POLICY REGARDING ATHLETIC COACHES

It is the policy of the Regional School District No. 7 Board of Education (the "Board") that an athletic coach employed by the District shall:

1. adhere to all Board policies, rules and regulations;
2. shall conduct himself or herself in a professional manner;
3. serve as a role model for students; and
4. demonstrate competencies and proficiency in his or her role as an athletic coach of a particular sport.

Evaluation

Any person holding a coaching permit who is employed by the District to coach for a sport season shall be evaluated by the Director of Athletics on an annual basis. A copy of such evaluation shall be provided to the athletic coach.

The purposes of evaluation are:

1. To provide a systematic process whereby coaches may increase the effectiveness of their services to the athletic program utilizing the available professional resources.

2. To provide an opportunity for coaches to analyze their strengths and weaknesses, and to discuss objectively the contributions they have made to the athletic program.

3. To provide an opportunity for the administrative staff to analyze the strengths and weaknesses of individual coaches, and to utilize this knowledge to develop supervisory service to assist individuals in developing their competence.

4. To provide an effective means by which administrators may make recommendations concerning continuing employment of personnel, the granting of increments, and/or other recommendations to the Board of Education.

It is the responsibility of all administrators, coaches and other professional staff members to recognize that the district schools intend to seek and maintain the best qualified staff to provide quality coaching for student athletes. In keeping with this goal, all personnel are expected to participate fully in the appraisal process.

An integral part of this process is self-appraisal. The self and administrative appraisals include: knowledge of sports area, coaching skills and techniques, attitudes, behavior patterns, values and ethics.

POLICY REGARDING ATHLETIC COACHES (Continued…)

Appeal of Termination or Non-Renewal

A decision to terminate or decline to renew the contract of an athletic coach who has served in the same coaching position for three or more consecutive years shall be communicated by the Athletic Director to such coach no later than ninety days after the completion of the sport season covered by the contract. Such coach may appeal such decision in the following manner:

1. Within seven days of receiving the notice of termination or non-renewal, the coach may make a written request of the Superintendent of Schools for a statement of the reasons for such decision. The coach shall be given a statement of reasons by the Superintendent of Schools or designee within the succeeding seven days of any such request.

2. The coach may request an opportunity to appeal such decision to the Board. This request must be made by the coach in writing within twenty-one days of receiving notice of the termination or non-renewal.

Nothing shall prohibit the Board from terminating a coaching contract at any time for reasons of moral misconduct, insubordination, violation of the rules of the Board or because a sport has been cancelled.

Legal Reference: Connecticut General Statutes
10-151b Evaluation by superintendent of certain educational personnel
10-222a In-service training
10-222e Policy on evaluation and termination of athletic coaches
Public Act 02-243: An Act Concerning Termination of Coaches