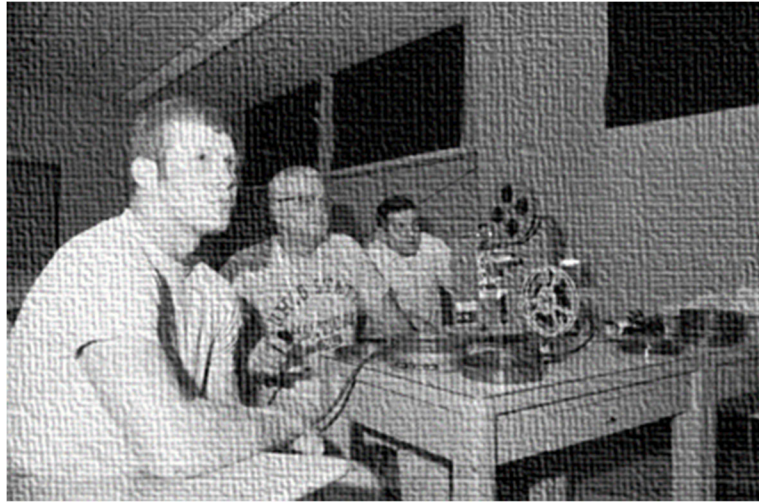


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## **CHAPTER 24**



### **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 restraunts 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.

III.

IV.

V.

VI.

VII.

VIII.

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IX.

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XI.

XII

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.

