

Coaching Your Coaches: Some Non-Negotiables

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The Maxim: “Good, and Getting Better”

True Non-Negotiables

- Health and Safety
- Supervision
- Communication with AD
- Interpersonal Skill Set
- Transformational Mindset

“Other” Non-Negotiables

- Practice Culture/Attendance
- Sportsmanship vs. Gamesmanship
- Zero Profanity
- Professional Development
- A Few More...



Top Ten Sports Law Issues Impacting School Athletic Programs

- 10. Retaliation Against Complainants**
- 9. Title IX and Gender Equity In Athletic Programs**
- 8. Disabilities Law Applied to Athletic Programs**
- 7. Transgender Policies for Athletic Programs**
- 6. Sexual Harassment in Athletic Programs**

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5. Hazing in Athletic Programs
 4. Constitutional Rights of Student-Athletes
 3. Social Media Issues and School Authority to
Sanction Student Athletes
 2. Liability for Sports Injuries and the Duties of
Athletics Personnel
 1. Concussion Management and Return-to-Play
Protocols



“TNN” - Health and Safety

- Injury Prevention & Tracking
- Concussion Management (RTP & RTL)
- Heat; Water
- Safe Venue & Conditions (Lightning?)


“TNN” - Supervision

- “The Duty to Supervise” (Janis K. Doleschal, *Managing Risk in Interscholastic Athletic Programs: 14 Legal Duties of Care*, 17 Marq. Sports L. Rev. 295 (2006) Available at: <http://scholarship.law.marquette.edu/sportslaw/vol17/iss1/11>)
 - At Home; Locker Room
 - Away
 - At Tournaments
 - “Sleepover”..?



“TNN” – Communication with AD (and vice versa)

- Injuries, Incidents, Ejections
- Roster Changes (especially ADDS!)
- Needs, Wants
- Parent Issues
- Fundraising Transparency



“TNN” – Interpersonal Skill Set

(NFHS “Fundamentals of Coaching” course)

- Managerial Skill Set
- Technical Skill Set
- Tactical Skill Set
- Interpersonal Skill Set

Be a “Self-Aware” Coach!

Remember the four skill sets that determine success as a coach/teacher:

TECHNICAL SKILLS:

- knowledge base of the sport & rules
- expertise with sport-specific skills and physical demands
- effective teaching of technique

TACTICAL SKILLS:

- analytical, decision-making aspect of the sport
- x's and o's
- in-game adjustments, decisions

MANAGERIAL SKILLS:

- maintenance/organization/systemization of your program/teams
- pre-season & post-season events; summer program
- practice organization
- paperwork, fundraising

INTERPERSONAL SKILLS:

- communication inside and outside of your program/teams
- fairness, caring and motivational power
- devotion to/cultivation of educational mission

We all need work in one area or another, or maybe several. But the most important skill set is the last one: make no mistake about it. Whatever your strengths and areas for improvement, **BE AWARE** of them! Build on your strengths, and grow your skills in those areas that need it.

Lastly, never forget that your student-athletes look up to you, and are *always* watching you.

“TNN” – Transformational Mindset

- Transformational vs. Transactional: Kid-Oriented vs. Self-Oriented
- Thermostat vs. Thermometer: Setting Climate vs. Reacting to Climate
- Provide a *Human Growth Experience*

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“ONN” Practice Culture/Attendance (This is the ONE!!)

- Effective Practices; Practice Organization (It's an interview question!)
- Practice Attendance
- Practice Length
- Walkabouts!

“ONN” – Sportsmanship vs. Gamesmanship

Make sure Coaches understand:

- One is essentially ***Positive***
- One is essentially ***Negative***

“ONN” – Sportsmanship vs. Gamesmanship

NON-MODELS:

- Distraction; feigning injury; delay; intimidation
- “No Rain for a Week, but the Field is Soaked?”
- “California High School Footballer Smearred Icy-Hot on Opponent's Face During Game”
- “Where's the sportsmanship? Girl disqualified for wearing bracelet”



“ONN” – Sportsmanship vs Gamesmanship

- Coaching Point: “I want to SEE examples of sportsmanship happen. SHOW ME what it looks like.”

“ONN” – Zero Profanity

- LOL! How realistic is that?! (Pollyanna!)
 - Answer: Realism is not relevant.
- This relates to purpose: Educational Mission
 - Building up good, strong, civil, spirited people
 - Interpersonal Skill Set
 - Positivity



“ONN” – Zero Profanity

A profane way to say something will never be the best way
to say it.

(Not with our clientele.)



“ONN” – Professional Development

“In a competitive atmosphere, to stay the same is to regress.” (Bill Parcells)

“Accountability is essential to personal growth, as well as team growth. How can you improve if you’re never wrong?” (Pat Summitt)



“ONN” – Professional Development

- Workshops, Clinics, Literature
- Film Study
- Visit Top Programs
- Be “Self-aware!”


“ONN” – A Few More

- Social Media Profile/Presence (no “Friends”)
- Post-game: Get Them Home!
- Support Other Coaches; Player-Sharing



TNN/ONN – How Does All This Info Get Delivered?

- Meetings; Handbooks; Sign-offs
- But also...over time.
- AD presence



“Life’s most persistent and urgent question is,
‘What are you doing for others?’”

Dr. Martin Luther King, Jr.

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