

# **“Working with Differences Between School Staff Coaches”**

**Presentors: Kentucky**

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**When things are good.....**



....and when they are not.



# **Creating a culture and making time and space for relationships to be developed....**

## **Creating a Culture:**

- This starts with Principal and AD
- Athletic staff has to be on board
- All sports are important (boys vs girls, team vs individual). Each has the same status and importance from each of you

# What is equity or inequity.....

**Not all sports are the same and we know this, but.....** in the areas in which we can be fair, do that.

## **Examples:**

- Scheduling and facilities usage
- Media Days/Senior banners
- Travel/buses

Equal and fair are not the same. We can be fair, but things will never be equal. How do we balance?

# AD's Communication is key....

- Gain trust with coaches by being available to them
- Keep an open door policy so coaches feel comfortable to ask questions
- Be honest and explain the why... why it is the way it is right now
- Be open for new ideas and ways that coaches (and their programs) can gain confidence or in their eyes that special thing that makes them feel valued/important

# Making time for relationships to be developed....

## Mandatory Coaches meetings:

- Introductions, it's important that coaches know each other and what they do (inside or outside of school walls)
- Hold every coach to be accountable and to the same standards and expectations (ex. EAPs)
- Roundtables - for head coaches
- Mentoring Programs

# Making space for relationships to be developed....

## Make space:

- In the athletic offices or areas that coaches share
- Get together via zoom or in person
- Create programs for teams to support each other
- Programs where leaders are identified from each sport and coaches and leaders meet regularly (FCA, Leadership Trainings)



# Share schedules and successes

- This week in athletics
- Well written email communications/speeches/parent meeting notes and agendas
- Community Service Projects
- Social media - make sure every program has one and are following each others and sharing each others success

**Relationships**

**Accountability**

**Culture of Trust & Support**