

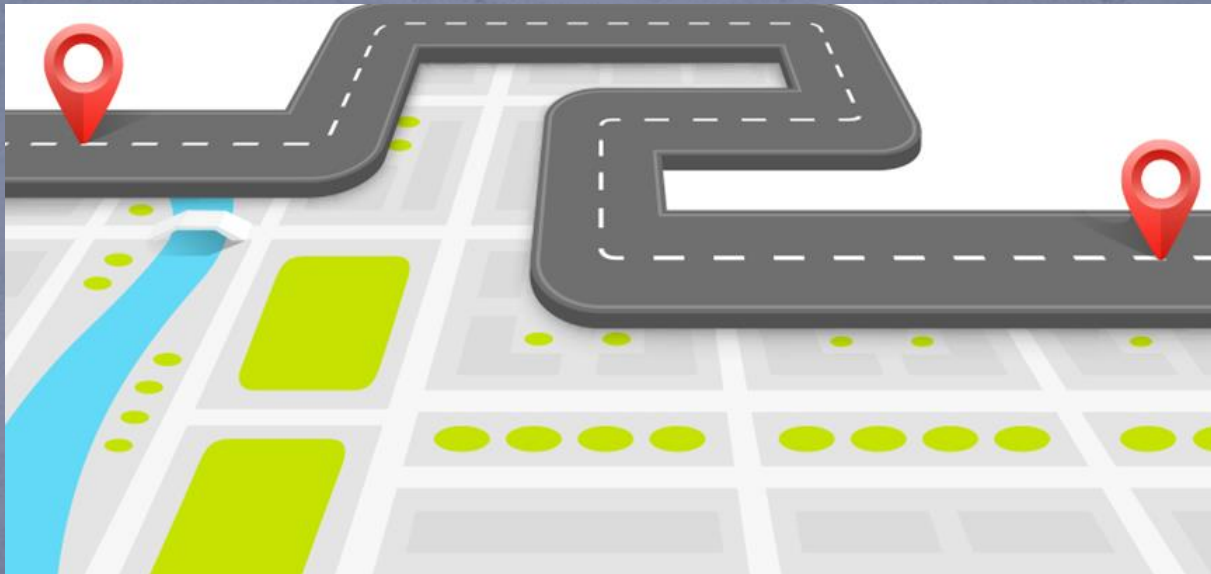
The Importance of Evaluation for Professional Development

Andy Gillham, Ludus Consulting, LLC

Michael Doscher, Valdosta State University

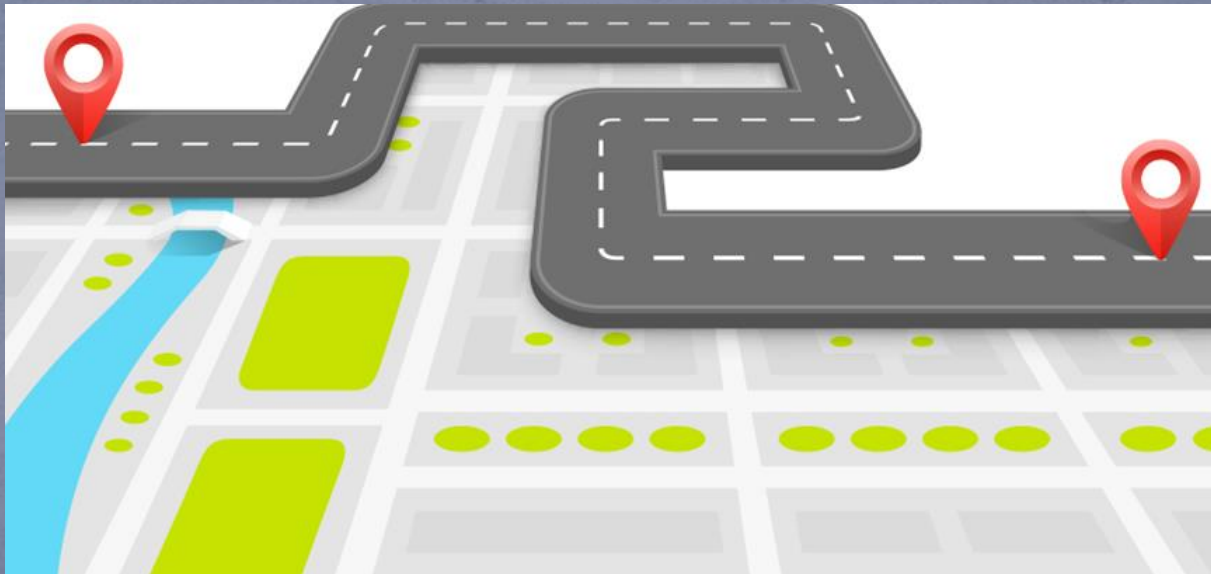
Today's Chat

- Why this is important.
- Picture of Evaluation from Top SC Coaches.
- Professional Development (PD) Context.
- Connecting PD for Performance Enhancement



Today's Chat

- Why this is important.
- Picture of Evaluation from Top SC Coaches.
- Professional Development (PD) Context.
- Connecting PD for Performance Enhancement

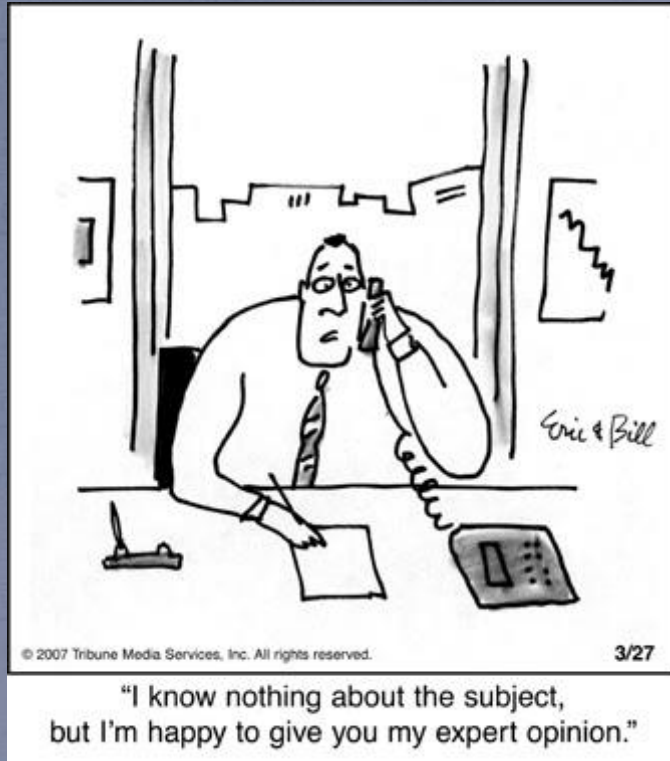


Why This is Important

- Revisit benefits of evaluation to be more professional.
- Provide a framework for areas of improvement.
- Understand the importance of both our coaching strengths and weaknesses.
- Realize the importance of moving from subjective opinions to something better.



Current Evaluation Experiences



Today's Chat

- Why this is important.
- Picture of Evaluation from Top SC Coaches.
- Professional Development (PD) Context.
- Connecting PD for Performance Enhancement



SC Coach Experience w/ Evaluation

- **Adam Banwarth**, Director of Strength and Conditioning, Trinity Episcopal School
- **Michael Doscher**, Head Speed, Strength and Conditioning Coach, Valdosta State University
- **Adam Davis**, Assistant Athletic Director for Athletic Performance, University of Tulsa
- **Scott Bennett**, Assistant Athletics Director for Sport Performance, Radford University
- **Craig Fitzgerald**, Head Strength and Conditioning Coach, Houston Texans

SC Coach Experience w/ Evaluation

- **Formal vs. Informal Evaluations**

- 4/ 5 Yes Formal
- 5/ 5 Yes Informal

- **Who Does the Assessment**

- Informal = Sport Coaches
- Formal: the AD, Head ATC, SWA, Head FB Coach



FORMAL APPRAISAL
vs.
INFORMAL APPRAISAL

SC Coach Experience w/ Evaluation

- **Purpose of Evaluation**
 - Job retention; pay raise; identify areas for PD
 - 2/ 5 said they don't know
- **Components of Evaluation**
 - Subjective reports from sport coaches and parents
 - Professional accomplishments
 - Ability to keep the Head FB Coach happy
 - Athlete performance improvements
 - Injury rate/ severity for athletes



SC Coach Experience w/ Evaluation

- **Who is Qualified to Evaluate You**
 - Athletes training with me
 - Sport coaches
 - Someone that understands:
 - The demands of coaching and playing
 - Goals and standards of the athletic department
 - One Coach: Ability to evaluate an organization / department more important than specific SC knowledge.



SC Coach Experience w/ Evaluation

- **How Do You Use the Information Moving Forward**
 - Modify training programs
 - Improve my, and my staff, performance
 - Modify testing or administrative procedures
- **Support a More In-depth Evaluation**
 - 3 / 5 = Yes
 - 1 = No, we are complete already
 - 1 = Yes, if it is focused on performance enhancement



SC Coach Experience w/ Evaluation

- **Additional Thoughts**

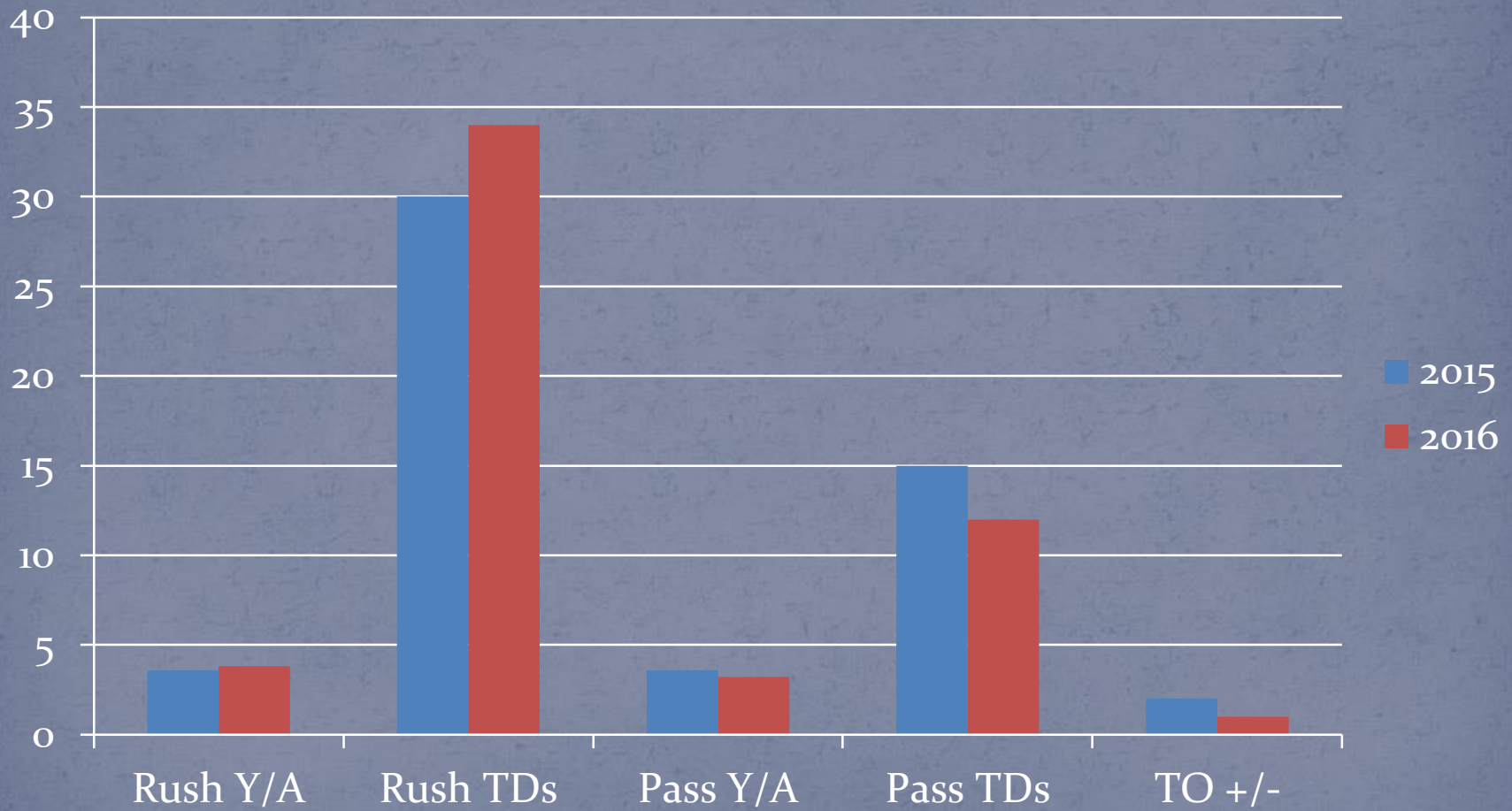
- Find ways to be evaluated on things we actually control
- Move the field to a higher standard
 - More rigorous initial certification and re-certs.
 - More SC coaches moving to administrative roles.
- A greater focus on identifying needs and voids.
- Need to focus on improving the people and better results for all will follow.

Today's Chat

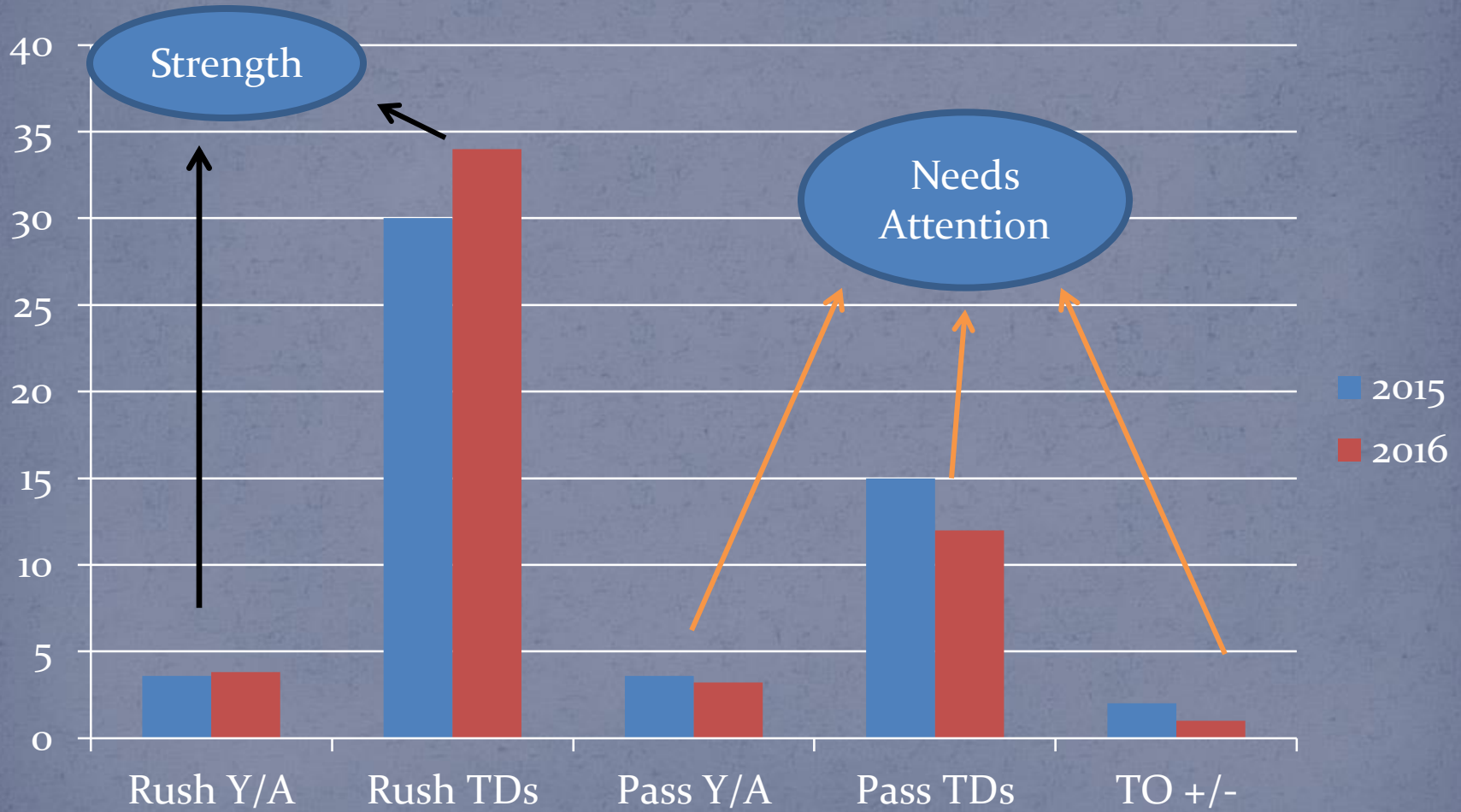
- Why this is important.
- Picture of Evaluation from Top SC Coaches.
- Professional Development (PD) Context.
- Connecting PD for Performance Enhancement



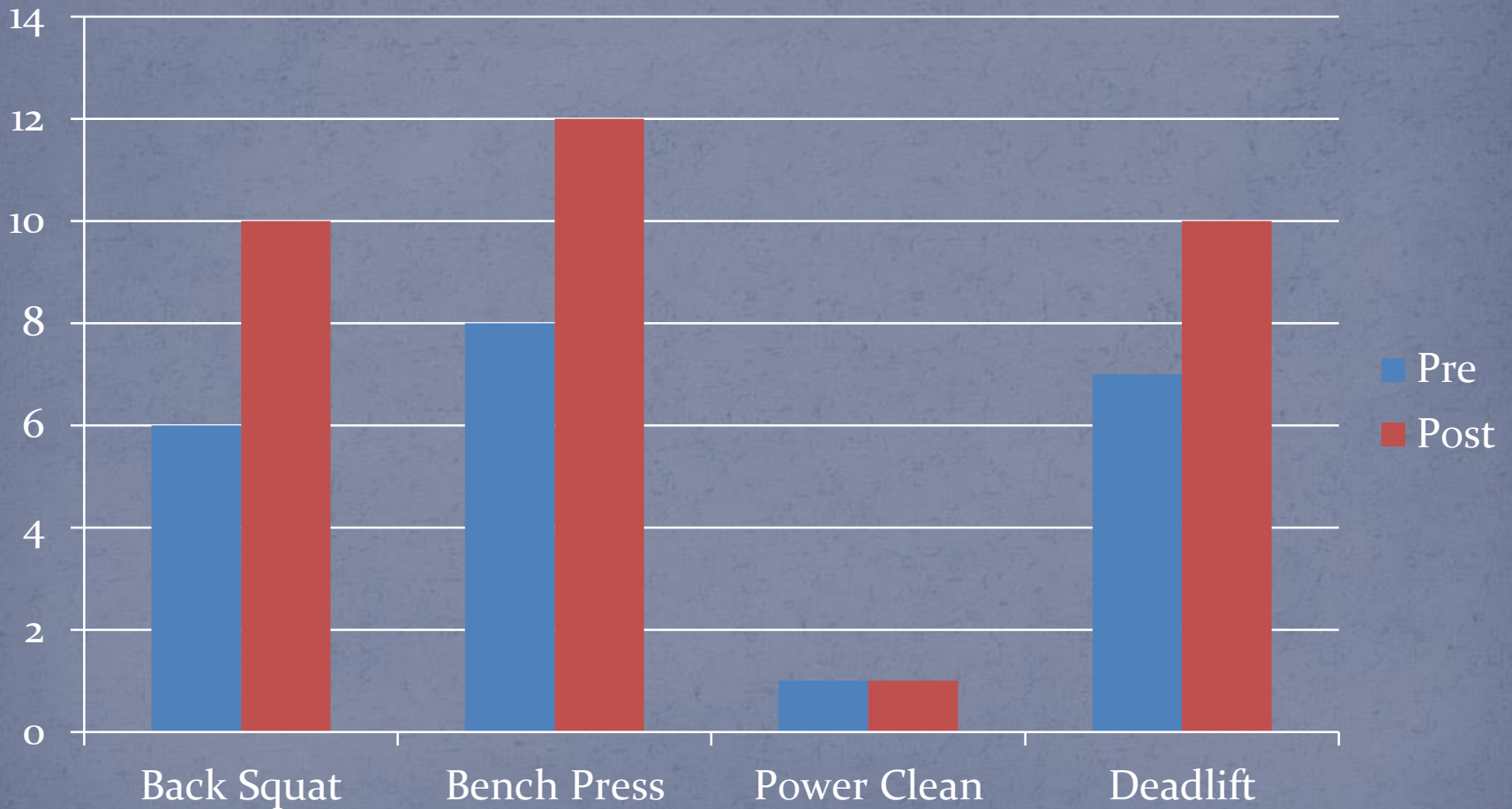
Offensive Team Stats



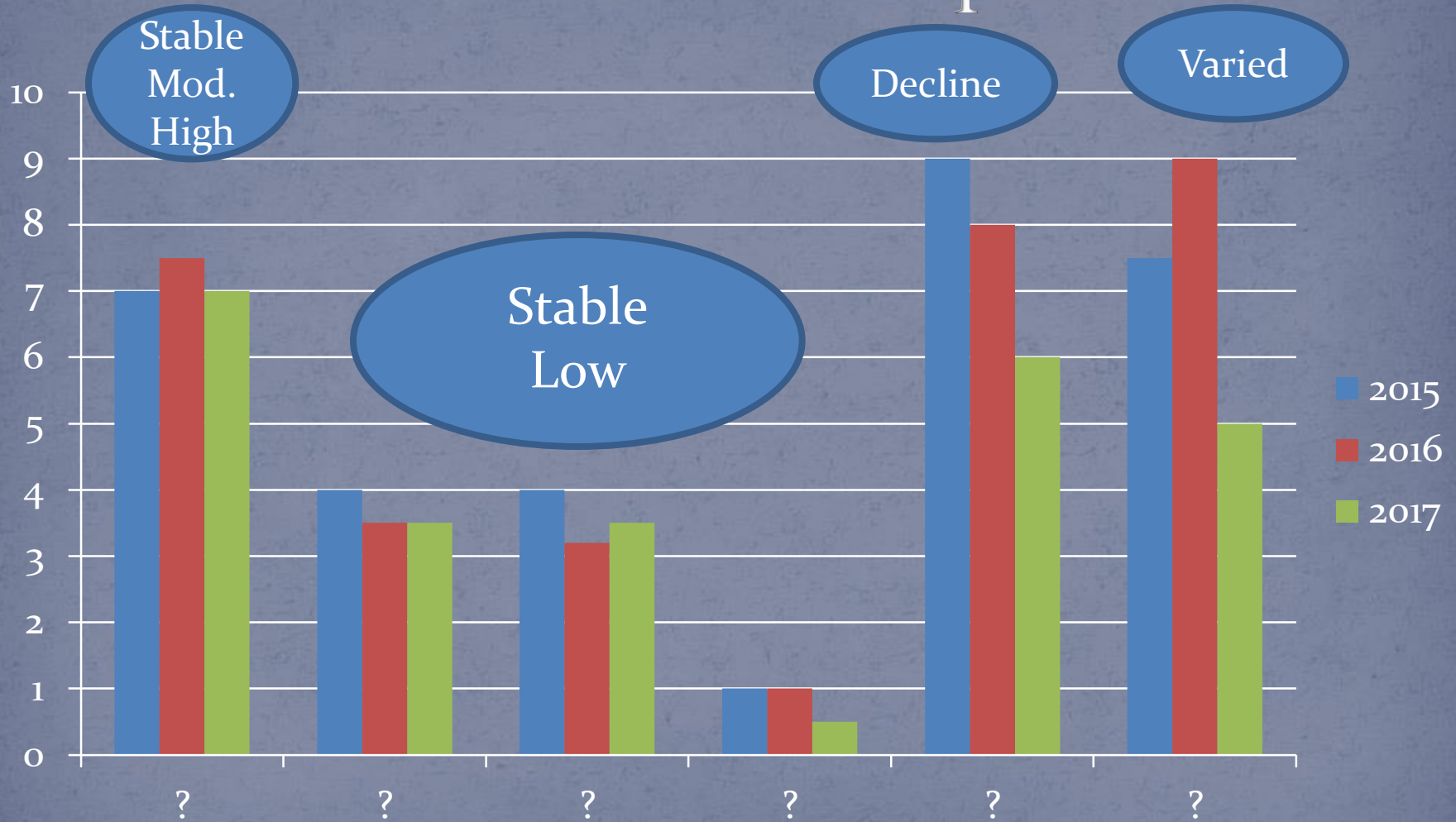
Offensive Team Stats



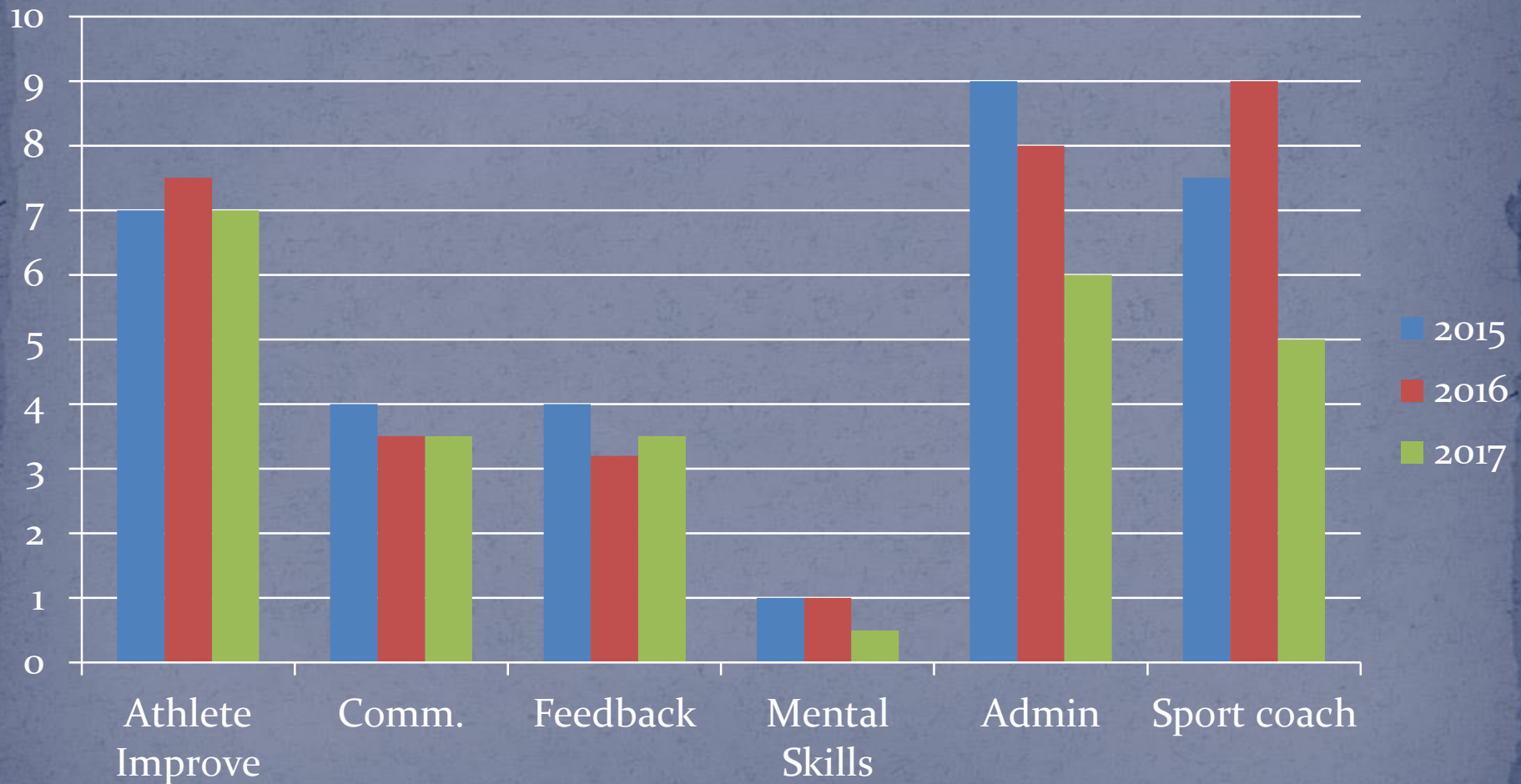
Athlete Training Performance



Coach Performance Sample



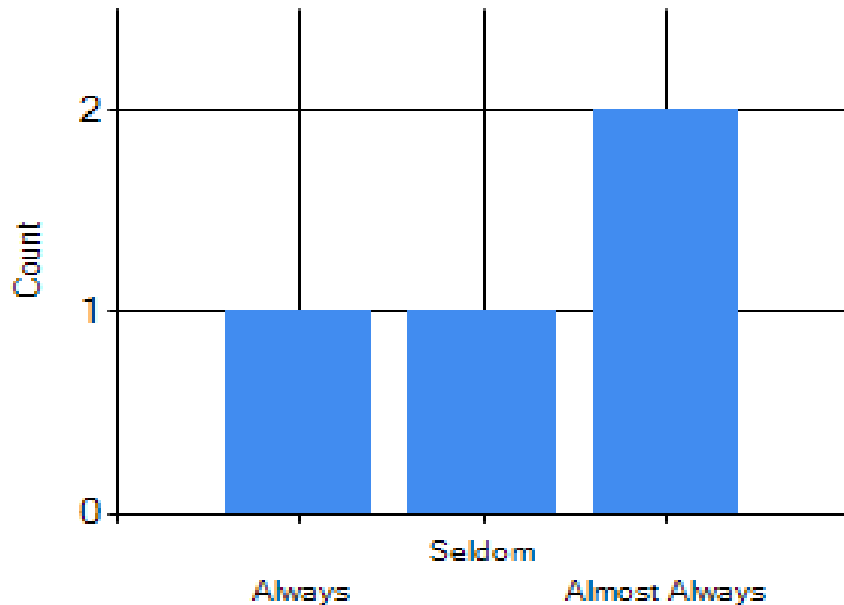
Coach Performance Sample



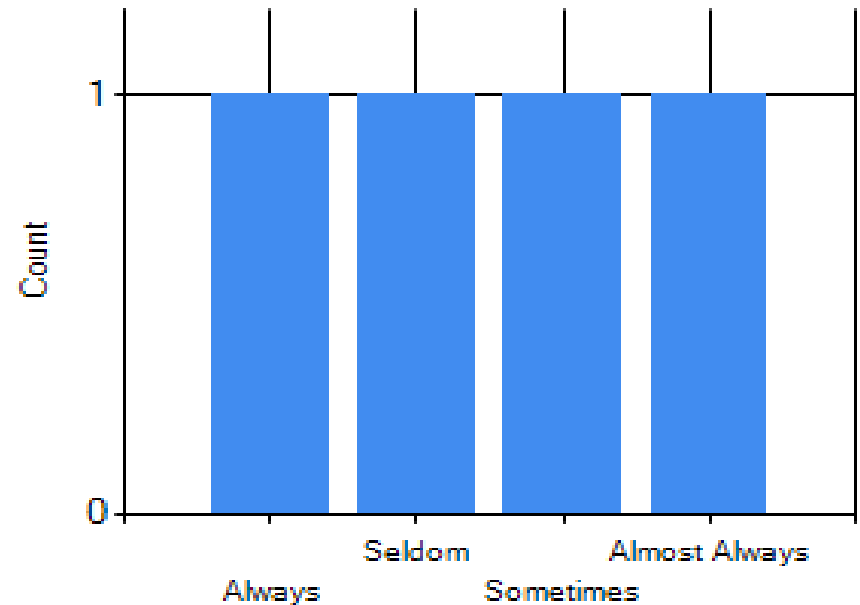
Coach Evaluator: Coach Evaluation Software

- Fully customizable criteria and forms.
- Built-in evaluation workflow and email notifications.
- Ability to track evaluation scores over time.

1. The atmosphere of the practice sessions enhance player and team morale.



2. There is mutual respect between coach and player.



Professional Development Questions

- You want to get better.
 - But how do you know if you are?
 - Do you know what to try to get better?
- What happens if everyone does the same things?



Today's Chat

- Why this is important.
- Picture of Evaluation from Top SC Coaches.
- Professional Development (PD) Context.
- **Connecting PD for Performance Enhancement**



Areas of Effective Coaching



CONTEXT
MATTERS

Training
Programs

Testing
Protocols

Interpersonal

Intrapersonal

Training
Variables

Leadership

Self-Confidence

Resilience

Recreational
Development

Elite

INTRApersonal Example

Coach
Philosophy

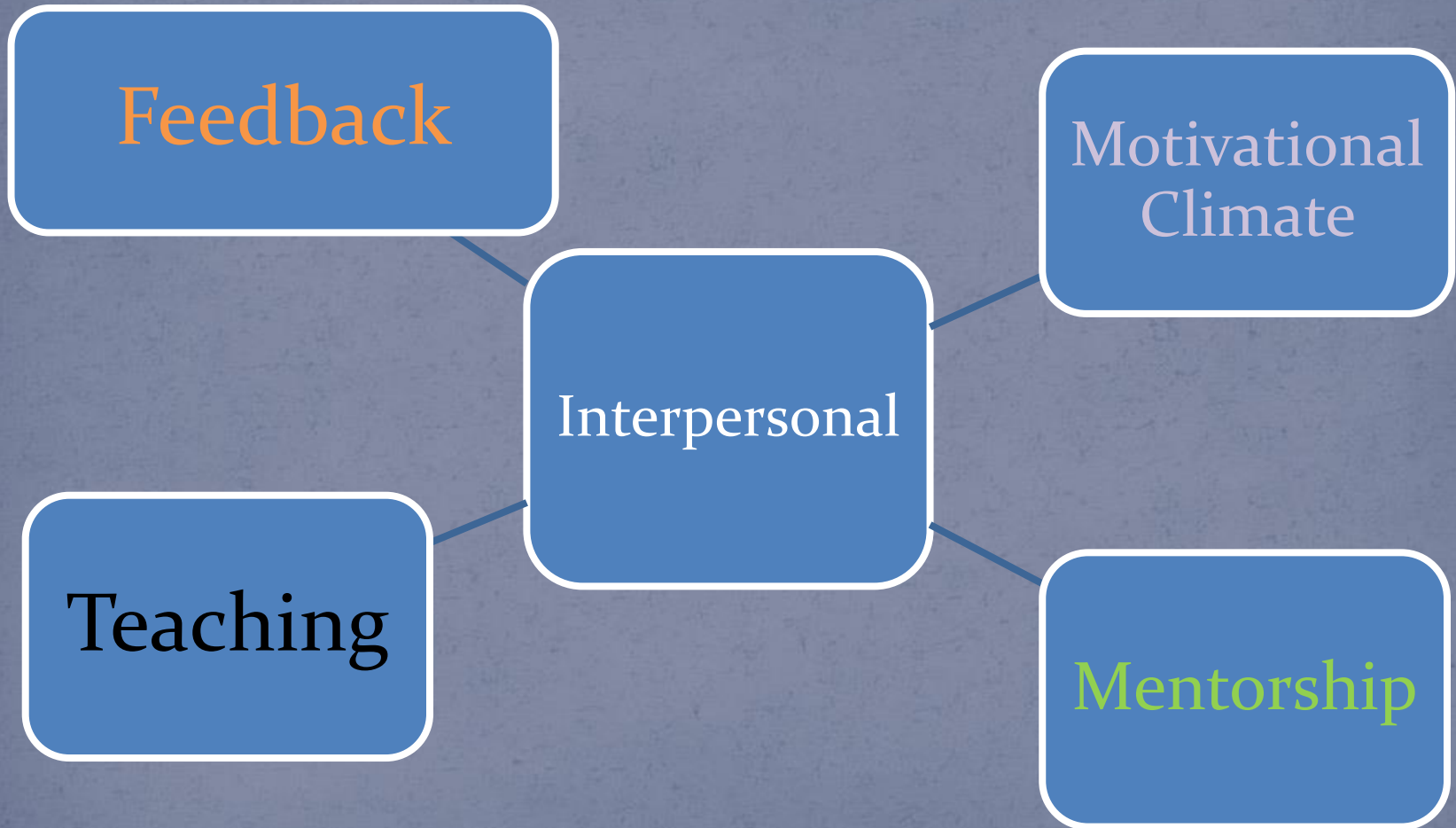


Intrapersonal

Space
Diagrams

Reflection

INTERpersonal Example



Professional Development

- More Coaching Experience
- Mentoring/ Networking
- Conferences
- Workshops
- Books
- Reflection
- Formal Coursework
- Journal Articles



Suggested Areas for Moving Forward

- Solicit Targeted Athlete Feedback
- Seek Specific Feedback from Sport Coaches
- Your Own Staff's Thoughts
- Your Own Staff's Strengths and Weaknesses
- Mentorship
- Video
- Consultant



Questions



- Dr. Andy Gillham, PhD, CC-AASP, CSCS
 - drgillham@gmail.com
 - www.Ludusconsulting.biz
- Michael Doscher, M.S., MSCC, SCCC, CSCS, RSCC*D
 - mdoscher@valdosta.edu