

**Memorandum of Understanding
Between the
Wenatchee School District and the Wenatchee Education Association
as bargaining agent for the Co-Curricular Employees Association**

The parties agree to replace the language in

Section 4.M. Coach Evaluations

It is the responsibility of the Athletic Director, to evaluate the high school head coach using the form in Appendix C. The high school head coach shall evaluate his/her assistant coaches with input from the Athletic Director using the form in Appendix C.

It is the responsibility of the Middle School Principal or Assistant Principal to evaluate the middle school head coach using the form in Appendix C. The middle school head coach shall evaluate his/her assistant coaches with input from the Middle School Principal or Assistant Principal using the form in Appendix C.

Intent: The coaching evaluation forms will be developed by a committee consisting of the Athletic Director, an Assistant MS Principal, and a minimum of three (3) high school head coaches. The forms will be added to the contract after both lead negotiators agree to the final version of the forms.

with the following:

Section 4.M Athletic Coaching Pre- and Post-Season Communication

Athletic coaching positions are held for one year and may be renewed at the discretion of the District per Section 1.D.4. These positions are not subject to any formal performance evaluation process, however good communication is vital to a successful program.

At the request of the Athletic Director, head coach, or assistant coach, optional documentation of pre- and post-season conversations/communication can be recorded on the appropriate form. Blank forms are available in the athletic office in either hard copy or electronic form and may be exchanged in either format. See Appendix C.

A list of various aspects of athletic coaching in the WSD will be provided to coaches as talking points to support pre-season planning/goal setting and post-season reflective conversations. This list is NOT meant to be a comprehensive checklist for any communication or evaluative purpose.

Duration of agreement

This memorandum of understanding will be in effect from the date of its signature until August 31, 2020.

Agreed on the 19 Day of June, 2019.

Wenatchee School District



Executive Director of Human Resources

Wenatchee Education Association



Wenatchee Education Association President

Pre-Season Planning/Goal Setting Form

This form is not intended to be used for performance evaluation.

Name of Employee _____ Date: _____

To be completed by Head Coach or Asst. Coach	To be completed by Athletic Director for Head Coach or Head Coach for Asst. Coach
What are your key goals for the season, including student/athlete development?	What are your key expectations for the season, including student/athlete development?
What support and resources do you need?	What support and resources will be provided?
Signature/Date	Signature/Date

Post - Season Reflection Form

This form is not intended to be used for performance evaluation.

Name of Employee _____ Date: _____

To be completed by Head Coach or Asst. Coach	To be completed by Athletic Director for Head Coach or Head Coach for Asst. Coach
What went well this season?	What went well this season?
What are areas for growth and improvement? (What would you have done differently or better?)	What are areas for growth and improvement? (What, if anything, could coach have done differently or better?)

To be completed by Head Coach or Asst. Coach	To be completed by Athletic Director for Head Coach or Head Coach for Asst. Coach
Were the resources provided sufficient to meet your goals?	Were agreed upon resources provided?
If you return, what are elements you will focus on for the next season?	If coach will be returning, what elements will they focus on for the next season?
Additional Comments	Additional Comments
Signature/Date	Signature/Date