

Annual Evaluation



Sometimes just telling people that you are going to evaluate them on certain things is enough to get them to do those things.

Evaluating Coaches

This task falls naturally into the job responsibilities of the Coach Manager. It may also work to appoint an Evaluation Coordinator if you have an individual who is passionate about evaluating the effectiveness of the YSO and its coaches. The key is to have someone who is responsible for making the process work. There are many impediments to getting useful data for an evaluation. This person should be tenacious about getting evaluation forms out to every parent and player and even more tenacious about getting them back!

Step 1: Decide how you want coaches to behave. We encourage you to use the Positive Coach Mental Model as your guide.

Step 2: Before the season starts, give coaches the "Double-Goal Coach Job Description" telling them what you expect from them in specific action terms. Let them know that parents and players will be surveyed at the end of the season as to how well each coach conformed to those expectations. This should also be made available at the Positive Coaching training session.

Step 3: Survey parents and players as promised. Give out survey forms toward the end of the season but before the final week.

Step 4: Tabulate the responses.

Step 5: Send a letter to each coach identifying how his/her players and parents rated him/her against the expectations.

Step 6: If the timing allows, use the results of the survey in the selection of the winners for the Positive Coaching Award.

Evaluating the Organization

This same process can be used to evaluate the effectiveness of the overall organization.

Step 1: Decide what your organization's major goals are. We encourage you to use your mission statement as a guide.

Step 2: Write and widely distribute to all parents, coaches, players and officials a one-page document listing these goals and telling people you will survey them at the end of the year to see how well the organization did.

Step 3: Survey parents, coaches, players, and officials as promised.

Step 4: Tabulate the responses.

Step 5: Write a report summarizing a) the survey results and b) the steps the board of directors is taking to respond to any areas of weakness and distribute it widely.

FREE New Season Evaluation Tool for PCA Partners!

PCA would like to introduce you to the BRAND NEW Responsible Sports Season Evaluation Tool, powered by Positive Coaching Alliance. This easy-to-use, free online survey tool helps schools, youth sports organizations and teams obtain valuable feedback that will help you provide youth athletes a positive, character-building youth sports experience.