

Mentor Newsletter

November 2020



Note from the Co-Directors:

We continue to refine the WWE (WSSAAA Wednesday Extension) to meet the needs of athletic directors across the state. September and October saw multiple opportunities for athletic directors to gather for round table discussions, hosted by WSSAAA Mentors, scheduled within a week of each WSSAAA Wednesday.

Beginning in November, the WWE will take on the following format.

- Immediately following each regularly scheduled WIAA/WSSAAA Wednesday, the WSSAAA Mentor co-directors will host a WWE for 1 hour.
- In addition, the WSSAAA Mentor staff will schedule and host WWE Follow Up from 8-9am on the 'other' Wednesdays each month.

November's schedule will be:

- November 4: WIAA/WSSAAA Wednesday starting at 8am followed by WWE
- November 11: WWE - Follow Up starting at 8am
- November 18: WIAA/WSSAAA Wednesday starting at 8am followed by WWE
- November 25: WWE - Follow Up starting at 8am

Look for registration emails for each of these dates.

Document(s) of the Month:

From Lauren McDaniel, Athletic Director, Klahowya Sec. School

Our Athletic Programs are only as good as our coaches. Our job is to make our coaches better. Hold a pre-season meeting and give your coaches your expectations and resources to be successful. Always start your meeting on time and end early!

Pre-Season Coaching Meetings

- [Philosophy Statement](#)
- [Coach Checklist](#)
- [Coaches Quick Tips](#)

Webinar /Video of the Month:

[Why Good Leaders Make you Feel Safe](#)

[Simon Sinek](#)

Middle School AD Focus:

From Pat Round, Athletic Director, Northwood Middle School

Hiring Rubric Templates

Hiring is constantly on the TO-DO list for middle school AD's. Coaches sometimes come and go much faster than expected or move on to "bigger and better" pursuits. As a result, we have to make sure we have a consistent process for our applicants, regardless of the position we need to fill. In addition, hiring processes have also changed dramatically in the last few years, and the 3-question interview over coffee is no longer an acceptable practice. Instead, a record must be available to back up our decision. That is why I stole the following hiring rubric from a colleague and, with the help of a few coaches, edited it to fit coaching. There are two examples: one for an assistant coach and one for a varsity coach. They are set up as templates so that you can easily plug in the appropriate sport, adjust some of the questions and match up the rubric responses, and add more questions if needed. I keep all of mine as Google Docs and have a variety of rubrics (wrestling, softball, baseball, etc.) ready to go. Please contact me if you have questions.

[Varsity MS Coach Interview](#)

[Assistant MS Coach Interview](#)

TIP(S) OF THE MONTH:

Making the most of Coach Evaluations:
Have coaches complete a self-assessment at the conclusion of their season. Discuss the assessment during their evaluation to support them in areas of growth and praise them in areas of strength.

[Coach Self-Assessment](#)

"The way I see it, if you want the rainbow, you gotta put up with the rain."

Dolly Parton