



WHEN IT'S NECESSARY TO TERMINATE A COACH

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WHEN IT'S NECESSARY TO TERMINATE A COACH

One of the most difficult tasks we face as Athletic Administrators is the termination of a coach. Especially a popular coach or one who is highly visible in the community.

WHEN IT'S NECESSARY TO TERMINATE A COACH

Are they hurting your student athletes?

One is not more important than 20.



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We Are Different

Our purpose is different, our principles must be high and our purpose must be clear.

The purpose of Educational Based Athletics is to build lifetime character traits in the young people who are in our care.

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THE OBVIOUS

Termination for cause is an easier decision in many ways than terminating a coach for other reasons because the decision is clear. The coach has crossed a well-defined line—he or she has broken rules, committed a felony, violated a contract, or committed some other such action.

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Termination for other reasons such as lack of control of players, lack of competitive success; or poor effort, performance, or attitude on the part of players is a more difficult decision because this lack of essential coaching skills is realized gradually over time. Usually no clear line has been crossed or no specific thing has happened.

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Why were they hired?

***Are your expectations for coaches crystal clear?
(Mission/Vision/Code of Ethics)***

***Do you have opportunities for professional development
and growth?***

Tolerance Level

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- ***How can an athletic administrator sense an issue begins be it behavior or performance?***
- ***When there is an issue what actions should be taken?***
- ***When does an issue become so big upper administration needs to be looped in?***
- ***What steps need to be taken immediately when a problem arises?***



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Crucial Conversations

When the stakes are high.

You can't be silent about things that matter!



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***Many crucial conversations turn to violence or silence
when not done correctly.***

***The ability for an athletic administrator to be able to
have crucial conversations is paramount.***

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How To Have A Crucial Conversation

Share your facts

Tell your story

Ask for others' paths

Talk tentatively

Encourage testing



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Examples That Might Result In Termination

- ***Knowingly participates in any violations of NFHS, state association, or school district rules.***
- ***Violates any provision of the school's coaching handbook.***
- ***Misconduct in violation of the stated mission of the school's athletics program.***

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Cont.

- ***Abusive treatment towards a student-athlete or another coach or staff member.***
- ***Failure by the coach to adequately supervise assistant coaches and volunteer coaches to ensure they don't violate any of the above-stated duties.***
- ***Decreased numbers and lack of interest in the program.***

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Cont.

- ***Lose their passion for coaching and teaching.***
- ***Lose of pride in the program from the community.***
- ***Failure to prepare athletes and put them in a successful situation.***
- ***Communication with all stake holders.***

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Demanding
Demeaning



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Documentation



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Plan of Improvement/Assistance

Put it Down in Actionable Items

Following up on Progress is Critical

Ultimately most coaches' terminate themselves because they don't change behaviors or improve performance.

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***Communication with higher administration and other key
stake holders.***

Community Dynamics

***HR should always be a significant part of any
termination.***



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*When termination is inevitable does the possibility of
reassignment exist?*

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When termination must occur offer him or her the option to resign prior to termination so they can leave with grace.

Be certain that the coaches' age, marital status, race, gender, pregnancy status, sexual orientation, disability, religion, national origin, or other activities – such as whistleblowing acts or complaints of discrimination or harassment – are never considered in the termination.

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Termination Meeting Thoughts

- Consider having two attend the meeting, one to take notes.*
- Timing of the meeting, identify any special circumstances.*
- Make sure the meeting is private.*

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Cont.

- ***Stick to your message, but hear the coach out.***
- ***If anger results, stay calm, let the coach vent, stick to the message.***
- ***Less is better, avoid any type of debate.***
- ***Handle the termination with a human element.***
- ***Retrieve school property such as keys etc.***

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The Fundamental Goal of Termination

***The primary goal is to maintain the coaches' dignity.
Termination does not mean they are a bad human being.
Depart having handled them professionally and with
respect.***

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Possible Steps After Termination

- ***First priority – student-athletes.***
- ***Assistant coaches.***
- ***Parents.***
- ***Dealing with the media.***
- ***Other stakeholders (faculty, athletic staff, former players/alumni)***

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QUESTIONS??



***THANKS FOR ATTENDING THE
PRESENTATION***

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