



PENNSYLVANIA STATE ATHLETIC DIRECTORS ASSOCIATION ATHLETIC COACH PERFORMANCE APPRAISAL FORM

Coach _____ Date _____

School _____ Sport/Position _____

Time in Present Position _____

MISSION STATEMENT:

The success or failure of athletic programs has a direct bearing on how community members view the entire school system. Community and parental pressure must be balanced with the objectives of good sportsmanship and good mental health. Coaches continually face risks, such as, player injury and legal predicaments. It is imperative that these are weighed against the pressures of winning or losing. Exercising common sense and good judgment are pre-requisites to final decisions. There are those who do not fit the model of a successful coach and the successful coach is not always the one who wins every game. A successful coach needs a broad spectrum of behavioral competencies and should be judged accordingly.

GOAL STATEMENT:

To improve the fundamental skills, team strategy and physical fitness that are needed to achieve a degree of individual and team success. These, in turn, should lead to the formulation of normal and ethical values, pride of accomplishment, acceptable social behavior, self-discipline and individual self-confidence.

This instrument may be used to evaluate the head coach of an athletic activity. The form is to be completed by the supervisor in charge (usually the athletic director) who, in turn, submits a copy to the principal of the building where the coach performs his/her duties. Appeal and legal procedures of points in question are to be conducted according to School Board Policy. It is recommended that this evaluation be conducted twice during the season, if time permits - mid-season and the final review.



**PENNSYLVANIA STATE ATHLETIC DIRECTORS ASSOCIATION
ATHLETIC COACH PERFORMANCE APPRAISAL FORM**

Coach _____ Date _____

Evaluator _____

PERFORMANCE CRITERIA	PERFORMANCE STANDARD					SCORE
	5	4	3	2	1	

5 = High, 1 = Low, (Circle One)

A. SKILLS, KNOWLEDGE, PERFORMANCE STANDARDS

1. Possesses knowledge of sport that he/she coaches	5	4	3	2	1	=	_____
2. Understands the fundamentals of the sport	5	4	3	2	1	=	_____
3. Understands the legal duties of coaching	5	4	3	2	1	=	_____
4. Demonstrates sound sport strategies for competition	5	4	3	2	1	=	_____
5. Knows the strengths and opportunities of each player	5	4	3	2	1	=	_____
6. Implements an appropriate conditioning program to promote sport specific fitness	5	4	3	2	1	=	_____
7. Sets challenging performance standards for the team	5	4	3	2	1	=	_____
8. Encourages each player to achieve their goals	5	4	3	2	1	=	_____
9. Requires players to work hard and hustle during practice	5	4	3	2	1	=	_____
10. Teaches positive sportsmanship and to be proud but humble in victory	5	4	3	2	1	=	_____
11. Understands basic principles of sport psychology and applies where and when appropriate	5	4	3	2	1	=	_____
12. Teaches persistence in the face of adversity	5	4	3	2	1	=	_____

Sub-total _____



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Evaluator _____

PERFORMANCE CRITERIA

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B. SELF AND TEAM MANAGEMENT

1. Maintains self and team discipline	5	4	3	2	1	=	_____
2. Conducts well planned and organized practices	5	4	3	2	1	=	_____
3. Develops and implements effective game plans	5	4	3	2	1	=	_____
4. Keeps team focused during practices and games	5	4	3	2	1	=	_____
5. Encourages the team to work together	5	4	3	2	1	=	_____
6. Emphasizes the team approach – T ogether E veryone A chieves M ore!	5	4	3	2	1	=	_____
7. Creates a positive learning environment for players to learn from their mistakes	5	4	3	2	1	=	_____
8. Manages conflict in a positive manner	5	4	3	2	1	=	_____
9. Enforces rules and regulations for the team	5	4	3	2	1	=	_____
10. Evaluates team personnel and gives constructive feedback	5	4	3	2	1	=	_____
11. Develops a positive attitude with team	5	4	3	2	1	=	_____
12. Manages time spent with family, sport and profession	5	4	3	2	1	=	_____
13. Delegates authority with responsibility but remains responsible	5	4	3	2	1	=	_____
14. Commands respect by example	5	4	3	2	1	=	_____

Sub-total _____



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C. ADMINISTRATION

1. Enforces and complies with PIAA and school athletic policies, rules and regulations	5	4	3	2	1	=	_____
2. Emphasizes academic success with players	5	4	3	2	1	=	_____
3. Submits athletic award winners for season	5	4	3	2	1	=	_____
4. Monitors student athlete academic performance	5	4	3	2	1	=	_____
5. Counsels coaches, student athletes and parents about NCAA Eligibility Regulations	5	4	3	2	1	=	_____
6. Supervises distribution, collection and inventory of all athletic supplies and equipment throughout season	5	4	3	2	1	=	_____
7. Conducts pre-season meeting with coaches, student athletes and parents to communicate philosophy and seasonal expectations	5	4	3	2	1	=	_____
8. Submits athletic budget as requested	5	4	3	2	1	=	_____
9. Submits written reports as requested	5	4	3	2	1	=	_____
10. Informs coaches, student athletes and parents, of school district insurance policies and procedures	5	4	3	2	1	=	_____
11. Attends and participates in coaching meetings, clinics and professional development programs	5	4	3	2	1	=	_____
12. Attends PIAA mandatory rules interpretation meetings each year	5	4	3	2	1	=	_____

Sub-total _____



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D. LEADERSHIP and COMMUNICATION SKILLS

1. Exhibits qualities of leadership	5	4	3	2	1	=	_____
2. Establishes realistic, achievable goals for the team	5	4	3	2	1	=	_____
3. Communicates the expectations for the team	5	4	3	2	1	=	_____
4. Uses praise and encouragement to influence players behavior	5	4	3	2	1	=	_____
5. Exhibits enthusiasm during practices and games	5	4	3	2	1	=	_____
6. Conducts self in a professional manner with players, parents, officials, media and public	5	4	3	2	1	=	_____
7. Exemplifies integrity throughout the program with all personnel	5	4	3	2	1	=	_____
8. Keeps athletic director informed	5	4	3	2	1	=	_____
9. Communicates effectively with staff, faculty, administration, parents and media	5	4	3	2	1	=	_____
10. Values the contributions of all players and game personnel	5	4	3	2	1	=	_____
11. Cares about his/her players and believes in them	5	4	3	2	1	=	_____
12. Motivates players in an ethical manner	5	4	3	2	1	=	_____
13. Treats players, officials with respect and dignity	5	4	3	2	1	=	_____
14. Promotes players for appropriate recognition during and after the season	5	4	3	2	1	=	_____
15. Maintains effective rapport with parent/booster club	5	4	3	2	1	=	_____

Sub-total _____

TOTAL NUMERICAL VALUE

SCORE

A. Skills, Knowledge, Performance Standards

B. Self and Team Management

C. Administrative Duties

D. Leadership and Communication Skills

TOTAL



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ATHLETIC COACH PERFORMANCE APPRAISAL FORM**

EXPLANATION and COMMENTS

Indicate the major strengths of the contract holder. (Be specific.)
Must be completed by evaluator and by self.

Indicate the major areas in need of improvement. (Be specific.)
Must be completed by the evaluator.

OVERALL RATING:

**TOTAL POINTS = _____ SATISFACTORY
UNSATISFACTORY**



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Coach _____ Position _____

INITIAL REVIEW

The performance criteria and position description have been reviewed with the coach at the beginning of the appraisal period:

Date	Evaluator Initials	Coach Initials
_____	_____	_____

PROGRESS REVIEW

() Mid-year () Annual

Dates of appraisal Period:

From: _____ To: _____

SIGNATURES

This report reflects my appraisal of this coach's performance in relation to the performance criteria in effect for the appraisal period. I have completed this appraisal in accordance with school district policies and procedures, and I have discussed it with the coach and my immediate supervisor.

Evaluator's Signature	Date	Position
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This appraisal has been completed in accordance with school district policies and procedures. I have reviewed this appraisal and I _____ **concur** _____ **do not concur** with it. If I have comments, they are attached to this page.

Reviewer's Signature - Supervisor	Date	Position
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My signature indicates that the evaluator has discussed this appraisal with me. My signature does not imply agreement or disagreement with the ratings. If I have comments about the appraisal, they are attached to this page.

Coach's Signature	Date	Position
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