



Dealing with Turnover While Coaching Coaches To be Educational Leaders in International Schools

NIAAA Workshops Sunday December 17th

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Course Description

Managing Increased Workload Expectations for the International School Athletic Administrator

This workshop is designed to provide the international school athletic administrator with the knowledge regarding the management of coaches turnover while "coaching the coaches".

It will also provide guidelines and best practices for establishing management skills, backend tips and tricks, and well being tips



Agenda

- Welcome and Introduction
- Part One – Understanding & Managing Turnover
- Part Two – Developing Educational Leaders



Acknowledgement and Origins

- Workshop Authors: Turner Neal and Scott Hibbard
- Thank you to the NIAAA
- Thank you to the NIAAA International AD committee



Part One: Understanding the Nature of Turnover



Coaching turnover is _____

- Inevitable
- Challenging
- A time suck
- An opportunity for positive change



Types of Turnover

- Voluntary Turnover: Resignation, retirement, career change
- Involuntary Turnover: Dismissal, non-renewal of contracts
- Internal vs. External Turnover: School Employees vs. Outside Coaches
- Leaving the school vs. Staying at the school



Factors Influencing Voluntary Turnover

- International schools have relatively high rates of staff turnover (3-5 years on average)
- Personal reasons (family, health, etc)
- Culture
- Difficulty of the position
- General dissatisfaction



Turn & Talk #1

- Small groups of 2-3. One minute each.
- What would voluntarily departing coaches list as their top factors for leaving?
- Which of these factors can you influence? (Staying vs. Leaving?)
- How might you influence those factors?
- Did you hear a great idea? Group share!



Factors Influencing Involuntary Turnover

- Student Safeguarding Issues or Concerns
- Lack of Alignment with School Values
- Economic and Other Market Factors
- Performance and Pressure from Parents/Students/Community



Turn & Talk #2

- Small groups of 2-3. One minute each.
- What are the main factors that led you to make a coaching change?
- Could it have been avoided or prevented?
- How? What might you do differently next time?
- Did you hear a great idea? Group share!



Strategies for Managing Turnover

- Effective Communication and Leadership
- Identifying and Developing New Coaches
- Pro Development (Courses, Mentor Program, Trip Chaperone)
- Best Practices for Onboarding and Offboarding Coaches
- Identify and Address Root Causes



Turn & Talk #3

- What tips or tricks can you share?
- Will you commit to trying something new that you heard today?
- What are walking away with?
- Did you hear a great idea? Group share!



Part Two: Coaching Coaches to be Educational Leaders



Balancing Workload & Expectations

- Provide resources to help workload
- Set realistic expectations
- Support to combat "burnout"



Cultivate a Growth Mindset

- Emphasize Growth over Fixed Mindset
- Work to foster adaptability and resilience
- Challenges = Opportunities (Blips and Flips)



Empowering Coaches to be Leaders

- Encourage leadership roles outside of their coaching
- Involvement in school-wide initiatives
- Student-athlete support programs (Study Halls, Fitness Programs)



Building a Strong Network

- Encourage coaches to build connections
- Attend conferences, clinics, PD opportunities
- Participate in Collaborative Projects (NIAAA)



Thank You!

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