

ATHLETIC TEAM COACHES

I. Selection Process

Notices of all vacancies for athletic coach positions will be posted at the school and will be advertised as necessary, to be determined by the Superintendent.

The athletic director and/or principal will screen applications for appropriate qualifications, competencies, and experience. The athletic director and/or principal will conduct interviews. The principal will check references and make final recommendations to the Superintendent. The Superintendent will make the nomination for hire to the School Board for approval.

All persons approved by the Board for coaching positions will be subject to criminal background checks, consistent with Board Policies GBCD and IJOC. Persons approved by the Board may commence on an interim basis pending a satisfactory background check; however, the District will take appropriate measures to insure the coach is properly supervised to maintain the safety of all student athletes.

II. Coaches Eligibility

Persons selected for coaching positions must meet the “Coaches Eligibility” criteria established by the New Hampshire Interscholastic Athletic Association (NHIAA). Coaches must also receive ongoing and continuing education and training as required or recommended by NHIAA

Additionally, persons selected for coaching positions must be at least 18 years of age, have a valid driver’s license and have at least a high school diploma.

In order to be eligible to coach at Goffstown High School and Mountain View Middle School the person must have:

- A. A current certification in CPR
- B. Successfully completed a course in First Aid in one of the following programs:
 - 1. Red Cross First Aid (required every three years)
 - 2. Red Cross Sport First Aid (required every three years)
 - 3. American Sport Education Program Sports First Aid (required once)
 - 4. First Responder Workshop (required once)
 - 5. Equivalent program to be approved by the NHIAA Coaches Education Committee

In addition, it is required of all Goffstown High School coaches, and strongly suggested of all Mountain View Middle School coaches that they have:

- C. Completed an American Sport Education Program Coaches Education Course or equivalent program to be approved by the NHIAA Coaches Education Committee.

III. Compensation

Coaches will be compensated at the rate established in the collective bargaining agreement.

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(continued)**

IV. Assignment, Continuation and Dismissal

All coaching positions will be for one season only.

No earlier than one of the April Goffstown School Board meetings, recommendations for all fall and winter sports will be made. Coaches of spring sports will be notified in April that contracts for spring sports will be awarded after completion and evaluation of their current season.

When a coach is assigned to a position in a building other than the level of the teaching assignment, the coaching assignment will be reviewed on an annual basis by the athletic director and both building principals involved. The purpose of this review will be to determine whether or not it is desirable to continue the coaching assignment, which causes scheduling difficulties at both levels.

- A. Each head coach shall schedule a conference with the athletic director no later than one month after the final contest of the season to evaluate the program including all evaluations as provided in the coaches and student athlete handbooks.
- B. The head coach in conjunction with the athletic director shall evaluate all assistant coaches.
- C. If the performance of either a head coach or an assistant coach is evaluated less than satisfactory, the principal has the responsibility of recommending to the superintendent a decision not to re-appoint for the next year.
- D. The athletic director and principal will make re-appointment proposals for the following season. The recommendation for re-appointment will be made by the Superintendent and forwarded to the School Board for approval.
- E. The Goffstown School Board has the final authority for employing or discontinuing employment of coaching personnel.

V. Code of Ethical Conduct

Coaches are required to adhere to all school board policies relative to codes of conduct, behavior, and expectations. Additionally, coaches are required to adhere to all standards of sportsmanship established in School Board policies and/or by NHIAA.

Violation of any code of conduct may result in immediate termination and/or dismissal.

Legal References:

RSA 189:13-a, School Employee and Volunteer Criminal History Records Check

<http://www.nhiaa.org/PDFs/2147/coacheseligibility.pdf>

Proposed: 01/07/19

Adopted: 02/18/19 (effective March 18, 2019)