Supplemental* Description

Qualifications: Athletic Coach

Education: BA/BS from a regionally accredited program/university in FLDOE certificate subject area
Certification: Florida Instructional Certification (any subject)

OR

Education: BA/BS from a regionally accredited program/university
Certification: Florida Athletic Coaching Certification [Professional 5 Year or Temporary* 3 Year Athletic Coaching Certificate issued by the State of Florida Department of Education or be eligible and apply upon extension of offer]

Experience: Two (2) years documented sport specific and age level (Secondary) specific (Varsity vs. Freshman/JV) coaching experience. Extensive knowledge of the sport at the competition level. Demonstrated leadership skills and the management of large groups of students/athletes

Experience: Three (3) to five (5) years documented sport specific and grade level specific (Varsity vs. Freshman/JV) coaching experience (this one can be adjusted for the school/sport)

Substitutions: College level coaching may substitute for High School coaching experience

Job Goal / Scope:

Primary goal of the Athletic Coach is to provide a positive learning environment that encourages student athletes’ academic achievement, strong work ethic, responsibility, teamwork, sportsmanship, self-discipline, leadership, self-confidence as well as personal growth. Responsible for planning, organizing, and delivering an appropriate range of activities and programs for individuals and the team as a whole. Instruct student athletes in the fundamental skills, strategies, and physical training necessary for them to realize a degree of individual and team success. Demonstrate personable, charismatic attitude, and personality that builds a positive and nurturing culture, conducive to the development of student-athletes, while maintaining strong communicative avenues with parents, coaches, administration, etc.

Knowledge, Skills, & Abilities:

GENERAL:
1. Knowledge and use of time management and organizational systems
2. Skill in meeting and exceeding customer expectations within the precincts of policy, procedure, and sound judgement
3. Skill in active listening and social perceptiveness
4. Ability to communicate effectively orally and in writing
5. Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems
6. Ability to sustain focus and attention to detail for extended periods of time

JOB RELATED:
1. Knowledge of Florida High School Athletic Association (FHSAA) rules, standards, and student eligibility as evidenced by continual compliance
2. Knowledge of the technical and fundamental aspects of the assigned sport. A commitment and willingness to continue to learn and examine new ideas pertinent to the assigned sport.
3. Ability to lead a group of individuals to a common goal / outcome
4. Demonstrated ability to develop student athletes through their high school career by possessing the knowledge of college and professional sport standards
5. Knowledge of physical fitness standards and tolerances, methods to safely increase performance output of student athletes, and ability to demonstrate athletic skills through exhibition
6. Ability to collaborate effectively with all stakeholders, including positive relationships with assistant coaches, Athletic Director, Principal, parents, students, District personnel, and the public.
7. Considerable knowledge of health and safety procedures involved with the monitoring and supervision of student athletes.
8. Good knowledge of care and maintenance of sports equipment.
9. Knowledge, Skills, and Abilities are demonstrated by building a winning program and culture
Performance Responsibilities:

**Essential Functions:**

1. Coordinate, organize, and execute sport specific and skill level appropriate practices, including off-season, conditioning and workout (summer) programs. Provide high quality practices by instructing relevant skills, tactics, and techniques which encourage and develop student athletes.
2. Demonstrate the fundamentals of quality practice by creating a practice schedule that reflects appropriate duration, frequency, intensity, and recovery necessary to properly condition student athletes while motivating them to achieve their fullest potential.
3. Evaluate and actively promote high potential student-athletes to assist them in pursuing the next level of competition.
4. Identify student athlete skill gaps, provide constructive feedback, and develop training programs to improve and advance student athlete skills.
5. Commit to the days/hours necessary to coach the sport for the season / post-season.
6. Set up and coordinate appropriate fundraising events with clearly defined goals and reportable outcomes following established Board-adopted bookkeeping principles.
7. Regularly monitor student grades for eligibility per FHSAA Bylaws while communicating concerns to the student athlete, Athletic Director, Counselor, and/or parents as needed.
8. Demonstrate strong leadership skills as evidenced by the ability to manage both people and events.
9. Establish consistent / professional parent communication that includes, but is not limited to, being available for parents via phone, email, in-person.
10. Develop Season Schedules and demonstrate flexibility to change schedules, etc., throughout the season as needed.
11. Provide schedules, events, and due dates to designated personnel for publication on the school’s website.
12. Organize and submit pertinent documents in a timely and efficient manner.
13. Ensure player equipment is properly fitted & well maintained.
14. Head Coaches recruit and evaluate Assistant Coaches and communicate any coaching staff changes to the Athletic Director as soon as they are known.

**Other Functions**

15. Perform other duties as assigned commensurate with the skills and abilities of the position.
16. Provide outstanding customer service and use positive interpersonal communications skills.
17. Make all decisions and perform all tasks in accordance with Brevard Public Schools’ strategic plan, vision, and mission.
18. Ensure compliance with Board rules and applicable federal laws and regulations.

**Physical Demands & Working Conditions:**

**Light-Medium:**
Occasionally lift, carry, push, and pull various items up to a maximum of 40 pounds (100 pounds on wheels), e.g., paper boxes, deliveries of supplies, and equipment.

**Physical Activity:**
Frequent requirement to sit, stand, walk, talk, hear, see, read, speak, reach, stretch with hands and arms, crouch, kneel, climb, and stoop.

**Working Conditions:**
Possible exposure to blood, bodily fluids, tissue and inclement weather. Occasional operation of a vehicle under inclement weather conditions. Occasional interaction with unruly people.

The above information on this description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to this job.

Brevard Public Schools is an equal opportunity employer. Brevard Public Schools will provide reasonable accommodations to qualified individuals with disabilities to allow them to perform the essential functions of the job when such individuals request an accommodation. Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of personnel.

*Supplemental contracts shall be for one year/season that will automatically come to an end at the close of the school year for which it was issued without Board action of evaluation, non-reappointment, or notice. Supplemental positions may carry over without break in service from one school year to the next without requiring re-submission of pre-employment requirements; however, supplemental positions must be submitted annually via appointment form, Community Coach Agreement, Process Letter, valid certification, and current FDLE fingerprints less than five (5) years old.