A Guide to Conducting an Effective Post Season Coaches Meeting

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EDUCATION BASED ATHLETICS

INTEGRITY

RESPONSIBILITY

RESPECT

COMPASSION

WORK ETHIC

COURAGE

CONFLICT RESOLUTION

SPORTSMANSHIP

PERSEVERENCE
Pre-Meeting

Goals & Expectations
set to effectively assist in steering the Coach & Program in the right direction

How does one want to steer the meeting?

What do you anticipate the outcome to be?

How do you want it to end?
Pre-Meeting

Did you Hire or Inherit your coach?
In-Season Observations

Pop-In Observation
When?
How often?

What is your District Evaluation System?

Madison Coach Evaluation Tool

Does your Coach Evaluation follow this System?
Preparing for a Post Season Meeting

• Post Season Packet/Checklist
  – Season Results/Statistics/Milestones
  – Post Graduate Plans for athletes
  – Final Rosters
  – Attrition Rate
  – Varsity Letter Winners
  – Scheduling
Post Season Packet/Checklist

- Season Results/Statistics/
- Milestones
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- Facility Needs/Concerns
- Results of Exit Meetings with Athletes
- Off Season/Summer Plans
- Attrition Rate
Assistant Coach Evaluation

- Philosophy

- Do you allow your head coaches to evaluate their assistant coaches?

- Do you have a tool for this?

- How do you manage good & bad assistant coaches?
What Do You Want the Outcome To Be?
A Successful Coach & Program

What do you ask?

• Coaches own REFLECTION of season
• STRENGTHS & WEAKNESSES of program
• How are your SUB-VARSITY programs preparing your athletes?
• How are you MONITORING your assistant coaches?
A Successful Coach & Program

• How are you MENTORING your ATHLETES for the NEXT LEVEL?

• What is the NEXT LEVEL? (Life Lesson/Tough Love)

• Student-Athlete ACADEMIC Progress

• TEACHABLE MOMENTS!? 
The Challenging Meeting
Difficult Coach
Successful Program

What do you want the outcome to be?

Where does the coach fall short?

Be sure to back it up with specifics
Difficult Coach
Successful Program

Does this coach need a CORRECTIVE ACTION PLAN?

NFHS Coaching Principles Course
Clinics
Mentoring
Successful Coach  
Un-Successful Program

Have the coach identify the problem

Athletic Director should already know what the problem is

Talk specifically to the problem
Coach &

Un-Successful Program

- Not modeling Education Based Athletics
- Are the athletes disengaged?
- Is the Coach disengaged?
- Only coaching “One” team
- Pattern of Losing
- Attrition
- Off Season Effort
Coach & Un-Successful Program

Can this Coach be SAVED!?

Corrective Action Plan – Is it worth it?

Documentation, Documentation, Documentation,
Firing a Coach
Firing a Coach

- Documentation
- Administrative Support
- Be prepared to handle the fallout
- Communication
  - Athletes
  - Parents
  - Community
- What is your Plan of Action
Firing a Coach

1. Thank you Coach, Don’t let the Door…

2. We need to go in a different direction…

3. The Administration will not support your rehire..
Meeting Wrap Up

• Goals & Objectives for the remaining school year
• Is there a plan in place to achieve those goals
• Communication throughout the remainder of the year
• There can be NO “Agree to Disagree”!
• Documentation
Closure

• Is he/she modeling Education Based Athletics?

• Is the program where you want it to be?

• Will this Coach get it there?

• Is this the kind of Coach you want working with your own children?
THANK YOU!

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