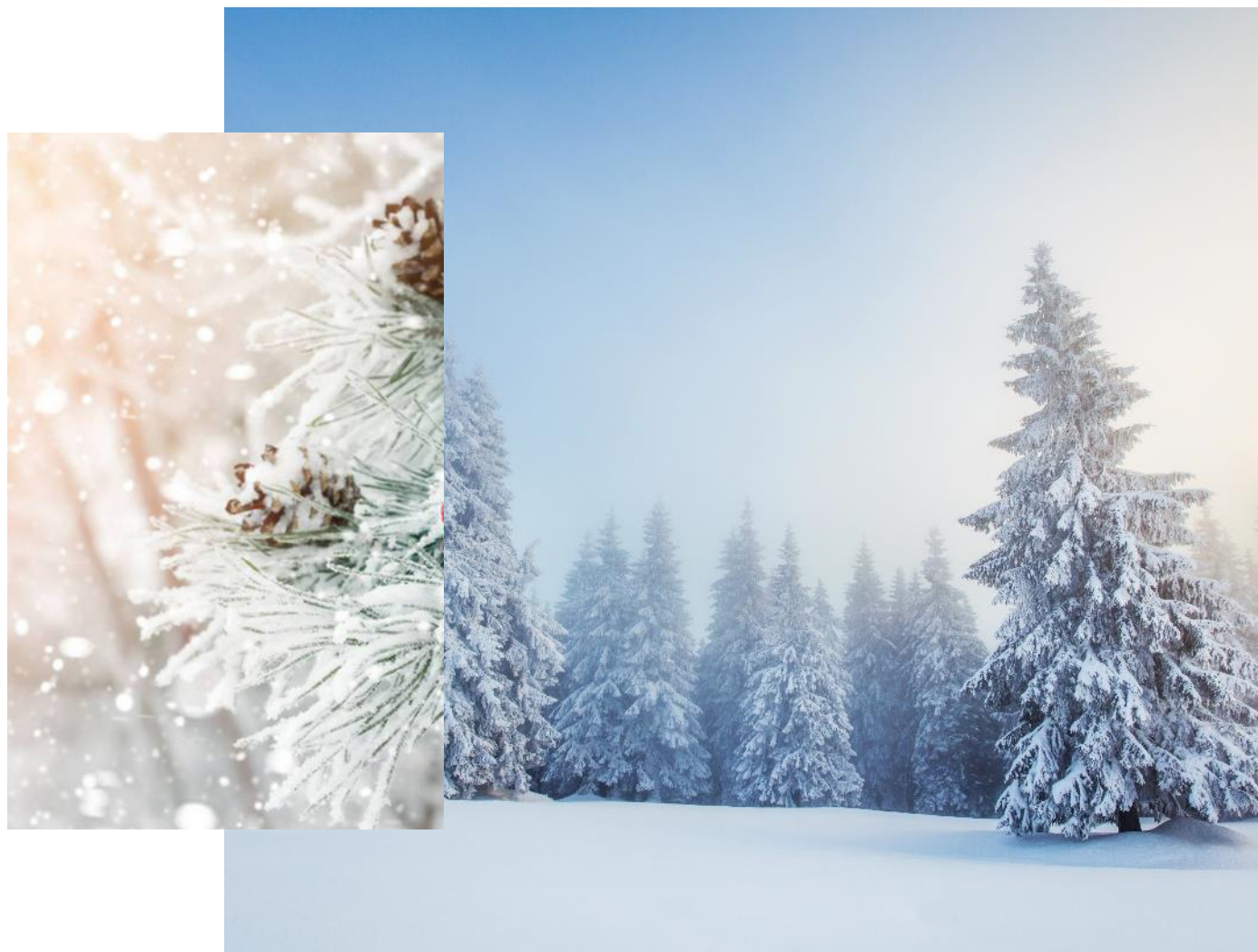
Take 2 minutes and write down on the 3 by 5 note card what you are currently doing.

Share out to group.



# 1. Pre-season coaches meeting.

1. Introductions/good things.
2. SY's catch phrase—Be Unselfish
3. Goals for program—Realistic, measurable, revisit at the end of the season.
4. Emergency Action Plan
5. Nuts and bolts—10,000 feet view for expectations.
  - A. Everyone is hearing the same information.
  - B. Specific sport parent/athlete contract
6. Appreciation—Family, thank them and acknowledge what they do.





# 1. Touch base weekly.

1. In building coaches—go to them, if possible.
2. Out of building coaches—schedule a time
3. How is your family?
4. How was the previous week/ weekend?
5. Any concerns, issues or needs?
6. Are you progressing towards your program's goals? If not, why? Do you need to adjust your goals?
7. How can I help you?

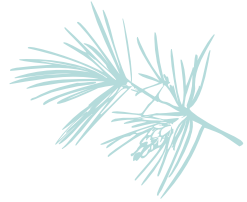




# 1. Try to get to at least 1 practice every two weeks.

1. Coaches and athletes will know we are connected, who we are, and that we are supporting them.....and checking on them.
2. Take notes, discuss what you saw the next time you touch base with your coach.





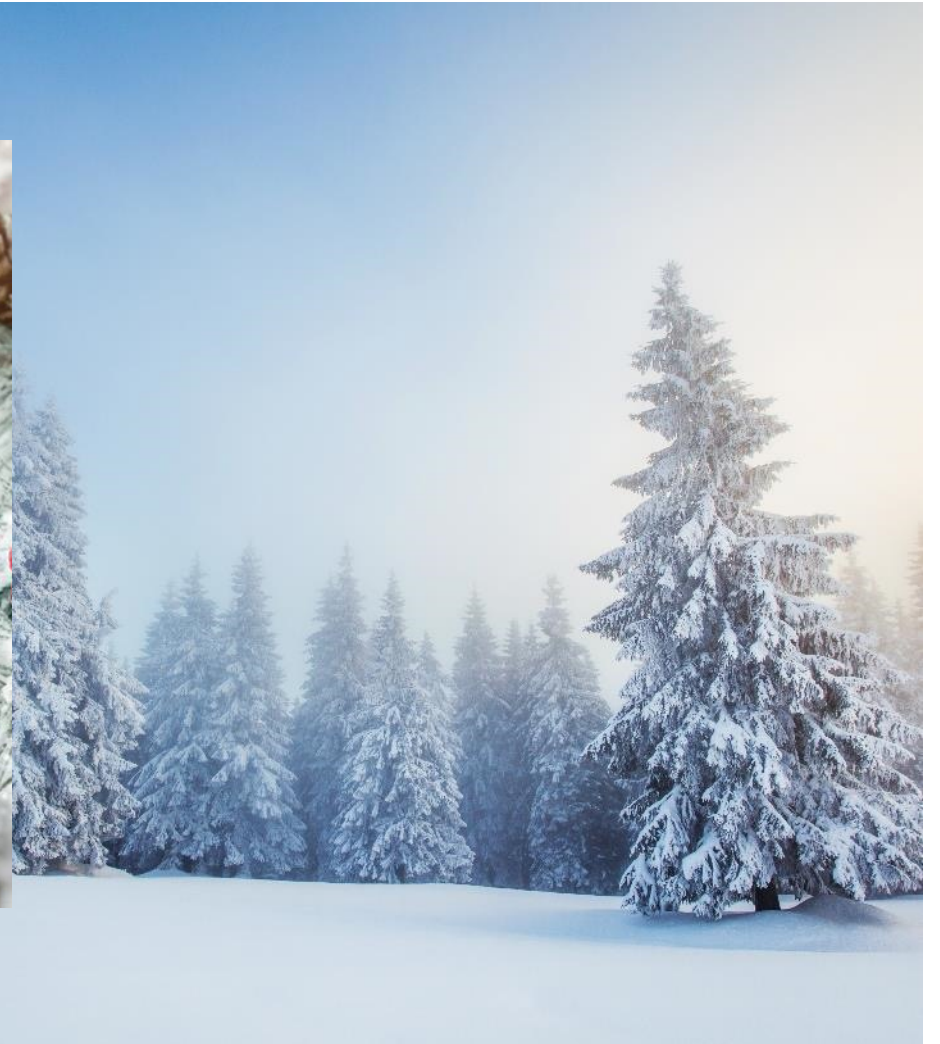
# 1. Thank you card halfway in the middle of their season.

This is an opportunity to thank them for their work and show appreciation. This simple gesture will make a difference.





1. Always be honest, admit your mistakes, apologize and do better for your coach next time.
2. Don't avoid hard conversations with your coaches, if you don't deal with concerns immediately, they only get bigger.
3. Be a great communicator.
4. We have to be organized for our coaches.





# 1. End of the season circle up.

1. There must be an evaluation system of some sort in place.
2. Stakeholders must have an avenue to provide feedback.
3. Take the time to review the feedback.



# Coaching the Coaches

## Pre-Season Meeting

- Nuts and Bolts
  - Expectations for your coach.
    - You can't expect them to do all the things, if they don't know what the things are.
  - Expectations for the program.
  - Expectations from you.

## In-Season Check-ins

- How is it going?
- Any immediate needs?
- Athlete behavior issues.
- Injury reports.
- Transportation requests.
- Address pre-season goals, if time.
- Give positive feedback, do not shy away from hard conversations, if needed.

## End of the Season Meeting

- Evaluation process
- Did they achieve their goals? If not, why?
- Schedule
- Parent/athlete feedback
- What went well?
- What can be improved?
- How can you/I do better ?
- Thank them and their families.

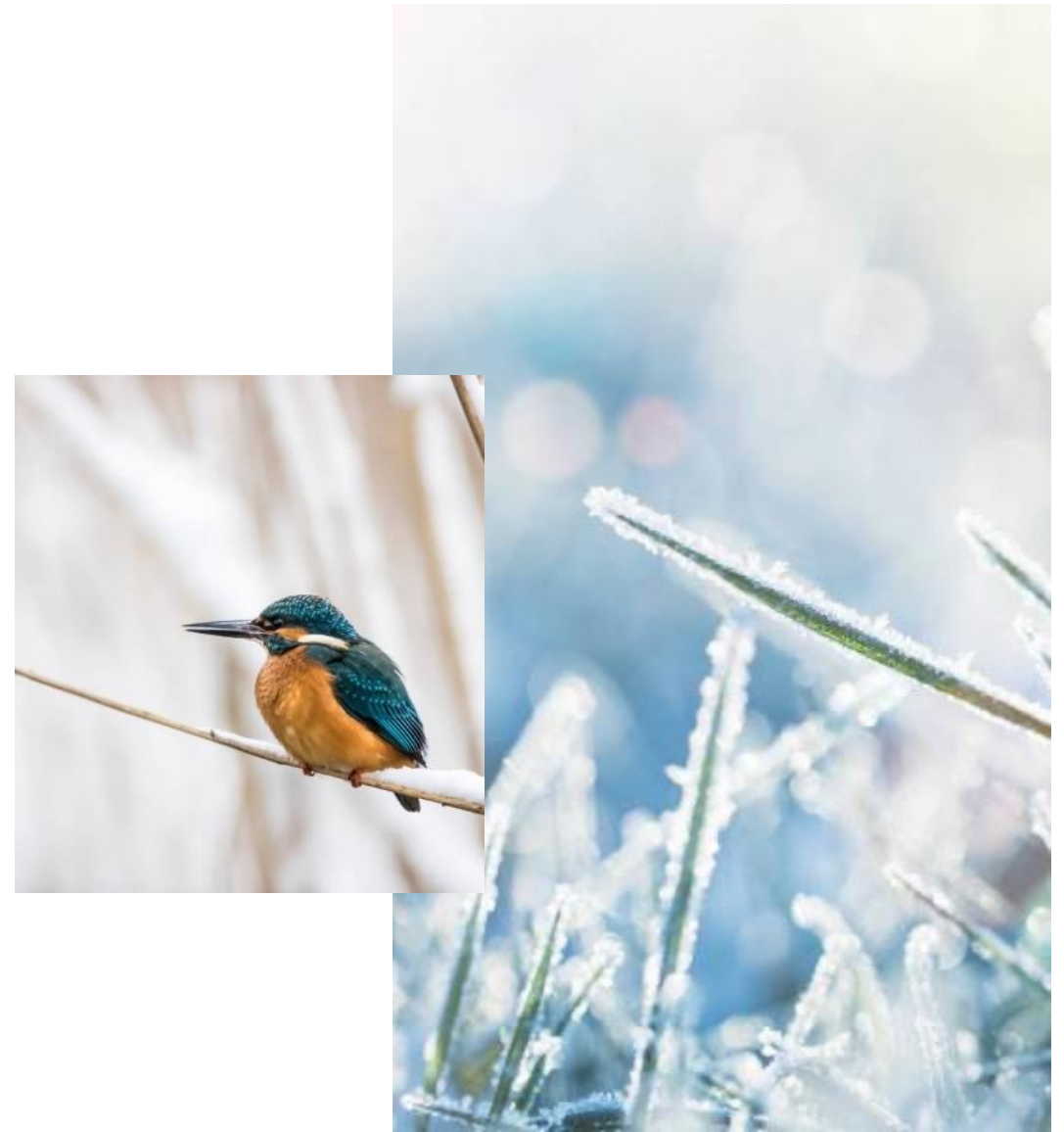
## Professional Development for your head coaches

Once a year gathering with all head coaches.

- \* Feed them.
- \* Good things.
- \* Mission/Vision statement of your athletic department.
- \* Two areas of emphasis.
  - Coaches share out.
  - Where are we and how can we do better
- \* Be vulnerable and transparent.



# Take Aways





# THANK YOU

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