

Gahanna-Jefferson School District Position Description

Position Title:	Head Coach (Athletics)
Reports To:	Athletic Director
FLSA Status:	Non-Exempt
Revision Date:	April 15, 2026

SUMMARY: Head coaches are expected to exemplify the mission of Gahanna-Jefferson Athletics by providing a positive environment for student-athletes where lifelong lessons are taught through athletics. Head coaches should build a culture of sustainable behaviors that define and promote our core values.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Demonstrates sound judgment and emotional stability.
- Maintains a positive attitude and works well with others.
- Ensures the safety of students.
- Interacts with staff, students and the community in a positive and respectful manner.
- Abides by all policies set forth by Gahanna-Jefferson Public Schools (GJPS).
- Adheres to the GJPS Coaches Handbook.
- Adheres to all Ohio High School Athletic Association and Ohio Capital Conference rules and regulations.
- Develops and establishes the philosophy, skills and technique necessary for the sport.
- Supervises athletes at all practices, games and team events.
- Develops appropriate training and practice programs.
- Works with the GJPS Athletic Department for scheduling of contests and events.
- Enforces the student-athlete code of conduct.
- Collaborates with middle school coaches.
- Delegates specific roles and duties for assistant coaches.
- Collaborates with athletic trainers.
- Schedules off-site facility usage, if applicable.
- Arranges athletic transportation for away contests.
- Maintains and updates individual and team records.
- Prepares and keeps a detailed inventory of equipment and uniforms.
- Cooperates with the athletic booster club.
- Communicates effectively with athletes and parents.
- Adheres to all financial policies.
- Maintains required coaching certifications.
- Represents the school district in a positive manner.
- Other duties as assigned by the supervisor.

***QUALIFICATION REQUIREMENTS:** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

EDUCATION and/or EXPERIENCE:

- High school diploma or equivalent.
- Experience working with children.

CERTIFICATES, LICENSES, REGISTRATIONS:

- BCI/FBI background checks, Fundamentals of Coaching, Sudden Cardiac Arrest, CPR, Concussion in Sports, Student Mental Health training, Pupil Activity Permit Course and Pupil Activity Permit,
- Coaches responsible for transporting students using a Board-owed and/or operated alternative vehicle:
 - Must possess a valid Ohio driver's license with a clean driving record.
 - Must pass a mandatory pre-employment drug and alcohol screening in compliance with Board Policy 4162.01.

LANGUAGE SKILLS:

- Ability to read, analyze and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals.
- Ability to speak effectively before people.

MATHEMATICAL SKILLS:

- Ability to add, subtract, multiply and divide in all units of measure using whole numbers, common fractions and decimals.

REASONING ABILITY:

- Ability to apply common sense understanding to carry out instructions furnished in written, oral or diagram form.
- Ability to deal with problems involving several concrete variables in standardized situations.

OTHER SKILLS and ABILITIES:

- Must be interested in children and education.
- Must possess the emotional maturity and stability required to work with students with disabilities.
- Ability to establish and maintain effective working relationships with staff and school community.
- Ability to speak clearly and concisely both in oral and written communication.
- Ability to perform duties with awareness of all District requirements and Board of Education policies and procedures.

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand, walk and sit. The employee is occasionally required to stoop, kneel, crouch or crawl. The employee must occasionally lift and/or move items such as school supplies and books. Specific vision abilities required by this job include close vision, distance vision, peripheral vision and the ability to adjust focus.

WORK ENVIRONMENT: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is usually moderate/high.

The employee shall remain free of any alcohol or non-prescribed controlled substance use in the workplace throughout his/her employment with the District. This prohibition includes being under the influence of improper substances and manifesting signs of recent use of improper substances.

This job description is subject to change and in no manner states or implies that these are the only duties and responsibilities to be performed by the incumbent. The incumbent will be required to follow the instructions and perform the duties required by the incumbent's supervisor, appointing authority.

The Gahanna-Jefferson Public Schools Board of Education is an equal opportunity employer offering employment without regard to race, color, religion, gender, national origin, ancestry, military status, or disability.

My signature below signifies that I have reviewed the contents of my job description and that I am aware of the requirements of my position. I hereby agree that I am able to perform all of the essential functions of the job with or without accommodations. A copy was given to me for my records.

Signature

Date

The information contained in this job description is for compliance with the American with Disabilities Act (A.D.A.) and is not an exhaustive list of the duties performed for this position. Additional duties are performed by the individuals currently holding this position and additional duties may be assigned.