

MEMORANDUM OF UNDERSTANDING

Draft 3-5-18

This Memorandum of Understanding is entered into by the **AYERSVILLE LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** ("Board") and the **AYERSVILLE EDUCATION ASSOCIATION** ("Association").

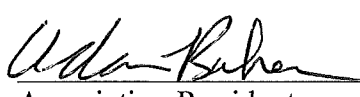
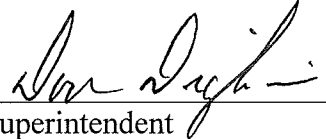

WHEREAS, the Board and the Association are parties to a current Collective Bargaining Agreement

WHEREAS, the Board and the Association wish to enter into a Memorandum of Understanding to address evaluations of Head Coaches.

NOW, THEREFORE, BE IT AGREED upon by the Board and the Association as follows:

1. The Master Agreement will now contain an evaluation for Head Coaches (form attached).
2. Bargaining unit members will not evaluate other bargaining unit members.
3. This Memorandum shall not be construed to change any past practice in the board's treatment of supplemental positions.
4. This Memorandum shall become affixed to the Collective Bargaining Agreement effective with the signatures of the parties.
5. This Memorandum shall constitute the full and complete understanding of the parties concerning this subject matter.

IN WITNESS WHEREOF, the duly authorized representatives of the **AYERSVILLE LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** and the **AYERSVILLE EDUCATION ASSOCIATION** have executed this Memorandum on the dates opposite their signatures.

	<u>3-15-18</u>		<u>4-17-18</u>
Association President	Date	Superintendent	Date
	<u>3-23-18</u>		

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**AYERSVILLE HIGH SCHOOL
HEAD COACH EVALUATION FORM**

COACH: _____ SPORT: _____

DATE: _____

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The Ayersville Local Schools coach's evaluation will be based on how well s/he scores on all the criteria listed below as evaluated by the Principal and/or Athletic Director, provided that the AD is not evaluating a bargaining unit member. Scoring on each item will reflect:

- 4 - Exceeds Expectations
- 3 - Effective
- 2 - Needs Improvement
- 1 - Ineffective
- NA - Not Applicable

PROFESSIONAL DUTIES & PERSONAL RELATIONSHIPS

- ___ 1. Submits all necessary rosters, physical forms, emergency medicals, OHSAA video sign-off sheets, and concussion information sheets as requested by the Athletic Director to the Athletic Department by set deadlines.
- ___ 2. Develops a good rapport with other coaching staffs.
- ___ 3. Keeps bigger picture of entire Athletic Department in mind outside of the sport s/he coaches.
- ___ 4. Attends all meetings required by state, league, district and local athletic organizations as well as off-season clinics.
- ___ 5. Develops a friendly and courteous relationship with the community, booster clubs, and parents.
- ___ 6. Understands and cooperates with the rules and regulations as set forth by the Ayersville Board of Education, the GMC, and the Ohio High School Athletic Association.
- ___ 7. Encourages students to enter sports and reap the benefits that can be obtained from participation.
- ___ 8. Works cooperatively with the administration and staff members.
- ___ 9. Follows policy as outlined in the job description and athletic handbook.
- ___ 10. Provides proper supervision or assigns at least one coach to provide supervision, including locker rooms, for athletes before, during and after practices/games including while athletes wait for rides home.

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COACHING PERFORMANCE

- ___ 11. Develops respect by example in appearance, manners, behavior, language and conduct during a contest.
- ___ 12. Submits or delegates someone to submit all statistics to local media outlets on a game to game or week to week basis and makes time to speak to the media in a positive, effective manner.
- ___ 13. Is well versed and knowledgeable in sport specific rules, regulations, drills, etc.
- ___ 14. Has individual and team discipline and control.
- ___ 15. Prepares for daily practices with staff so maximum instruction is presented, utilizing all opportunities for instruction and plans for contests.
- ___ 16. Determines the fundamentals of the sport to be taught in the middle school and communicates this philosophy with the middle school coaches through meetings, clinics, etc.
- ___ 17. Clearly articulates the duties to the assistant coaches. He/she will establish staff meeting times and scouting assignments early in the training sessions.
- ___ 18. Helps assistant coaches become better coaches by counseling with the coach and encouraging them to attend clinics, etc.
- ___ 19. Is innovative, using new coaching techniques and ideas in addition to using sound, already proven methods of coaching.
- ___ 20. Is prompt in meeting the team for practices and games.
- ___ 21. Shows an interest in promoting and advancing the sport.
- ___ 22. Provides training rules to team members in writing and follows due process procedures.

RELATED COACHING RESPONSIBILITIES

- ___ 23. Demonstrates care of equipment, including issue of inventory and storage reports.
- ___ 24. Is cooperative in preparation of non-league scheduling.
- ___ 25. Is cooperative in sharing the use of facilities and equipment.
- ___ 26. Understands his/her place in the line of authority in relation to:
 - A. Head Coach to Athletic Director;
 - B. Head Coach to Assistant Coach.
- ___ 27. Displays enthusiasm and vitality in assignment as a coach.

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- ___ 28. Keeps Athletic Director informed about unusual events within the sport.
- ___ 29. Follows due process before denying participation or removing an athlete from the team.
- ___ 30. Counsels his/her athletes regarding unsatisfactory grades and/or behavior.
- ___ 31. Attends all sport related meetings regularly (Boosters meetings, Athletic Council, sports medicine, CPR certification programs).
- ___ TOTAL POINTS

124-110 Exceeds Expectations 109-93 Effective 92-62 Needs Improvement 61-31 Ineffective

COMMENTS/RECOMMENDATIONS

Recommended for Continued Assignment

Recommended for continued assignment but understands improvement must be made within designated areas

Not recommended for continued assignment

Signatures indicate only that all phases of the evaluation have been conducted with the full knowledge of the coach.

Coach

Date