**PERFORMANCE IMPROVEMENT PLAN**

**Coach:** Bill Dubler

**Evaluators**: Principal

Superintendent

**Initiation Date:** May \_, 2016

**Basis:** This plan has been developed to provide guidance in helping you address some areas of concern identified by the Board of School Directors and Administration regarding your performance during the 2015-2016 school year as the varsity wrestling coach during season as well as during the off-season. Because of the nature of the performance issues, immediate and sustained improvement in all areas will be necessary. The District reserves the right to terminate your services at any time should performance not improve or a situation arise that warrants termination.

**Implementation**: This Improvement Plan will be implemented effective immediately. Mandatory monthly meetings will be held with you during the off-season and bi-weekly meetings (2 times per month) will be held during wrestling season. Failure to attend the mandatory meetings will be documented as failure to adhere to the improvement plan and may be grounds for termination. In addition to the mandatory meetings outlined above, additional assistance or meetings can be scheduled at your convenience as questions/situations may arise that you require additional assistance.

**Support System**

A support system is established to assist you with questions or problems on operational matters. In addition, the following district personnel’s decisions on the items listed below will be followed as per this improvement plan. Questions on operational matters should not be directed to school board members.

**Maintenance Supervisor**. Any issues regarding use of buildings or facilities such as the condition of athletic fields, non traditional practice areas on District grounds or district transportation vehicles shall be directed to the maintenance supervisor. This would include any non-traditional practice/conditioning areas on district grounds.

**Athletic Director**. Matters regarding scheduling of athletic events, practices, PIAA regulations and academic eligibility will be directed to the district athletic director.

**High School Principal**. Issues pertaining to general academics, dismissal of athletes from scheduled class time in addition to the duties of the High School Principal outlined above under “Implementation.”

**High School Assistant Principal.** Concerns with a student-athlete’s regular school day attendance, attendance eligibility to practice or participate in a scheduled match and school discipline issues will be directed to the assistant principal.

**Athletic Trainer**. All matters regarding hydration testing, weight certification, injuries to athletes, rehabilitation of injured athletes and athletes returning to participate in practice/matches will be directed to the athletic trainer.

1. **Skills, Knowledge and Performance Standards**

**Concerns**

During the 2015-2016 school year there were instances when questions arose about the type and intensity of training directed to student athletes, on and off season, due to their ages and abilities, safety measures not being followed in the cardio and weight rooms, and encouraging a student athlete to wrestle when the student was not cleared by the athletic trainer. In addition, concerns arose as to your ability to follow rules/policies such as taking the School District van without authorization and allowing the wrestling team to enter the football field resulting in damage to the field.

**Areas of Improvement**

You must be able to demonstrate an understanding of and act consistent with:

1. The legal duties of coaching, ensuring that the Athletic Handbook is followed by assistant coaches and student athletes, follow policies such as submitting the van permission form consistent with policy, receiving prior authorization for utilization of school facilities.
2. The basic principles of sport psychology and applies where and when appropriate such that you are ensuring the well-being of athletes and honoring the professional advice/recommendations given by others, such as the athletic trainer, school physician, school nurse, or private provider such as the student athlete’s physician or physical therapist.

**Timeline:** Effective Immediately

**Progress Monitoring**:

Date Observations/Notes Progress/Status of Improvement Goal

**B. Self and Team Management Skills**

**Concerns**

Concerns have been identified relative to you not ensuring safety measures are taken in the weight and cardio room with respect to the use of the equipment, whether weight-lifting exercises are age-appropriate and safe, and disagreements with the athletic trainer over professional decisions made by the athletic trainer, in addition to the concerns outlined in the other categories of this improvement plan.

**Areas in Need of Improvement**

1. Conduct well-planned and organized practices such that the student athletes are working on wrestling-related training or, if practice ends early, dismissed from practice.
2. Create a positive learning environment for student athletes to learn from their mistakes in an age-appropriate manner.
3. Manage conflict in a positive manner to include acting in a professional manner towards the Administration, other coaches and the athletic trainer.

4. Enforces rules and regulations of the team.

5. Prepare a seasonal schedule including practice schedule and matches prior to the start of the season.

6. Ensure that athletes use equipment in District facilities in an appropriate and safe manner.

7. Command respect by example.

**Timeline:** Effective Immediately

**Progress Monitoring**:

Date Observations/Notes Progress/Status of Improvement Goal

1. **Administration Duties**

**Concerns:**

During the 2015-2016 school year, there were instances wherein policies/rules were not followed including taking the School District van without permission and taking the student athletes onto the football field without permission, and causing damage to the field. In addition, concerns have been expressed relative to your openness/willingness to accept the professional opinion of the athletic trainer in relation to decisions on fitness to participate due to injury, safe weight-lifting techniques, weight certifications, appropriate weight goals, and not enforcing use of safety features on cardio equipment.

**Areas in Need of Improvement:**

You are expected to:

1. Enforce and comply with PIAA and school athletic policies, rules and regulations.

2. Conduct pre-season meeting with assistant coaches, student athletes and parents to communicate seasonal timelines and expectations.

3. Identify appropriate student athlete expectations during the season.

4. Communicate and receive prior approval of all off-season expectations with the Athletic Director. Coordinate with the athletic director, athletic trainer and coaches of other sports on off-season expectations such that student athletes (who choose to do so) can be multi-sport athletes.

**Timeline**: Effective Immediately

**Progress Monitoring**:

Date Observations/Notes Progress/Status of Improvement Goal

1. **Leadership and Communication Skills**

**Concerns:**

Concerns have been expressed about decisions you have made to allow the student athletes to engage in behavior that is violative of school rules/protocols such as entering the football field without permission. By not enforcing rules, the student athletes can be left with the impression that it is ok to break the rules and cause property damage. Concerns have also been raised about your encouragement of student athletes to engage in weight training and conditioning that is not age-appropriate creating a potential safety concern. In addition, concerns have been expressed relative to not maintaining safety measures in the weight and cardio room such as not using the safety clips on the treadmills, use of proper form before loading up weight on dead lifts and squats, and questioning the athletic trainer’s weight certifications alleging testing on the wrong date, inappropriate technique and faulty equipment.

**Areas in Need of Improvement:**

You are expected to:

1. Establish realistic, achievable goals for the team and individual athletes.

2. Use praise and encouragement to influence positive behavior.

3. Not allow student athletes to violate District policy or rules of conduct. Do not violate District policy.

4. Conduct yourself in a professional manner with District employees, players, parents, officials, media and public.

5. Keep athletic director informed.

6. Communicate effectively with staff, faculty, administration, parents and media.

7. Motivate athletes in an ethical manner.

**Timeline**: Effective Immediately

**Progress Monitoring**:

Date Observations/Notes Progress/Status of Improvement Goal