

DRAFT

San Bernardino City Unified School District Athletics Strategic Plan

Action Planning Notes

STRATEGY: PERSONNEL – We will ensure that every student athlete has quality athletic personnel.

Action	Person(s) Responsible	Date
Develop districtwide expectations for coaching personnel and support positions and volunteers	Administration Athletic Directors Human Resources	July – August, 2015
Develop and implement clear hiring requirements (coaching certification, concussion protocol, CPR,)	Administration Human Resources Athletic Directors	July, August 2015
Analyze and recommend enhancements to the current Coaching Stipend structure in order to have competitive and comparative compensation	Administration Human Resources Athletic Directors	June, July 2015
Develop a well-defined Onboarding process for all coaches	Human Resources Administration Athletic Directors	Ongoing
Develop and distribute an Athletic Handbook for coaches, student athletes and parents	Athletic Directors Youth Services	July – September, 2015
Conduct regular coaches meetings to reinforce expectations, progress monitor transferrable skills implantation	Administration Athletic Directors Coaches	Quarterly (beginning of season)
Provide coaching clinics/training modules	Youth Services Athletic Directors	Ongoing
Develop a direct line of communication to all three (3) levels of administration for elementary, middle and high school coaches.	Administration Athletic Directors Coaches	July, August 2015
Create elementary and middle school athletic director positions. Utilize the \$1600 intramural director's stipend at each of the middle schools for	Administration	2015-2016

reimbursement. Utilize the CAPS leader and/or site leader to be assigned Athletic Director duties for elementary level. Compensation would fall under CAPS extra duty hours		
Establish a small committee to revisit and evaluate the status of the district's athletic programs and continue to improve and ensure the implementation of the current athletic strategic plan	Administration	2015-2016