

Personnel -- Certified

Evaluation

Coaches

There shall be an annual evaluation of all coaches, to be conducted by their immediate supervisor. Each coach shall receive a written copy of the evaluation.

The purposes of evaluation are:

1. To provide a systematic process whereby coaches may increase the effectiveness of their services to the athletic program utilizing the available professional resources.
2. To provide an opportunity for coaches to analyze their strengths and weaknesses, and to discuss objectively the contributions they have made to the athletic program.
3. To provide an opportunity for the administrative staff to analyze the strengths and weaknesses of individual coaches, and to utilize this knowledge to develop supervisory service to assist individuals in developing their competence.
4. To provide an effective means by which administrators may make recommendations concerning the continued employment of personnel, the granting of increments, and/or other recommendations to the Board of Education.

It is the responsibility of all administrators, coaches and other professional staff members to recognize that the district schools intend to seek and maintain the best qualified staff to provide quality coaching for student athletes. In keeping with this goal, all personnel are expected to participate fully in the appraisal process.

An integral part of this process is self-appraisal. The self and administrative appraisals include: knowledge of sports area, coaching skills and techniques, attitudes, behavior patterns, values and ethics.

Any coach that has held the same coaching position for three or more years, for which the Board terminates or non-renews the contract shall be informed of the Board's decision within ninety (90) days of the completion of the sport season covered by the contract. The coach may request a written statement from the Board specifying the reason(s) for the Board's action. The statement shall be provided within thirty (30) days of the request. The decision to terminate or non-renew the coach's contract may be appealed by the coach in a manner prescribed by the Board.

The Board may terminate the contract of any coach at any time for reasons of moral misconduct, insubordination or a violation of the rules of the Board or because a sport has been cancelled by the Board.

Personnel – Certified

Evaluation

Coaches (continued)

(cf. 2137 – Athletic Director)

Legal Reference: Connecticut General Statutes

10-151b Evaluation by superintendent of certain educational personnel

10-220a In-service training

PA 04-243 An Act Concerning Notification in Cases of Termination of Coaches

10-222e Policy on evaluation and termination of athletic coaches (as amended by P.A. 13-41)

10-149 Qualifications for coaches of intramural and interscholastic athletics coaches (as amended by P.A. 13-41)

P.A. 13-41 An Act Concerning Hiring Standards for Athletic Directors

Policy revised: June 8, 2026

THOMASTON PUBLIC SCHOOLS
Thomaston, Connecticut

THOMASTON PUBLIC SCHOOLS
COACH EVALUATION FORM

This form is to be used to evaluate the performance of athletic coaches/assistant coaches employed by Thomaston Public Schools. Other written means of evaluation may be used if, in the judgement of the evaluator, such means would be more effective. All athletic coaches/assistant coaches must be evaluated at the end of each sport season. Written evaluations must be submitted to the Superintendent of Schools no later than thirty (30) days after the end of the sport season. A copy of this evaluation must be given to the coach/assistant coach being evaluated.

Name of Coach/Assistant Coach

School

Assignment

I. Professional and Personal Relationships	Below Average	Average	Above Average
1. Cooperation with Athletic Director in regards to submitting eligibility lists, state tournament information, meeting deadlines, sportsmanship forms and inventories (equipment and uniforms)			
2. Participation in professional and in-service meetings such as league coaches and rules interpretation meetings, etc.			
3. Maintains professional conduct on and off the field with players, parents, officials and other league coaches.			
II. Coaching Performance	Below Average	Average	Above Average
1. Respect: Sets example, serves as a role model, shows good sportsmanship.			
2. Enforce team rules – Commands Respect!			
3. Knowledge of the sport.			
4. Motivates when necessary.			
5. Innovative: Uses new coaching techniques and ideas.			
6. Builds appropriate rapport with players.			
Comments:			

4115.3
Form
(continued)

III. Related Responsibilities	Below Average	Average	Above Average
1. Practices are well organized, well attended and of appropriate length.			
2. Eligibility information and knowledge of state rules and sport changes.			
Comments:			
IV. Postseason Responsibilities: Coaches will not receive 2nd stipend payment until the following responsibilities have been met.			
1. All related athletic equipment must be collected, inventoried, and placed in school storage			
2. All uniforms/warm-ups must be collected, inventoried, and placed in school storage			
3. Season report(s) completed and turned into the Director of Athletics/Athletic Coordinator			
4. Coach's evaluation must be completed and signed by the coach			
V. Additional Comments			
1. Athletic Director/Supervisor:			
2. Coach:			
IV. Recommendations:			

**4115.3
Form**

- ☐ Continuation of Employment
☐ Continuation of Employment with Reservations
☐ Non-Continuation of Employment

Signature: Athletic Director

Signature: Coach

*Signature indicates that the coach has read the
evaluation, not necessarily that the coach agrees with it

Signature: Principal

**THOMASTON PUBLIC SCHOOLS
COACH FEEDBACK FORM**

This form is to be used to provide feedback on the performance of athletic coaches/assistant coaches employed by Thomaston Public Schools. Other written means of feedback may be used if, in the judgement of the evaluator, such means would be more effective. All athletes, parents of athletes, colleagues working with athletic coaches/assistant coaches during the sport season (paid and volunteer) and the Athletic Director/School Administrator shall be asked to provide feedback. This feedback must be submitted to the coach's/assistant coach's immediate supervisor no later than ten (10) days after the end of the sport season. A copy of the collected feedback must be given to the coach/assistant coach unless the feedback is not deemed constructive/supportive.

Name of Coach/Assistant Coach School

Assignment

Date

COACH FEEDBACK SURVEY – ATHLETE ON THIS TEAM

Please indicate whether you agree, disagree or have no opinion for each row:

- Agree: You agree with the statement.
- Disagree: You disagree with the statement.
- No Opinion: You are unsure or do not have enough information to answer.

- THE COACH possesses and effectively teaches the skills, tactics, and strategies of the sport.
- THE COACH assesses talent and selects the team using a thoughtful approach.
- THE TEAMMATES improve throughout the season, reflecting the coach's efforts.
- THE COACH is active in coaches' associations or conferences and follows CIAC rules and school policies.
- THE COACH sets and communicates clear goals for the season to the team.
- THE COACH interacts, seeks input, and communicates effectively with athletes and their parents.
- THE COACH handles conflicts constructively and fosters strong team morale.
- THE COACH develops leadership skills, provides timely feedback, and praises the athletes.
- THE COACH cares for the athletes' non-sports efforts.

Comments:

THOMASTON PUBLIC SCHOOLS COACH FEEDBACK FORM

This form is to be used to provide feedback on the performance of athletic coaches/assistant coaches employed by Thomaston Public Schools. Other written means of feedback may be used if, in the judgement of the evaluator, such means would be more effective. All athletes, parents of athletes, colleagues working with athletic coaches/assistant coaches during the sport season (paid and volunteer) and the Athletic Director/School Administrator shall be asked to provide feedback. This feedback must be submitted to the coach's/assistant coach's immediate supervisor no later than ten (10) days after the end of the sport season. A copy of the collected feedback must be given to the coach/assistant coach unless the feedback is not deemed constructive/supportive.

Name of Coach/Assistant Coach School	Assignment	Date
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COACH FEEDBACK SURVEY – PARENT OF AN ATHLETE ON THIS TEAM

Please indicate whether you agree, disagree or have no opinion for each row:

- Agree: You agree with the statement.
- Disagree: You disagree with the statement.
- No Opinion: You are unsure or do not have enough information to answer.

- THE COACH possesses and effectively teaches the skills, tactics, and strategies of the sport.
- THE COACH plans well-organized practices and maintains seasonal and year-round plans.
- THE COACH assesses talent and selects the team using a thoughtful approach.
- THE TEAMMATES improve throughout the season, reflecting the coach's efforts.
- THE COACH is active in coaches' associations or conferences and follows CIAC rules and school policies.
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- THE COACH interacts, seeks input, and communicates effectively with athletes and their parents.
- THE COACH handles conflicts constructively and fosters strong team morale.
- THE COACH develops leadership skills, provides timely feedback, and praises the athletes.
- THE COACH cares for the athletes' non-sports efforts.
- THE COACH clearly communicates the philosophy, goals, and expectations to the staff.
- THE COACH treats staff with respect, encourages skill development, and promotes cooperation.
- THE COACH leads by example with strong organizational skills and professionalism.
- THE COACH meets deadlines and ensures all aspects of the program are organized.
- THE COACH promotes the program within the community and maintains positive relationships with school staff and families.

Comments:

**THOMASTON PUBLIC SCHOOLS
COACH FEEDBACK FORM**

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Name of Coach/Assistant Coach School	Assignment	Date
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COACH FEEDBACK SURVEY – COLLEAGUE

Please indicate whether you agree, disagree or have no opinion for each row:

- Agree: You agree with the statement.
- Disagree: You disagree with the statement.
- No Opinion: You are unsure or do not have enough information to answer.

- THE COACH possesses and effectively teaches the skills, tactics, and strategies of the sport.
- THE COACH plans well-organized practices and maintains seasonal and year-round plans.
- THE COACH assesses talent and selects the team using a thoughtful approach.
- THE TEAMMATES improve throughout the season, reflecting the coach's efforts.
- THE COACH is active in coaches' associations or conferences and follows CIAC rules and school policies.
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Comments:

THOMASTON PUBLIC SCHOOLS COACH FEEDBACK FORM

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Name of Coach/Assistant Coach School	Assignment	Date
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COACH FEEDBACK SURVEY – ATHLETIC DIRECTOR OR SCHOOL ADMINISTRATOR

Please indicate whether you agree, disagree or have no opinion for each row:

- Agree: You agree with the statement.
- Disagree: You disagree with the statement.
- No Opinion: You are unsure or do not have enough information to answer.

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- THE COACH plans well-organized practices and maintains seasonal and year-round plans.
- THE COACH assesses talent and selects the team using a thoughtful approach.
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- THE COACH develops leadership skills, provides timely feedback, and praises the athletes.
- THE COACH cares for the athletes' non-sports efforts.
- THE COACH clearly communicates the philosophy, goals, and expectations to the staff.
- THE COACH treats staff with respect, encourages skill development, and promotes cooperation.
- THE COACH leads by example with strong organizational skills and professionalism.
- THE COACH meets deadlines and ensures all aspects of the program are organized.
- THE COACH promotes the program within the community and maintains positive relationships with school staff and families.
- THE COACH accepts feedback from their evaluator and takes appropriate steps to improve the program.

Comments: