



2024 NADC ONBOARDING PROCESS FOR NEW COACHES



PRESENTERS



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FORT BEND ISD

12

HIGH SCHOOLS

15

MIDDLE
SCHOOLS

600

COACHES

28

ATHLETIC PROGRAMS
(X 12 SCHOOLS)

FBI  **SID**
INSPIRE • EQUIP • IMAGINE



ENID PUBLIC SCHOOLS



HIGH SCHOOL



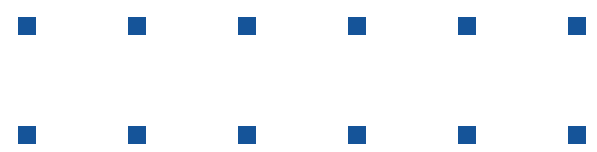
MIDDLE
SCHOOLS



COACHES



ATHLETIC
PROGRAMS



PURPOSE

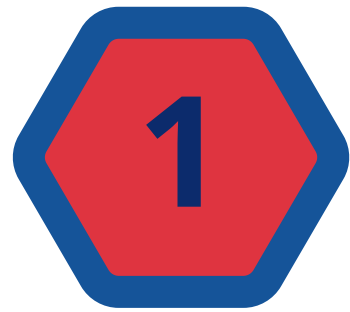
This presentation on "Onboarding Process for New Coaches" is a comprehensive guide to the process of welcoming and supporting new coaches in the realm of Education-Based athletics. The goal is to ensure that all incoming coaches have a smooth transition and are equipped with the necessary tools and support to contribute effectively to the achievement of the objectives upheld by your department, your district, and education-based athletics as a whole.



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- ■ ■ ■ ■



STEPS TO SUCCESS



CENTRALIZED
ONBOARDING PROCESS



RESOURCE
PROVISION



CLEAR
EXPECTATIONS



BUILDING TEAM
CULTURE



EDUCATIONAL
FOCUS



STUDENT ATHLETE
WELFARE



ONGOING
SUPPORT



LONG-TERM
GOALS





CENTRALIZED ONBOARDING PROCESS

All new coaches should pass through the athletic office to ensure consistency and alignment with the organization's values and goals.

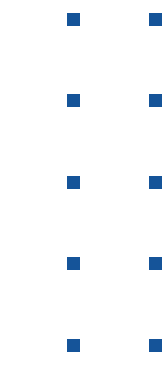
- [FBISD PowerPoint Summer PD 2023](#)



CLEAR EXPECTATIONS

Setting clear expectations for new coaches is crucial. The importance of outlining roles, responsibilities, and performance expectations provides a solid foundation for each new coach's personal coaching journey.

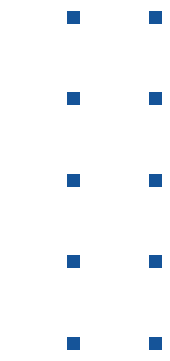
- [Coaches Handbooks](#) OR Athletic Policies & Procedures
- [Coaches Evaluations](#)
- Coaches Requirements
 - District
 - State



DANIEL COYLE

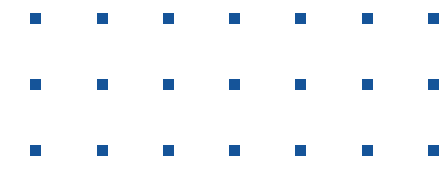
DANIEL COYLE - AUTHOR OF THE CULTURE CODE

“The groups I studied had extremely low tolerance for bad apple behavior.”



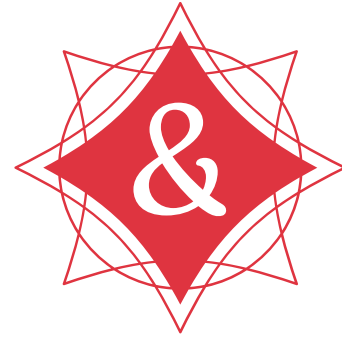
EDUCATIONAL FOCUS

Education -Based athletics aim to develop well-rounded student-athletes. The need for coaches to prioritize not only athletic performance but also the educational and character development of their student athletes is imperative for education-based athletics to succeed. One way to do this is to familiarize your new coaches with your vision and mission.



BIG PICTURE IDEAS

Vision & Mission



It is imperative that you share your vision and mission with new coaches for many reasons

- Alignment
- Motivation
- Clarity
- Consistency
- Accountability
- Recruitment & Retention
- Innovation
- Communication
- Adaptation
- Team Building



John Wooden on Mentoring

“While I made my living as a coach, I have lived my life to be a mentor-and to be mentored-constantly! Everything in the world has been passed down. Every piece of knowledge is something that has been shared by someone else. If you understand it as I do, mentoring becomes your true legacy. It is the greatest inheritance you can give to others. It is why you get up every day-to teach and be taught.”

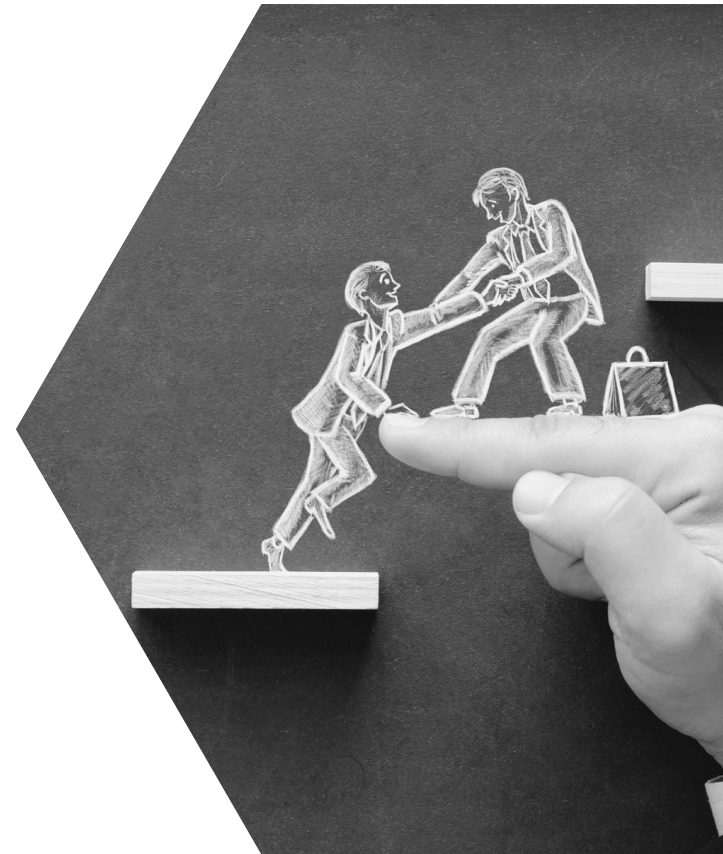
-John Wooden



ONGOING SUPPORT

New coaches should be provided with mentorship, training, and resources to help them grow professionally and personally.

- Mentorship
- PD
- Feedback
- Resource Allocation
- Team Building
- Networking Opportunities
- [Community Engagement](#)
- [Leadership Development](#)
- [Open Communication](#)
- [Incentive Programs](#)
- Conflict Resolution Training/
Support





RESOURCE PROVISION



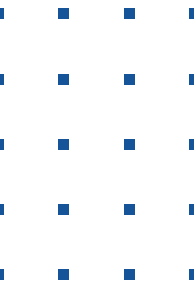
Equipping coaches with the necessary tools, materials, and resources to excel in their roles is vital not only to success, but to retention. This includes access to coaching materials, sports equipment, and communication channels.

- Start with a Needs Assessment, then meet their needs





RESOURCES

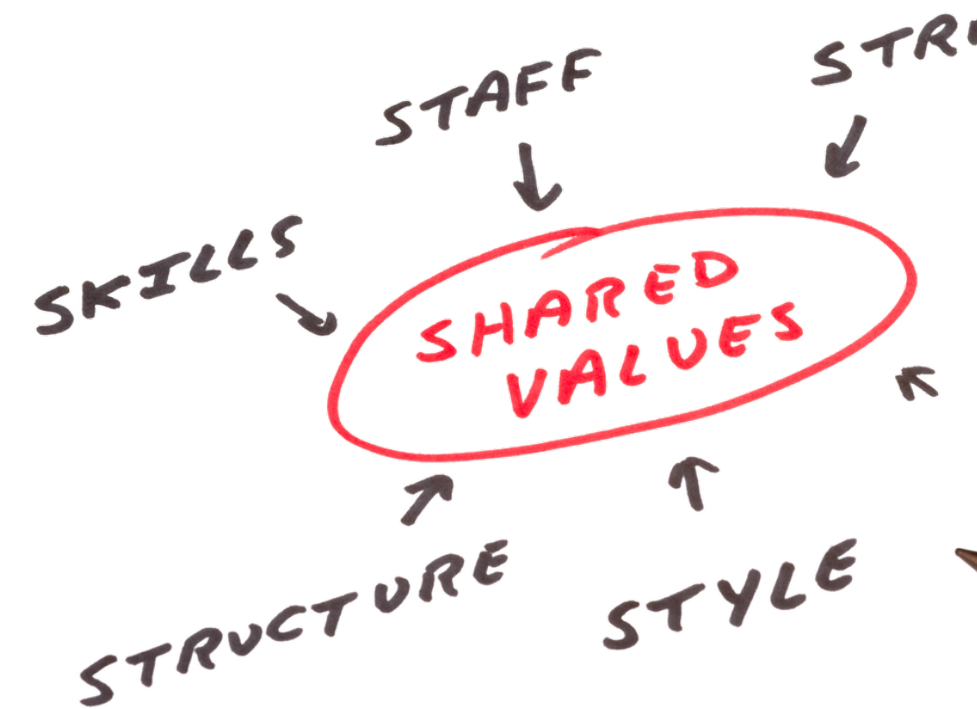


- Needs Assessment
- Budget
- Equipment
- Facility Access
- [Coaching](#)
- [Materials](#)
- Training and Development
- Mentorship
- Student Athlete Resources
- [Communication](#)
- [Channels](#)
- Record Keeping
- Professional Development
- Long-Term Planning



BUILDING TEAM CULTURE

Fostering a positive team culture is key in Education-Based athletics. Research indicates that for new coaches to create an inclusive, respectful, and values-driven environment for their athletes, they need the support of professional resources. The coaches should come together as a TEAM within the athletic department. Research also indicates that when students are a part of a positive team culture, there are many educational benefits.



THE IMPACT OF CULTURE



Jeni Neatherlin @JeniNeatherlin · 6/2/23

I cannot emphasize enough how strong athletic programs can help turn around a campus academically. There may be other ways, but it is definitely a formula that works.

36

584

1,610

363K



~GRANGER ISD SUPERINTENDENT (TX)



THE IMPORTANCE OF CULTURE

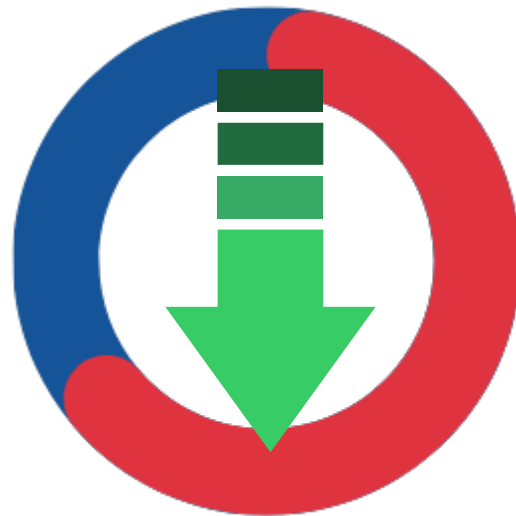
Programs with Strong Culture See:

JLOS



Increased GPA

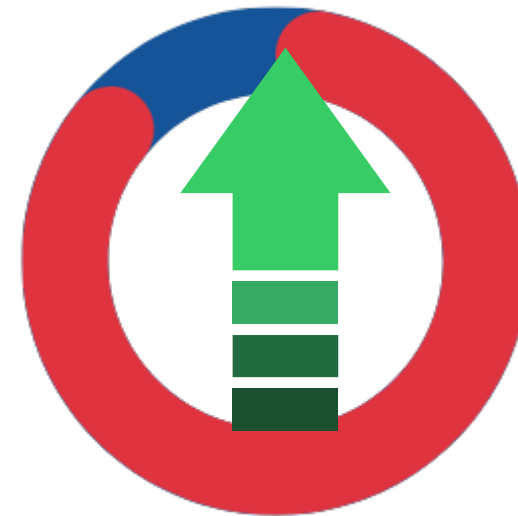
NFHS



Decreased
Poor Behavior



NFHS



Increased
Athlete
Retention Rates

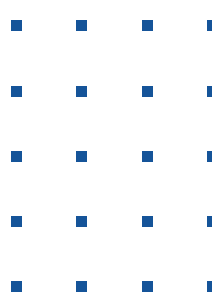
CULTURE FOCUS:

Life

BEYOND

THE GAME





STUDENT-ATHLETE WELFARE

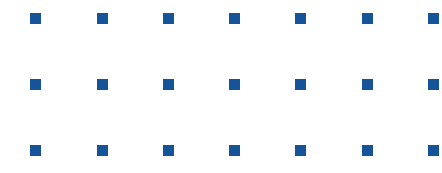
The well-being of student-athletes should always be a top priority. Coaches should be trained to recognize and address the physical, emotional, and psychological needs of their players.

- Establish Clear Expectations
- Open Communication
- Mandatory Reporting
- Continual Improvement
- Regular Check-ins
- Zero Tolerance Policies
- Peer Support



LONG-TERM GOAL SETTING

Education -Based athletic programs strive for long-term growth and development of student-athletes. We encourage new coaches to set and work towards long-term goals that align with the mission of education-based athletics.



ENID HIGH SCHOOL

SMART GOALS

Setting realistic and achievable outcomes.

My goal is:

S
SPECIFIC

What do I want to happen?

M
MEASUREABLE

How will I know when I have achieved my goal?

A
ATTAINABLE

Is the goal realistic and what tools/resources do I have in order to accomplish it?

R
RELEVANT

Why is my goal important to me?

T
TIMELY

What is my deadline for this goal?

ENID HIGH SCHOOL

SMART GOALS

Setting realistic and achievable outcomes.

My goal is: I want to grow my program

S
SPECIFIC

What do I want to happen?

I want to increase program participation from the current number of participants (17 girls and 11 boys) to 50 swimmers with 25 on each side.

M
MEASUREABLE

How will I know when I have achieved my goal?

I will have a full roster, plus extras, when entering meets and will have more than enough swimmers to apply for the academic achievement award.

A
ATTAINABLE

Is the goal realistic and what tools/resources do I have in order to accomplish it?

I will visit the Middle Schools in the off season, I will add information to announcements, I will recruit in the hallways, I will recruit from XC, I will retain athletes by providing the best possible coaching and culture.

R
RELEVANT

Why is my goal important to me?

Athletics changes lives. Everything that I am as a wife, mom, employee, etc. is partly due to the lessons that I learned through athletics.

T
TIMELY

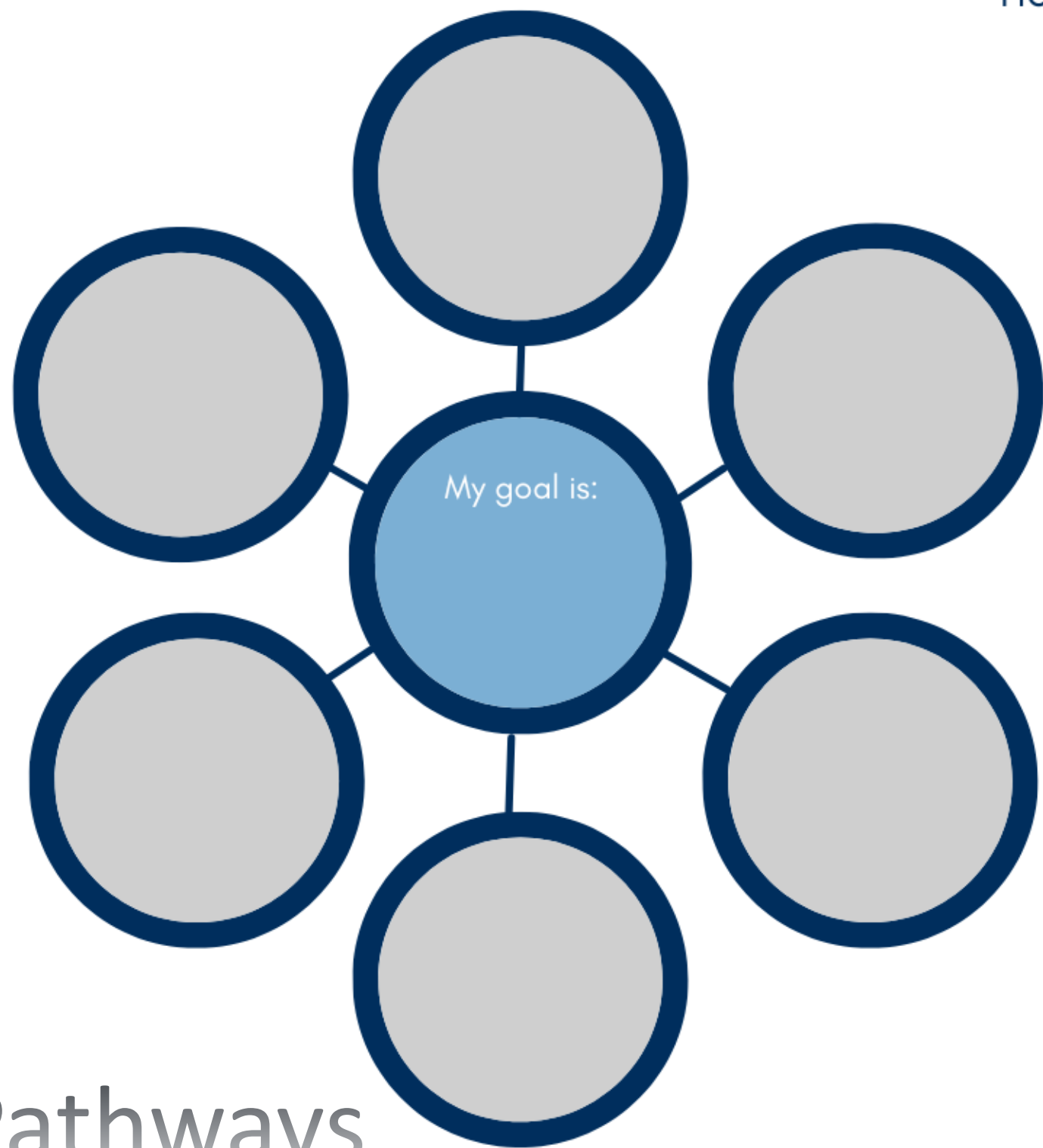
What is my deadline for this goal?

I would like to gradually increase numbers over the next couple of years. This is a 3 year goal, so I'd like to have a total of 50 by the 25-26 school year.

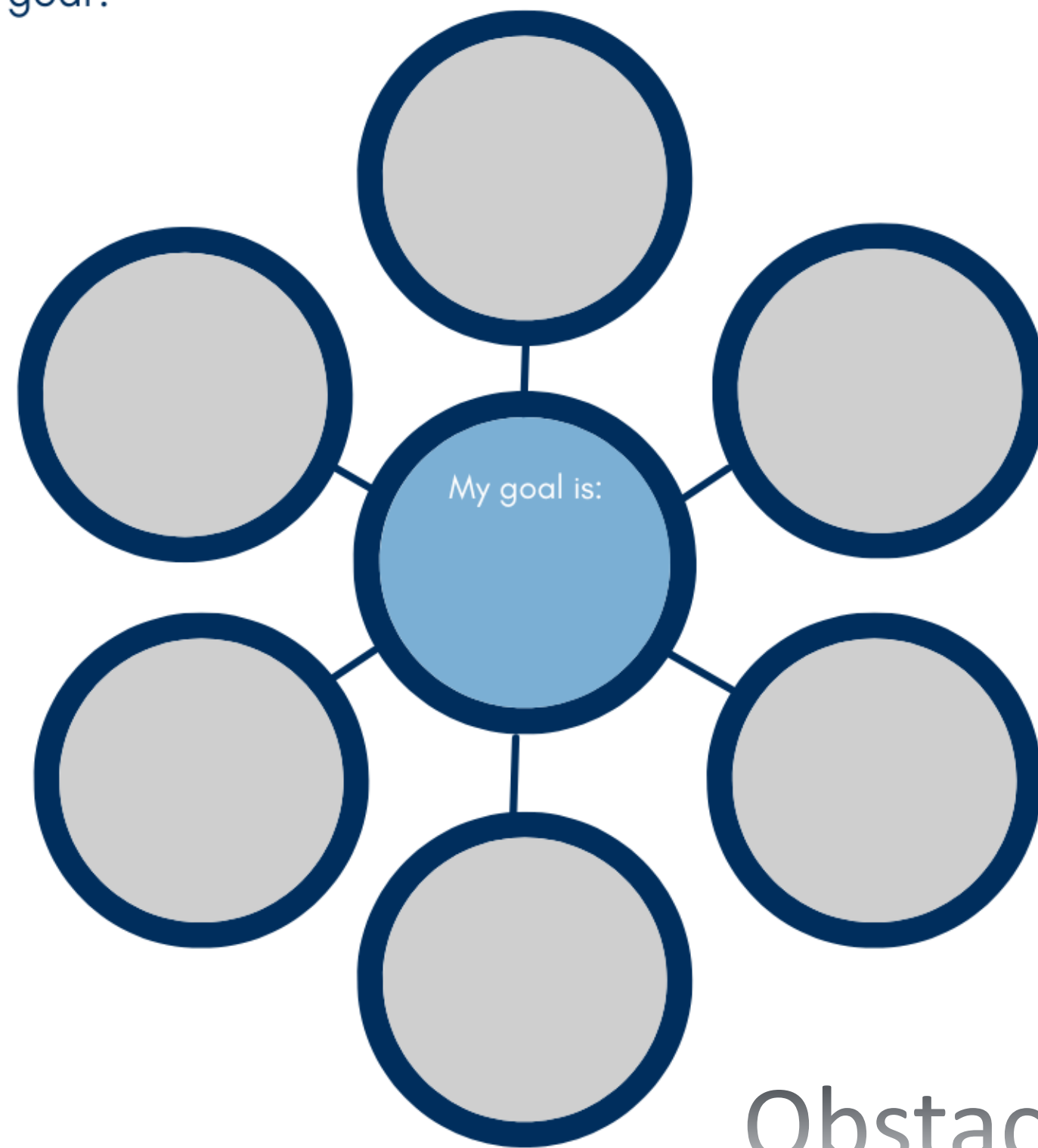
ENID HIGH SCHOOL

GOAL PATHWAYS

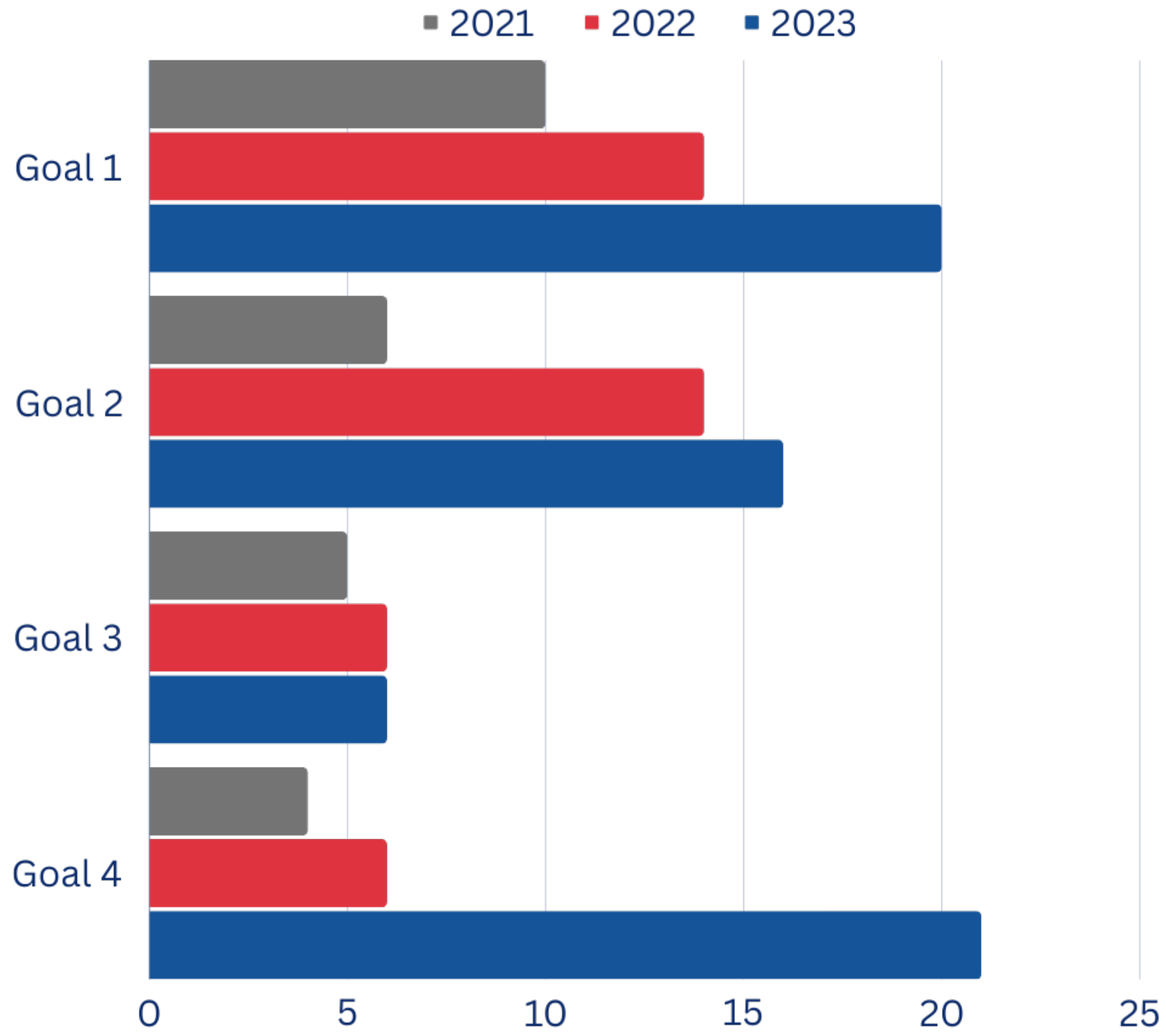
How will you reach your goal?



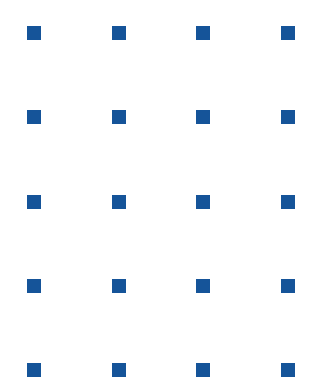
Pathways



Obstacles



SET AND TRACK GOALS



A decorative border at the top of the page consists of several overlapping hexagonal shapes. Some are solid red or blue, while others contain black and white photographs of athletes in various sports: a runner starting a race, a group of people cheering, a basketball player in mid-air, a soccer team huddle, and a runner in motion.

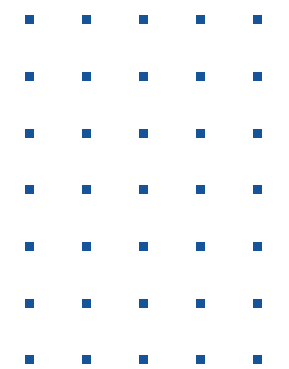
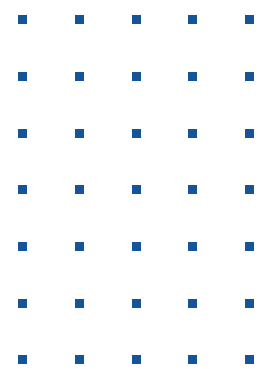
SUMMARY

In conclusion, "Onboarding New Coaches" highlights the importance of a structured and supportive onboarding process to ensure that coaches entering the realm of Education-Based athletics are well-prepared to guide their student-athletes towards holistic success. By providing them with the necessary tools, support, and a strong educational foundation, the organization can foster an environment where coaches and athletes can thrive together.





QUESTIONS?



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