

COTTER ATHLETICS—COACH DEVELOPMENT REPORT 2012-13

This school year I set out to focus on the leadership development of our coaching staffs. I implemented a 3-part program to help foster the growth and development of the coaches. Below is an outline of topics covered; notes from meetings are also included.

NEW COACH ORIENTATIONS—held prior to each season

- Mandatory for anyone NEW to Cotter Athletics; encouraged for all coaches to attend
- Discussed: philosophies, virtues, expectations, tips for success, and coaches' influences in our own lives.
 - *See attached packet*

HEAD COACH LEADERSHIP DEVELOPMENT—"All Head Coaches" meetings

- August 5→ Family Cookout & Coaches Meeting
 - Introduced new program philosophies & virtues
 - Discussed new Strength & Conditioning program
 - Nuts & Bolts for the 2012-13 School Year
 - *See attached notes & presentation*
- November 28→ Peer Leadership Discussion
 - Organizational Communication presented by Coach Marie Barrientos
 - Developing Leaders within your Team presented by Coach Bruce Carpenter
 - Nuts & Bolts
 - *See attached notes*
- June 2/4→ Year review & looking ahead
 - Each discussed highs & lows of program management from the year
 - Discussed procedural process of communicating parental concerns regarding lower level coaches
 - 2013-14 Ramblers: What's our focus?
 - *See attached notes*

BOOK STUDY & LEADERSHIP DISCUSSION—The Legacy Builder, by Rod Olson

- Each Head Coach received a copy of the book and was invited to a 12-week, faith-based study on the book.
- Mondays at 6 a.m.; November through February
- There were 6 core members of the study (plus myself); half of our head coaches
- There was great discussion and idea sharing—we will continue with a similar format in the future.

Reflection & thoughts for next year...

I plan to continue this process—there was a lot of positive feedback and it helped to create a greater sense of community and camaraderie among coaches. The book study was GREAT, and I would like to continue looking into the values and principles presented and discussed. A 6-week program (perhaps offered 2 different times to allow for more participation) would be better. I also plan to have more one-on-one check-ins with head coaches during their seasons—hopefully 3 (beginning, middle, end). This will help us to stay connected, especially with those not working in the school. I have also budgeted for each coach/program to have \$350 toward professional development—attend workshops, purchases resources, etc. A new and complete coach's handbook will be developed to help assist coaches with program management as it relates to the greater purpose of the school. Job descriptions, duties and expectations will also be a focus in this document. A guide for students & parents will also be written. We will pick a theme/characteristic to focus on for ALL of Cotter Athletics next year. This will be preached and implemented program wide, and each program will be expected to adapt it to their individual sport as well. Top runners are: Mindset & Accountability. We are blessed with GREAT coaches who care for kids and their development into fine young men and women. I want to continue to provide a support system and opportunities for them to grow professionally and spiritual, in order to lead with the best of their abilities and beyond.

—Jenny Carpenter, Cotter Activities Director