



Athletic Director Evaluator Approval Renewal Course II Professional Development Class Outline & Syllabus

OVERVIEW

Evaluator Approval I introduced the National Standards for Sports Coaches and Core Responsibilities as a common language and as an incorporated process encompassing the interview, pre-season conversations, in-season conversations and observations, program review and self-reflection, and formative and summative evaluations.

Evaluator Approval II completes the process with the implementation of professional development planning to enhance coaching effectiveness and professional growth and as needed to provide for improvement strategies.

LEARNING OUTCOMES/OBJECTIVES

- Each participant will be able to.....examine and develop a philosophical rationale and a variety of relevant methods and principles that can be used to enhance the skills of athletic administrators with a character based coach-to-coach mentoring program utilizing the talents, strengths, and qualities of the entire team of coaches to maximize the potential of the coaching staff.
- Each participant will be able to.... prepare to integrate new learning opportunities for coaches through the nurturing of suggested coaching knowledge, skills, behaviors, and attitudes examining the training, preparation, and guiding of coaches, by athletic administrators.
- Each participant will be able to....create a staff professional development plan or improve an existing staff professional development plan and improvement strategies that will incorporate the National Standards for Sport Coaches & Core Responsibilities designed to enhance coaching effectiveness and professional growth.

IN ORDER TO RECEIVE CREDIT FOR THIS COURSE, PARTICIPANTS MUST:

ACTIVITY	CRITERIA FOR CREDIT	OPPORTUNITY FOR MAKE-UP
Attend all three sessions of the course	100% attendance and participation in all large and small group discussions and activities	None
Complete LTC Course 705 (5.5 hours) (LTC Courses are non-sequential)	Participation in large and small group discussion & exercises.	None
Complete LTC Course 706 (5.5 hours) (LTC Courses are non-sequential)	Participation in large and small group discussion & exercises.	None
National Standards for Sport Coaches & Core Responsibilities.	Read through and review all the National Standards for Sport Coaches & Core Responsibilities.	None

Small Group Review of each of the National Standards for Sport Coaches & Core Responsibilities and evaluation tools.	Participation and contribution of groups in the review of the National Standards for Sport Coaches & Core Responsibilities and the implementation of evaluation tools.	None
Small Group Collaboration of a redesign of a present Professional Development Plan incorporating the National Standards for Sport Coaches.	Participating and sharing of presently used Professional Development Plans and work needed to redesign using the National Standards for Sport Coaches & Core Responsibilities within the group.	None
Final Grading Assignment Complete and submit a Professional Development Plan that contains National Standards for Sport Coaches & Core Responsibilities.	Show an understanding and implementation of a plan which incorporates the National Standards for Sport Coaches & Core Responsibilities and how the instrument will be used to enhance the effectiveness and development of coaches.	Participants will have three weeks after class to submit the completed Professional Development Plan that will be assessed based on a scoring rubric. Participants can submit documents any time after the two week deadline and receive credit. If the Professional Development Plan does not meet the criteria as outlined in the rubric, modifications can be made and assignment may be re-submitted for credit.

GRADING CRITERIA

The grading of the assignment shall be completed using a rubric in determining whether the assignment meets satisfactory completion. Criteria shall be as follows:

A – Satisfactory	F – Non Satisfactory
A completed Professional Development Plan that incorporates the National Standards for Sport Coaches & Core Responsibilities will be submitted no later than three weeks upon the completion of the course that can be immediately submitted and implemented by the athletic administrator in their home district. This Professional Development Plan will demonstrate an ability to be effectively implemented in a fashion that will drive professional development in their coaching staff and demonstrate a direct correlation to coaching performance.	Student fails to complete a satisfactory pre-evaluation tool at the completion of the course
Attends all sessions	Failed to attend all sessions

TO WHICH IOWA SCHOOL LEADER STANDARD(S) DOES THIS COURSE MOST APPLY?

Iowa School Leader Standards

1. Facilitating the development, articulation, implementation and stewardship of a vision of learning...
2. Advocating, nurturing, and sustaining a school culture and instructional program conducive to student and staff learning.
3. Ensuring management of the organization, operations, and resources for a safe, efficient, and effective learning environment.
4. Collaborating with families and community members, responding to community interests and needs, mobilizing community resources.
5. Acting with integrity, fairness, and in an ethical manner

6. Understanding, responding to, and influencing the larger political, social, economic, legal, and cultural context

HOW DOES THIS COURSE SUPPORT THE IOWA CORE?

Iowa Core: Education-based athletics and activities have a significant impact on the engagement of students in their respective schools. As engagement in activities increases, student academic performance increases, student attendance increases, and student discipline decreases.

Athletic and Activities Directors completing this course will have a more effective evaluation system based on specific content pertinent to their area of administration as well as professional growth development programs in place for their coaches and directors which, in turn, will have a direct impact on the positive influence these programs have on student participants across the state of Iowa.

MATERIALS NEEDED

LTC 705 Work book (Supplied by IHSADA)

LTC 706 Work book (Supplied by IHSADA)

Current Individual Pre-Evaluation Tools Implemented by Athletic Administrators

Exemplars of Professional Development Plans that Incorporate National Standards for Sport Coaches & Core Responsibilities

Copy of the National Standards for Sport Coaches & Core Responsibilities

RESEARCH BASE

The NIAAA Leadership Training Program and Certification Program are voluntary professional development programs designed by athletic administrators. Completion of leadership training courses will enhance the daily operations of the athletic department and provide professional growth opportunities for the athletic administrator. The class is an extension of the original IHSADA Evaluator Approval I course needed to renew evaluator approval. The evaluation process is reinforced through this class while evaluation content provides greater focus on the topics and issues of athletic administration.

Athletic Director Evaluator Approval Renewal Training II Professional Development Course Outline

SESSION I OF COURSE: LTC 705 Athletic Administration: Coach Centered Educational Athletics - A Character Based Coach to Coach Mentoring Program (5 Hours)

- Character based coach to coach mentoring programs utilize the talents, strengths, and qualities of the entire team of coaches to maximize the potential of the coaching staff.
- Mentoring is an attitude, a relationship, and an investment which provides coaches the opportunity to support and nurture each other professionally, personally, and ethically.
- This course will highlight mentoring models that demonstrate key behaviors to implement when establishing an effective coach mentoring program. It will also provide athletic administrators strategies and methods to develop and enhance successful coach to coach mentoring programs. (Revised 2020)

SESSION II OF COURSE: LTC 706 Athletic Administration: Coaching Coaches to be Leaders and Educators (5 Hours)

- This course will examine the training, preparation, and guiding of coaches, by athletic administrators, to understand the inherent tasks related to education-based athletics.
- The administrator will be better prepared to integrate new learning opportunities for coaches through the nurturing of suggested coaching knowledge, skills, behaviors, and attitudes.

- Enrollees in this course will be better empowered as the athletic administrator to deal with the constant turnover and training of coaches that can demand much of the administrator's time. (New 2019)

SESSION III OF COURSE: Workshop- Panel & Project (5 Hours)

- **Review: National Standards for Sport Coaches & Core Responsibilities. (NSSC)** (30 Minutes)
 - Review the National Standards for Sport Coaches and Core Responsibilities.
 - Table review of the Standards and Evaluation Instruments among AD's.
- **Panel: Professional Development Initiatives** (90 Minutes)
 - Coach Mentor Leadership Program
 - NFHS Learning Center
 - Personal Growth Plans
 - Quality Assessment Program
 - 3D Coaching (Activity)
 - Empowering the Iowa Girl (Activity)
- **Small Group: Current School District Professional Development Plans** (30 Minutes)
 - Sharing of current Professional Development Plans.
 - Collaboration of a redesign of a present or design of a new Professional Development Plan incorporating the National Standards for Sport Coaches.
- **Final Course Project** (2.5 hours)
 - The submission of a Professional Development Plan incorporating the National Standards for Sport Coaches Core Responsibilities designed to enhance coaching effectiveness and professional growth.
 - Included in the project is how the initiative meets the assessment criteria.
 - The assignment is then assessed using a rubric developed by the IHSADA Evaluator Renewal Training Committee.

FINAL COURSE PROJECT ASSESSMENT

Criteria	A-Satisfactory	F-Non Satisfactory	Comments
Inclusion of National Standards	Professional Development Plan Effectively Incorporates the National Standards for Sport Coaches & Core Responsibilities	Professional Development Plan Does Not Effectively Incorporate the National Standards for Sport Coaches & Core Responsibilities	
Implementation	Professional Development Plan Can Be Effectively Implemented	Professional Development Plan Can Not Be Effectively Implemented	
Professional Growth	Professional Development Plan Focuses on Growth of Coaches and Areas For Improvement	Professional Development Plan Does Not Focus on Growth of Coaches and Areas For Improvement	
Effectiveness	Professional Development Plan Effectively Impacts Performance Accurately	Professional Development Plan Does Not Effectively Impact Performance Accurately	
Utilization	Professional Development Plan Has Been Planned to be Utilized with a Coach to Test Effectiveness	Professional Development Plan Has Not Been Planned to be Utilized with a Coach to Test Effectiveness	