

WIAA COACHING SCHOOL

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Interviewing a coach

1. How did you learn to do your job?

I STARTED IN COLLEGE TAKING COACHING COURSES AS I DEVELOPED AN INTEREST IN HIGH SCHOOL. MY HIGH SCHOOL ATHLETIC EXPERIENCE WAS VERY GOOD.

2. What was your most valuable experience?

I BELIEVE THAT MY FIRST COACHING JOB BEGIN TO GIVE ME THINGS TO USE TO BE A BETTER TEACHER. I THOROUGHLY BELIEVE THAT MY MANY POSITIVE TEACHING EXPERIENCES TOGETHER PROVIDED MANY VALUABLE EXPERIENCES. VERY DIFFICULT TO IDENTIFY A MOST VALUABLE.

3. What do you wish you could have learned before you started?

HOW TO TEACH IN A MANNER OF SEQUENCE—LEARNING TO CORRECTLY TEACH THE BASICS AND THEN EXPAND TO THE FINER POINTS. TO USE A PHRASE—TEACH THEM TO CRAWL, THEN TO WALK AND THEN TO RUN, BUT IT SHOULD BE DONE IN THE PROPER LEARNING ORDER.

4. What are your responsibilities?

AS HEAD COACH YOU TAKE CARE OF EVERYTHING FROM SOUP TO NUTS. MANY COACHES GET HUNG UP ON THE LITTLE THINGS, FOR EXAMPLE, PAPER WORK. BUT IF YOU WISH TO BE A SUCCESSFUL COACH, YOU SHOULD BE ABLE TO KEEP TRACK OF WHAT YOU DO. WHAT BETTER WAY THAN TO CREATE LISTS. CREATING EFFECTIVE LESSON PLANS FOR PRACTICE AND MAKING SURE THE PLAYERS KNOW THE PLAN. “REPETITION IS THE MOTHER OF INVENTION”, AND I AM CONVINCED THAT HAVING A ROUTINE IS GOOD FOR PLAYERS AND COACHES. PLAYERS NEED TO KNOW WHAT TO EXPECT AND COACHES SHOULD BE CONSISTENT.

5. What is the most demanding part of your job?

MAKING SURE THAT THE COACHING STAFF COVERS EVERYTHING IN PREPARATION FOR GAMES. “LEAVE NOTHING UNDONE” IS ANOTHER GUIDELINE I HAVE USED. NEED TO MAKE SURE THAT THE LIST REALLY IS NEVER COMPLETE AND SHOULD BE ONGOING. KIND OF LIKE A BLADE OF GRASS, YOU GROW A LITTLE BIT EACH DAY. THERE SEEMS TO BE SOMETHING NEW ALL THE TIME. BUT A COACH SHOULD BE CAREFUL NOT TO CHANGE TOO MUCH. TEACH WHAT YOU KNOW AND TEACH IT WELL.

6. What do you like most about your job?

BEING WITH THE PLAYERS. HAVING SUCCESS WITH THEM; FACING DEFEAT WITH THEM, BUT ALWAYS READY TO GET BACK UP AND WORK. SECONDARY THING I LIKED ABOUT THE JOB WAS MEETING THE PLAYER’S PARENTS AND WORKING WITH THE FACULTY AIMING IN THE SAME DIRECTION FOR SUCCESS.

7. What trends do you see in Sports and Coaching?

A VERY NEGATIVE TREND I SEE DEVELOPING IS COACHES STARTING AND THEN GETTING OUT OF COACHING EARLY BEFORE THEY REALLY GIVE THEMSELVES A CHANCE TO REALLY HAVE SUCCESS. OFTEN COACHES TAKE A COACHING AND TEACHING JOB BECAUSE THEY GO HAND IN HAND AND THE FIRE LEAVES THEIR BELLY AND THEY QUIT COACHING. AND SUCCESS IS NOT ALWAYS MEASURED IN WINS AND LOSSES—THERE ARE MANY, MANY BENEFITS TO COACHING THAT THE REGULAR CLASSROOM TEACHER NEVER TASTES.

8. What is the salary scale like for coaches?

SALARY SCALE IS NOT VERY GOOD. I BELIEVE THAT MOST COACHES STARTING SALRY IS BETWEEN \$25,000 AND \$30,000.

How do you keep from burning out?

AM NOT SURE THAT ALL COACHES DO NOT BURN OUT A LITTLE BIT, BUT WANTING TO BE BETTER FOR ME IS A DRIVING FORCE. AS A COACH GETS MORE EXPERIENCE HE CAN LEARN TO DO THINGS THAT PREVENT BURNING OUT.

20/80 rule... What is the 20% of what you do that brings 80% of the results?

THE 20% OF WHAT I DO WOULD BE TO SURROUND YOURSELF WITH AN EXCELLENT (ASSISTANTS) AND LET THEM COACH. IF YOU EXPECT YOUR STAFF TO REALLY BE INVOLVED, LET THEM COACH. GET OUT OF THEIR WAY. DO NOT MICRO-MANAGE.

What are the keys to being a SUCCESSFUL COACH?

***What does it mean for you to be “successful?”**

SUCCESSFUL IS IN THE EYES OF THE BEHOLDER—THERE ARE MANY WAYS TO BE SUCCESSFUL. WHEN A COACH HAS GOOD KIDS WHO ARE COMPETITIVE AND DESIRE TO BE LED, SUCCESS IS JUST AROUND THE CORNER. A COACH NEEDS TO IDENTIFY WHAT IS NEEDED TO BE SUCCESSFUL, FIND IT AND THEN POLISH IT FOR SUCCESS.

***What should be the key factors in determining the success of a coach?**

KEY FACTORS TO DETERMINE SUCCESS OF A COACH:

1. BE FIRM
2. BE FAIR
3. BE CONSISTENT SO THE KIDS WILL KNOW THAT WHAT YOU SAY OR DO ON MONDAY WILL BE THE SAME YOU WILL DO ON FRIDAY. DO NOT HAVE GRAY LINES REGARDING EXPECTATIONS.
4. BE AWARE THAT KIDS HAVE FEELINGS
5. MAKE SURE PLAYERS KNOW THAT YOU ARE NOT CRITICIZING THEM, BUT ARE CRITICAL OF THEIR EFFORT.

What are the keys to successfully BUILDING A PROGRAM?

***What does it mean for your program to be “successful”?**

I BELIEVE THAT A GOOD MEASURING DEVICE TO BE SUCCESSFUL IS THE AMOUNT OF PLAYERS THAT TRY OUT FOR THE PROGRAM. KIDS LIKE TO BE PART OF A WINNER. NUMBERS OFTEN TIMES TURN INTO GOOD THINGS AS YOU CAN BE BETTER COMPETITORS.

***How do you find successful assistants and volunteers?**

AGAIN NUMBER OF POTENTIAL PLAYERS HELPS TO GET VOLUNTEER ASSISTANTS AND AS STATED ABOVE, LET THEM COACH. BUT YOU NEED TO DETERMINE IF YOU WANT A VOLUNTEER. SOMETIMES THEY CAN BE A BAD SEED IN THE PROGRAM. LONGEVITY OF A PROGRAM AS TO HOW LONG A COACH HAS BEEN IN CHARGE OF A PROGRAM WILL HELP ATTRACT ASSISTANTS. THE ASSISTANTS ALSO NEED TO SEE THE PROGRAM AND ITS SUCCESSES.

***what do you do to keep top performing assistants?**

LET THEM COACH. IF YOU EXPECT A BUY IN FROM ASSISTANTS, LET THEM COACH. AND IF YOU DO NOT LIKE WHAT YOU SEE ON THE PRACTICE FIELD, SPEAK TO THE COACH PRIVATELY AND DISCUSS CONCERNS. GETTING THE CONCERN OUT IN THE OPEN IS BEST WAY TO DEAL WITH IT.

***How do you organize and plan for your program?**

KEEP A RECORD OF EVERY TURNOUT SCHEDULE EACH YEAR, FILE THEM AND THEN REFER TO THEM TO MAKE SURE ALL IS COVERED. CREATE A MASTER CHECKLIST OF EVERYTHING YOU NEED TO COVER AND THEN REVIEW CONSTANTLY AS NEW THINGS ARISE AND UP DATE THE MASTER LIST.

***What is the best way to organize a program for efficiency and effectiveness?**

COACH PLANNING—GET ASSISTANTS TOGETHER AND OPENLY DISCUSS WHAT NEEDS TO COVERED AND THEN IDENTIFY WAYS TO GET IT DONE.

DO NOT MAKE DRILL PERIODS OVER 12-15 MINUTES—KIDS LOOSE CONCENTRATION

What BENEFITS do your athletes get from participating in your program?

YOU WOULD NEED TO ASK THE ATHLETES THIS QUESTION. ONE THING THAT DOES COME TO MIND IS THEY LEARN TO COMPETE. AND TO COMPLETE IS A LIFE LONG SKILL. THE OTHER ITEM WOULD BE WORKING TOGETHER—THIS IS ANOTHER LIFE TIME SKILL.

How do you MOTIVATE your athletes?

THIS IS ANOTHER DIFFICULT ITEM. THERE ARE MANY WAYS TO ACCOMPLISH TO MOTIVATE. I BELIEVE IT DEPENDS ON THE INDIVIDUAL AND THE SPECIFIC INSTANCE THAT IS IN FRONT OF US.

What do you do to build CHARACTER and teach LIFE LESSONS to you athletes?

***What are the keys to successfully coaching people?**

BE FIRM, FAIR AND CONSISTENT

***What have you found to be the best methods of motivating athletes?**

I WOULD SAY THE CURRENT TERM MIGHT BE "TOUGH LOVE". I DO NOT WANT TO BE THE PLAYER'S BUDDY, BUT I DO WANT TO BE THEIR FRIEND. FRIENDS OFTEN TIMES ARE VERY USEFUL WHEN TOUGH TIMES APPEAR.

THE KIDS NEED TO KNOW WHAT THE EXPECTATIONS ARE AND OVER A LONG PERIOD OF TIME, WHEN THE PLAYERS KNOW THE EXPECTATIONS, MORE THAN 95% OF THE TIME THEY ARE MET.

***How do you train/instruct your assistants and your athletes?**

HAVE MENTIONED THIS ABOVE. LET ASSISTANTS FIND OUT WHAT YOU EXPECT, WHAT OFFENSE OR DEFENSE OR SPECIAL TEAM THINGS THAT NEED TO BE DONE, DISCUSS ALL AND THEN GO DO IT. DO NOT WASTE TIME TALKING ABOUT IT, PLAN EFFECTIVELY AND ACCOMPLISH.

How do you work/deal with UPSET PARENTS AND PLAYERS?

***How do you get feedback from you assistants, athletes, parents and administrators?**

I REALLY NEVER WORRIED ABOUT THIS. TOO MANY OTHER THINGS TO WORRY ABOUT. I TRULY BELIEVE THAT IF YOU SHARE WITH THE PARENTS WHAT THE EXPECTATIONS ARE AT THE BEGINNING OF THE SEASON, BE CONSISTENT WITH MEETING THOSE EXPECTATIONS AND THE SHIP WILL COME IN. PROBLEMS OCCUR WHEN THE COACH CHANGES DURING THE SEASON—AS BEST YOU CAN TREAT ALL THE SAME AND THINGS WILL WORK OUT. WE HAVE ALWAYS HAD EXCELLENT SUPPORT FROM THE SCHOOL ADMINISTRATION, BUT I BELIEVE THIS ALSO HAS TO BE EARNED. YOU MUST WORK AT IT. PARENTS MAY HAVE GONE TO ASSISTANT COACHES WITH THEIR CONCERNS BUT I NEVER HEARD MUCH GRUMBLING FROM "POWER PARENTS". AGAIN, IF THEY KNOW WHAT IS GOING ON THEY ARE USUALLY GOOD ALLIES.

***How do you evaluate your staff and athletes?**

STAFF EVALUATIONS ARE DONE EACH YEAR AT THE END OF THE SEASON. STAFF AND HEAD COACH EVALUTE PLAYERS, DISCUSS IN COACHES MEETINGS AND THEN DO OUR BEST TO MAKE DECISIONS BASED ON THE INFORMATION ON THE PERSONNEL.

What words of advice would you share with aspiring COACHES like us?

CAREFULLY DECIDE IF YOU REALLY WANT TO COACH—YOU MIGHT WANT TO CREATE A LIST OF PROS AND CONS, MARK THEM WITH A PLUS OR MINUS AND THEN TALK TO COACHES WHO HAVE BEEN IN THE PROFESSION A SHORT TIME, 10 TO 12 YEARS, AND THEN AN OLD GUY WHO HAS BEEN AROUND FOR AWHILE. THIS WAY YOU MAY GET A PROSPECTIVE ON THINGS TO LOOK FOR BEFORE YOU CHOOSE TO BE PART OF THE BEST PROFESSION IN THE WORLD.