

Procedure Code: GBDBA-P Interscholastic Athletic Coaches

Descriptor Term: INTERSCHOLASTIC ATHLETIC COACHES	Descriptor Code: GBDBA-P
Date Issued: June 25, 2009	Date Revised: July 21, 2009 March 12, 2013 March 6, 2018

The Guilford County Schools participate as members of the North Carolina High School Athletic Association ("NCHSAA") and believes that the value of interscholastic athletic competition is in fostering character and academic achievement for its students. To that end, the Board expects coaches and assistant coaches of interscholastic sports to model appropriate behavior, demonstrate dedication, scholarship and integrity, and reflect the values and ideals of the Board of Education and the education community. With those values in mind, the Superintendent issues the following procedures for interscholastic high school athletics:

Hiring Coaches

1. The Superintendent will establish a committee to be known as the Interscholastic Athletics Committee, consisting of the GCS athletic director, a representative from the human resources department and staff from other areas as deemed appropriate for the work of the committee.
2. All head coaches will be on the faculty or staff of the Guilford County Schools unless the principal applies for and receives a waiver from the Interscholastic Athletics Committee. When such permission is granted, the coach serves at the will of the Superintendent or designee and must be re-approved for any successive season.
3. Staff from one school may not coach at another school without prior approval from the Interscholastic Athletics Committee.
4. All non-faculty coaches/assistant coaches will be required to complete the National Federation of High Schools (NFHS) Coaches Education Course.
5. All head coaches/assistant coaches shall be appointed on a seasonal basis and serve at the will of the Superintendent or designee. They shall be notified of appointment in writing and receive a written agreement outlining compensation (for paid coaches only) and expectations for the season. Employees of GCS serving as volunteer coaches must complete a Nonexempt Employee Volunteer Agreement upon notice of appointment.
6. Coaches/assistant coaches serve at the will of the administration and may be removed from their positions at any time.
7. All head coaches/assistant coaches shall complete an Affidavit of Outside (Non-School Related) Activities prior to the beginning of each school year or prior to assuming coaching responsibilities if they apply for positions after the start of the school year. The Affidavit will include a disclosure of every potential conflict of interest, including coaching students of the same age and eligibility at the club, community, or AAU level, recruiting for compensation by any camp, college, program or other organization or other such conflict which could result in the appearance of impropriety. Additionally, coaches and assistant coaches will immediately complete an Outside Contact (Non-School Related) Reporting Form (see addendum) when athletes from their non-school interests enroll in the school.
8. Coaches/assistant coaches should be aware of the Board of Education's policy on conflicts of interest, Policy GAG, which may prohibit other activities that present a potential conflict of interest.

Evaluating Athletic Coaches

Regular evaluation of athletic coaches is an important part of their professional growth. The evaluation process should be viewed as an opportunity to assess the effectiveness of the coach in carrying out his/her responsibilities in the athletic program and the goals of the school district. The primary purpose of the process is to assist coaches in becoming more effective in carrying out their responsibilities.

All paid head and assistant athletic coaches will be evaluated annually for each sport he/she coaches. Evaluations will be conducted according to guidelines established through a collaboration of the human resources and athletic departments. Final copies of all evaluations will become part of each coach's permanent record.

Code of Conduct

Annually, every coach and assistant coach will read and sign a Code of Conduct for Coaches.

Any coach/assistant coach failing to conduct himself/herself in a manner consistent with the wholesome nature of athletics may be reprimanded, placed on probation, temporarily suspended from all coaching duties, or dismissed from any and all coaching duties in GCS.

Guilford County Board of Education
