

HIRING OF ATHLETIC COACHES

Proposed at Executive Committee: November 13, 1991
Revised: December 4, 1991
Revised: January 27, 1992
Adopted at Full Board Second Reading: January 30, 1992

1. Responsibility for staffing lies with the Head of School. Candidate will apply to the Athletic Director, who conducts screening together with the Head of School and any other research committee members they deem appropriate. The Head of School offers contracts based on this screening process, with approval by the Executive Committee of the Board of Trustees
2. Thetford Academy issues all coaching contracts on a seasonal basis, and hold sole discretion for renewal.
3. When openings on the coaching staff arise, the Head of School will hire coaches from the faculty first when teacher candidates are as qualified as candidates not on the staff.
4. Personnel who have performed well for two or more consecutive years will have priority over new candidates.
5. The Executive Committee of the Board of Trustees determines compensation for coaches annually. Coaches receive pay upon completion of their season.
6. The Athletic Director evaluates each coach following completion of his or her athletic season, with guidance as necessary during the course of the season. The Athletic Director shares evaluations with coaches. The Head of School reviews all evaluations annually.
7. If the Head of School, in consultation with the Athletic Director, determines on the basis of evaluation that is is not in the best interest of the school for a coach to complete the season, the coach may be dismissed. The Athletic Director will make all possible efforts to assist the coach in improving his or her performance before considering dismissal.