

ATHLETIC COACH (Head Coach)

Athletic coaches are an integral part of services and support for the district's 9th- 12th grade students. High school students are in a developmental period of their lives where they are finding out who they are, what they do well, and what they want to do after they graduate. They are seeking out a sense of belonging and peer acceptance at a time when they may also face increased pressures. Competitive sport provide an opportunity for students to develop confidence, leadership, goal setting and time management – skills which support student's engagement and academic achievement in school. Head coaches play a critical role in developing a positive program that ensures students have a safe, enriching experience that helps prepare students for postsecondary success. Our coaches are a central part of improving student success for ALL students.

Essential Responsibilities and Duties:

Head coaches instruct school athletes in the fundamental skills, strategy and physical training necessary for them to realize a degree of individual and team success in their program. They may supervise both assistant coaches and volunteer coaches. The employee must understand and abide by all building, district and Washington Interscholastic Activities Association (WIAA) policies, regulations, procedures and guidelines.

Leadership: Exemplifies high moral character, behavior and leadership, adhering to strong ethical and integrity standards. Abides by and teaches the rules of the game in spirit and letter, sets a good example for players and spectators to follow with both words and gestures. Uses positive motivational techniques and refrains from the use of profanity, obscene language or improper actions. Teaches and displays good sportsmanship, treats opponents and officials with dignity and respect, instills good health habits and training rules, and maintains the highest level of responsibility and behavior. Assumes responsibility for all phases of the program involving coordination of facility use in conjunction with building athletic director. Follows building and district procedures for budgeting and purchase of equipment through ASB. Follows building and district procedures for pre-arranging transportation with the building athletic director.

Student Safety: Provides proper training and supervision in the use of training equipment as well as participating in the sport. Educates athletes on the signs and symptoms of concussion. Meets state certification requirements, be trained in first aid, protecting against blood borne pathogens, cardiopulmonary resuscitation (CPR), and response to possible concussion, and partake in any necessary training or education programs required by the state and the district. Submits to the athletic trainer a list of names of students who sustain incapacitating injuries during the season. Maintains injury records in conjunction with athletic trainer and regularly communicates incidents with athletic director.

Communication: Communicates clear expectations to students and families, including preseason meetings with parents to establish relationships and communicate scope of program. Informs students and parents of the proper procedures of eligibility and special rules for the particular sport. Posts rules and issues them to each participant. Provides regular updates to student athletes, families and athletic director. Communicates regularly with athletic director regarding concerns such as loss, theft, or damaged equipment, requests for purchases, transportation, athletic violations and player misconduct. Participates in all league meetings and activities required by the position.

Minimum Qualifications and Skills

- Successful experience or demonstrated commitment toward working with culturally and racially diverse students, families and communities.
- High school graduate or have completed a graduation equivalency program (GED).
- 21 years of age or older (Head Coach).
- Knowledgeable of the rules and regulations of the particular sport and the requirements, rules, required clinics, training and expectations of the Washington Interscholastic Activities Association (WIAA).
- Possess or ability to obtain first aid certificate, CPR card and AED training as required.
- Successful experience or demonstrated knowledge of effective coaching practices and techniques for the particular sport.
- Demonstrated ability to maintain accurate and reliable records and data.
- Exceptional interpersonal skills and ability to collaborate with others, personally or through other means of communication (phone, email).
- Ability to use sound judgement and decision making.
- Ability and desire to relate to students of differing athletic abilities.
- Ability to maintain pose and composure during practice and games.
- Ability to meet and maintain punctuality and attendance expectations.

Preferred Qualifications:

- Prior coaching experiencing in sport (high school, college).
- Successful experience in a school environment.
- Experience working with military-connected students and families.
- Bilingual skills.

Physical and Environmental Requirements:

The district is committed to providing reasonable accommodations to employees with disabilities to access the physical and environmental requirements of this position.

This position typically requires: stooping, kneeling, crouching, reaching, standing, walking, pushing, pulling, lifting, finger dexterity, grasping, talking, hearing, seeing, and repetitive motions. This position may be exposed to prolonged exposure to visual display terminals as required. Exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.

While performing the duties of this job, the employee occasionally works in outside weather conditions. The employee is occasionally exposed to wet and/or humid conditions, fumes or airborne particles, toxic or caustic chemicals. It may be expected that the individual could be exposed to blood or other potentially infectious materials during the course of their duties. The noise level in the work environment is usually moderate but can be loud on occasion.

Athletic coaches are employed on supplemental contracts at a fixed stipend for the sport and season being coached. Supplemental contracts are subject to extension for post-season play. Athletic coach employment is separate and apart from other capacities, classified or certificated, in which the coach may be employed by the district. Athletic coaches who are also classified employees of the District and who are subject to Fair Labor Standards Act will have their coach and classified employment compensation tracked for conformance with FLSA.