

## Coaches Evaluation Committee Meeting Notes

Date: April 26, 2024

Facilitator: Joe Nichols

Time: 2:15-3:15 p.m.

Recorder: Adam Brumbaugh

Location: GHS Conf Rm B

Observer/Timekeeper: Brad Monier

**Committee Members:** Adam Brumbaugh, Kyle Ganson, Kane Causemaker, Darin Pardoe, Joe Nichols, Larry Johnsen, Casey Komel, Deb Wagner, Brad Monier, Tom Ryerson

### **History:**

1. The Board of Education approved a new Coaching Evaluation Plan on February 11, 2021, to be used at GMS and GHS starting during the 2021-2022 school year. The purpose of the Plan was to create a uniform approach to the evaluation process of head coaches and as a result improve the overall athletic programs across the district.

### **Purpose of this Meeting:**

1. With approximately 18 months of implementation data, it's time for the committee to 1) review the overall effectiveness of the Plan, and 2) determine if any changes to the Plan should be made. This is a follow-up meeting from the 2/23/24 meeting.

### **Notes**

1. Updates from Darin and Joe were given about their recommendations for changes to the process and the instrument(s) based on committee feedback and direction given at the first meeting.
  - a. Some of the key changes from the current tool:
    - i. It has a more robust reflection component
    - ii. It will include a survey from each of the other coaches
    - iii. It is a more job-specific and more effective evaluation tool
    - iv. Area for remediation is written in place for coaches who do not meet expectations in certain areas
    - v. It will have 5 levels instead of 4
  - b. Middle school will continue to use a different, yet aligned tool
2. Recommendations and updates to the BOE
  - a. Kyle and Kane will give an update to the whole board during the committee reports portion of the May 8, 2024 board meeting.
  - b. The updated tool(s) will be included in the board packet
  - c. The committee's recommendation is to use the new tool and process, starting with the 2024-25 school year.