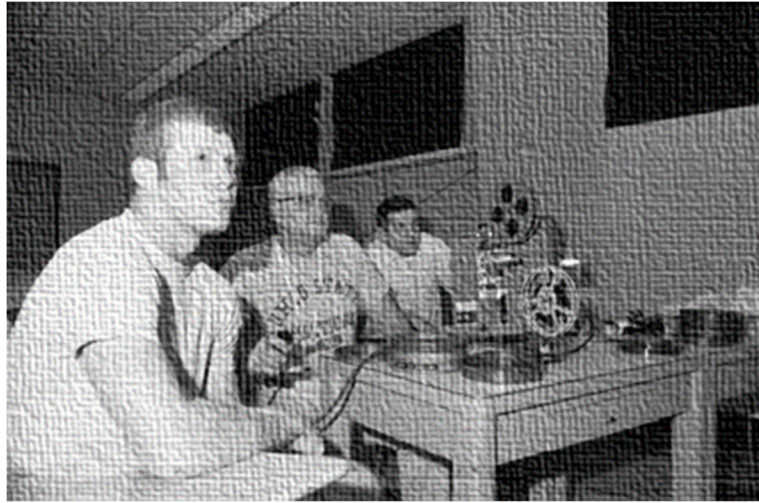

CHAPTER 24



Hiring, Training, & Managing Year Round Staff

First it is important to be in a system that has the leadership form the Superintendent to the building Principal and through the Athletic Director to make sure you as the Head Football Coach have the needed staff to be successful. I am fortunate to be in a system where they understand that Football is important to our community from a pride standpoint also in an economic standpoint. I believe you as the Caoch should also work to make this known to all stakeholders as you promote the program. Our business people understand that a successful football program will help with our local economy as fans will be eating out in our restraurants on nights we have home games and they will be filling up their gas tanks when we are on the road. Not to mention the business that is generated from the visiting teams that are coming into town on home nights. Our local businesses also sale benefit by being able to sale merchandise with our school logo at a high rate during football season.

With the above mentioned information you must be constantly working with your HR department and the school system principals to determing what teaching positions will be available for the next year. I want the ability to to speak with our principals and for them to have confidence in me to make sure that any coach that we bring in will do them a good job. You must make sure that assistant coaches are doing their building principal a good job as they are also being evaluated on how their staff is producing. If you want to have the ability to get the personell you need and the building principal is not happy with the Coach you have working for them, you must support the Principal if they choose not to retain them. This is the only way to get cooperation from across your system and allow you the ability to bring in the coaches you need.



The things I will always cover with my staff each year that I have found to be important are:

2020 Summer Staff Meeting

Coaching Expectations:

- I. Be on time for all assignments. If you need to leave field during practice, make sure you check with me before leaving.
- II. Be professional in all situations with players, parents and other situations.
- III. Dress each day for practice with only Dublin Irish clothes.
- IV. Don't allow anyone to trap you into saying anything negative about our team, players, or other Coaches.
- V. You must know everything about your position that we are teaching our players. If you have any questions, ask don't teach something wrong.
- VI. We all have assignments that we don't like that must be done in order to have a first class program, "Get them done"!
- VII. You do not have the authority to tell a player he is off the team or to tell a player he is on the team. That decision is to be made by me. If you have a problem with a player let me know before I have to meet with a parent.
- VIII. Use of bad language is not appropriate around our players. Make an effort to keep this from happening.
- IX. During game time the Head Coach is the only person that should be questioning officials. We have a designated coaching box so stay in it.
- X. Coach the JV players with the same passion as the Varsity. They will be your Varsity soon.
- XI. Follow your practice schedule. It is made out for a reason.
- XII. I expect all Coaches to have CDL

You are hired to teach in the classroom. Make sure you are taking care of your school duties. I can't fight for you if you are not taking care of those things.

Do things to build relationships with the players you Coach in your group.

I believe the most important Coach on my staff is my Offensive Line Coach. I always want to have 2 men that coach our OL and as you have seen, they are split between C/G's and T/TE's. I like to have a veteran and a young coach in these 2 spots. It keeps us always having someone on our staff that is confident in our system and can teach it to our players if one of them leaves for another job. I believe it is important to have a mixture of coaches with age and experience. I want some coaches that have the desire to move up and eventually become a head coach. I also like to have a few that are content with their role as an assistant and bring stability and loyalty to your program. I believe it is also important to have diversity on your staff. Every coach can not be a yeller and screamer and I often tell our coaches I will be the butt chewer and they need to be the suave.



My philosophy as a Head Coach is “I Coach Coaches and Coaches then go Coach Players” we will have the Offense, Defense and Kicking Game that my program will use and I am going to hire coaches to run my systems. Let me explain what I mean, I have been fortunate in my 30 years as a head coach to have 17 members of my staff to accept head coaching jobs and probably the same number move for coordinator positions. This really has been my most frustrating part of being a Head Coach. I have not had the same staff in back to back years since I became a Head Coach.

Normally the person that is the most likely to accept a head coaching position is my Defensive Coordinator. When looking to replace this position it is important to get the best football coach available. The problem is the fact that we run a 4-3 defense and the person we are most interested in is using a 3-4 or something different. I will not hire someone that is not willing to run our system. Let me explain why: If you are successful then you may be replacing your DC every 2 or 3 years and the young men that were on your JV during those years and now must play on Friday are having to forget everything they have been taught and learn a new system. I believe it is much easier for a Coach that is the caliber that I want as a DC can learn our system before our players can learn his.

Now let me make it clear that we will run our system and call everything the same way that we have called it before. I allow that Coach and our other defensive coaches to develop our game plan. I will go into a meeting with them on Sunday night and we will go through the plan and when we are finished we are all on the same page. I probably average making 3 calls a night on the Defensive Side of the ball in the course of a game. Most of the time my communication with the DC on Friday night is my feelings about to “go get them” or “play it safe.” This is mainly my desire and feeling on how the game is going in all phases.

For many years I coached the QB/FB but now we have added a Coach and I will not coach an individual position. Even when I coached the QB/FB when the JV went to Offense I would roam on the defensive side of the ball and watch and make notes.

Our staff break down is as follows: I call the plays for our offense even though I have a Coach that is called the OC. This helps with that Coaches pay and also with their resume. We have the other titles assigned to our staff: Assistant Head Coach, Defensive Coordinator, Special Teams Coordinator, JV Head Coach.

On Thursday’s Junior Varsity game we will send the HB/ZB Coach and he will call the Offense, the WR and T/TE coach will also go to away games while the other Coaches will stay with the varsity and finish practice. The DT Coach and the Corners Coach will go with the JV and the DT coach will call the defense.

STAFF ONFIELD ASSIGNMENTS	
Offensive Side	Defensive Side
QB/FB	DE
HB/ZB (Wings)	DT
WR	LB
C/G’s	SS/FS
T/TE	WC/SC



I have a Coach that will work with our Kickers during practice and we have a Football Operations Coach that is a community coach and he will handle all our filming needs during practice. We just got to add a full time athletic trainer and this has been a lifesaver with all the new restrictions.

Our staff like many other have things that must be done in order to have a first rate program and these duties are assigned to our staff. Each of these will have an additional supplement.

Other Duties:

- Equipment Room Training Room
- Video Coordinator Recruiting Coordinator
- Strength Coordinator Asst. Strength Coordinator
- Academic Coach Field Maintenance (Mowing, and Striping)

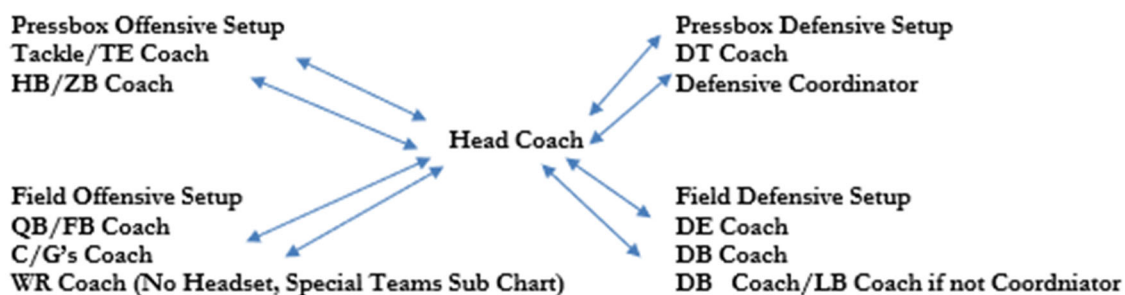
Practice duties assigned: training room needs, film setup, hydration setup, practice field setup, equipment room needs example: (balls, scrimmage vest, kicker tees, etc.), field maintenance.

After practice duties: field breakdown and equipment returned to secure place. locker room clean and sanitized, laundry loaded and started, player meals passed out, injuries evaluated and players receive treatment.

I will always meet with the defensive staff after the practice on Tuesday to look at the practice film and make any adjustments to our practice plan on Wednesday.

GAME NIGHT ORGANIZATION

Coaches will be assigned to the Field or Pressbox: I want to again say that due to the amount of players that go both ways we do not have all the television setup that many teams are utilizing today. We simply have the I Pads and most of the time it is for the Coaches to use for our information. We will utilize our Middle School Football Staff on Friday nights to assist in our game management. We use a nine man head set system that allows the defensive staff to communicate and the offensive staff to communicate and I can switch from offense to defense as needed.



I will have a Middle School Coach that runs the sideline camera which is a piggy back system that will shoot both a tight and wide with only one person running it and we will also use another MS coach to film the endzone copy. I will have 2 middle school coaches to use the forms attached below to chart our plays and other information you will notice that helps us get a quick look at what us and our opponent have done on particular down and distance. I will have 2 persons on our sideline and one is responsible for keeping our players behind the restraint line and the other is responsible for equipment repairs. Our athletic trainer will oversee the managers that handle all our hydration needs.

Here is a copy of the sheets we use Friday nights that I mentioned above.

Page _____ **Dublin vs Brooks Co. Offensive Call Sheet 2020 RD 2 Playoffs** Time Outs Used: US _____
 Them _____

Series	D/D	Hash	YD Line	Formation	Play	Gain
		L - M - R				
		L - M - R				
		L - M - R				
		L - M - R				
		L - M - R				
		L - M - R				
		L - M - R				
		L - M - R				
		L - M - R				
		L - M - R				
		L - M - R				
		L - M - R				
		L - M - R				
		L - M - R				
		L - M - R				
		L - M - R				
		L - M - R				
		L - M - R				

Opponent:Brooks County Round 2 Playoffs **Dublin Defensive Call Sheet** Page _____
 Date:12-4- 2020 Time Outs Used: US _____
 Them _____

Series	D&D	Hash	YD Line	Def. Call	Formation	Run-Pass	Field/Boundary	Right-Left
		R - L - M				Run-Pass	F---B	R---L
		R - L - M				Run-Pass	F---B	R---L
		R - L - M				Run-Pass	F---B	R---L
		R - L - M				Run-Pass	F---B	R---L
		R - L - M				Run-Pass	F---B	R---L
		R - L - M				Run-Pass	F---B	R---L
		R - L - M				Run-Pass	F---B	R---L
		R - L - M				Run-Pass	F---B	R---L
		R - L - M				Run-Pass	F---B	R---L
		R - L - M				Run-Pass	F---B	R---L
		R - L - M				Run-Pass	F---B	R---L
		R - L - M				Run-Pass	F---B	R---L
		R - L - M				Run-Pass	F---B	R---L
		R - L - M				Run-Pass	F---B	R---L
		R - L - M				Run-Pass	F---B	R---L
		R - L - M				Run-Pass	F---B	R---L
		R - L - M				Run-Pass	F---B	R---L
		R - L - M				Run-Pass	F---B	R---L
		R - L - M				Run-Pass	F---B	R---L



HALFTIME ORGANIZATION

As with anything we do that I learned from others I want to give them credit. About 35-40 years ago, Coach Herschel Moore and I went to Hot Springs, AK and observed Denny Creehan putting on a Wing T Clinic. While listening to him speak on evening he went over how they handle halftime and I copied his method. So thanks Coach Creehan and this is what we do.

First is the organization of our meeting room. We will have chairs aligned 11 across and have them in 3 rows minimum. Each position on the team will have a particular seat they must sit in. Row 1 is starters, Row 2 is the second team and Row 3 is the third team. We will have this room set up before we go out for pregame warmups.

QB	FB	HB	ZB	TE	RT	RG	C	LG	LT	SE
QB2	FB2	HB2	ZB2	TE2	RT2	RG2	C2	LG2	LT2	SE2
X	X	X	X	X	X	X	X	X	X	X
X	X	X	X	X	X	X	X	X	X	X

OFFENSE HALF TIME

WC	FS	SC	SS	SLB	MLB	WLB	DE	DT	NG	DE
WC2	FS2	SC2	SS2	SLB2	MLB	WLB	DE2	DT2	NG2	DE2
X	X	X	X	X	X	X	X	X	X	X
X	X	X	X	X	X	X	X	X	X	X

DEFENSE HALFTIME

Now if any player is injured or must be with the trainer and may not be able to go in the second half the persons sitting behind the empty seat will move up one spot and this gives them an understanding how the depth chart has been adjusted.

No a normal high school half time is 20 minutes and as the half ends I have a Coach assigned to make sure he gets to the locker room and make sure the door is unlocked and ready for us. We divided the 20 minutes in to 5 sections of 4 minutes each.

Section 1: First 4 minutes: Players will use restroom, get fluids and if needed see the trainer. During this time the Offensive Staff will meet and determine if we need any specific adjustments before presenting to the team. The Defensive Staff will meet during both Section 1 and 2 and this will give them 8 minutes to look at needed adjustments.

Section 2: Second 4 minutes: We will meet with the players and make any adjustments needed. We will ask our players to move to the seats for defense when we finish, again to recognize any players that may have be lost for the night. I will meet with the Special Teams Coach if needed to go over anything that may need adjusting and continue to meet with offensive coaches about anything else we may have thought of

Section 3: Third 4 minutes: We will now go over any adjustments or substitutions needed on Special Teams and add anything we may have determined on offense.

Section 4: Defensive Coaches may want to go over something else and now we want to give our players the opportunity to ask any questions they may have over something that has occurred or adjustments we are making.



Section 5: 3 Minutes: Position Coaches will meet with their groups if they feel it is necessary. We want to get on last hydraditon intake and then move to the field.

As I mentioned this has been very beneficial in having a routine for halftime. When on the road it is more difficult to have the setup in some of the locker rooms due to size or configuration. If we don't have chairs we will ask our players to simply sit on the floor using the same arrangement.

POST GAME:

Coaches will be assigned to break down field and make sure everything is secure. We will have coaches that are responsible for all video equipment, headsets, secure. Our Trainer will handle all the injuries. We will have coaches assigned to collect all game uniforms etc., My video coordinator will begin uploading the all film and having it intercut complete before we arrive at 8:00 AM on Saturday morning and initiate an exchange with our upcoming opponent. The offensive coordinator will load our call sheets into our grade sheet and the defensive coordinator will enter the defensvie calls into our defensive grade sheet to have them ready on Saturday.

SATURDAY MORNING:

Staff will arrive on Saturday at 8:00 AM and will begin with clean up of meeting room, office spaces, locker room, continue with laundry that had begun on Friday night. We then will split up the staff and grade the film. We want to grade our film as a staff and not as individuals. I believe this is another great way to make sure that all the coaches understand the whole system and not just their position. This is also a tremendous way to help a coach in his development in becoming a coordinator or head coach.

Our grading method is each player will receive 3 grades on each play: Assignment, Execution and Effort. This helps us at the end of the game to determine what our team is needing the most in practice when planning our schedule for the next week. The player will get a plus or minus grade in each column for each play. We calculate the grade in each column and then take the grade in each column and divide by 3 to get the overall grade for the night. We want to reward big plays in our comment section as well as always giving a reason in this section if there was a minus. We award helmet stickers for our players performance. They will receive 1 sticker for each 5 plays that have a plus in all 3 columns and we award stickers for player that have pancack blocks or any big plays. Our players can only receive these stickers if they are at film on Sunday.

Our staff is normally gone by noon on Saturday and the rest of the day belongs to them.



SUNDAY:

We will arrive at 1:00 PM as a staff and begin with our breakdown of our opponent. We will bring our plays in at 3:00 PM and watch film as an offense and special teams for 1 hour and 15 minutes from Friday nights game. As mentioned previously they will all get their grade sheet and they can follow along with each play and if we don't get the whole film completed they can watch on their own. The staff will return and continue to break down the opponent and finalize our game plan. We then will develop our practice plan for the next week. I do not require the players to attend on Sunday but it is highly suggested. Most will come and there is occasions that a player can't make it. Remember they can not get the helmet stickers unless they come on Sunday. I like doing our film also on Sunday because when we get to Monday I want to have all our focus on the upcoming opponent.

OFFSEASON:

All my coaches will be involved with a second sport except the Coaches that are strength coordinators. We are a small school and this helps with our teaching positions. There is an advantage with this also as our Football Coaches can build relationships with young men that may not be playing football and by building relationships with them they may be able to convince that player to give football a try.

We always want to attend at least one clinic as a staff as this is really the only time we get away and not only learn from other programs but it allows us to just be relaxed and have a quality time together that is not stressed with the upcoming practice or game.

We will have some staff meeting time leading into Spring Practice to make sure we are all onboard with our depth chart and discuss what our major objective is for that spring and how we plan to approach that. I do most of the offseason film study and will go over it with our coaches again because they are involved with other sports.

SUMMER:

We have summer workouts Monday-Thursday each week in the Summer except during the Dead Week which is the 4th of July week. We have just added a second Dead Week the first week of June for the summer of 2021. I expect all our Coaches to be here for workouts just like our players. I have covered how we will do both weight room and field time each day and it is important to have our coaches present. All coaches will be in the weight room while the players are lifting and this is great for motivation of the athletes and their position coach can push them and it is not just the strength coaches.

