

Elbows
Appraisal of COACH performance

Sample Appraisal of Coach Performance

This template is a guide. However, it may be a source of assistance to coaches and the bowls organizations attempting to recruit and later review the appointed coach.

Performance Review

- What objectives were set and agreed upon with the organization?
- What objectives were met?
- What has been your prime contribution this period / season?
- What facet of coaching has been de-emphasized?
- Explain your relationships / dealings with the visible (players) and invisible (selectors/ management) teams?
- Has your use and direction of the other coaches / players been satisfactory?
- Describe your level and skill of delegation.
- Describe the implementation of skill training programs and strategies for mental – tactical – physiological – technical – team skills – communications.
- Are the squad members the right people, why not?
- Are the assistant coaches the right people, why not?
- Have you met your own goals to date, and, if not explain why?
- Has everyone satisfied the level of responsibility necessary to win the major event?
- Is there any need for other changes, improvements – describe?

Goals & objectives of Coach - reviewed

- Has the attitude of the team / squad moved toward being better athletes? Y / N
- Have you enabled the squad approach to be noticeably superior to any previous training program offered within their bowls experience? Y/N
- Have you met specified event targets / objectives such as
 - Win majority of events / tests Y/N
 - Win majority of rink results Y/N
 - Win majority of ends Y/N
 - Side Losses per game kept to <10 Y/N
 - Side Losses per rink kept to <10 Y/N
- A male & female squad member to be selected for any representative teams Y/N
- Achieve 50% of these stated coach goals this season Y/N
- Have 50% of the squad exceed 5/10 for any one the skill rated this season Y/N
- Have 50% of the squad write out their goals for this season Y/N
- Have 50% of the squad review each of their squad games for this season Y/N
- Compose a role for the Assistant coach(es) Y/N
- Coach meet each player at least once in season to discuss needs, progress, Y/N
- Establish a training calendar for the squad Y/N

Subjective Appraisal statements

- Level of perceived squad spirit and team mood;
- Nurtured the skips and team members to share leadership responsibility;
- Fostered spirit by creating secondary team of leads / seconds in each rink;
- Reports provided on games analyses based on collected information;
- Reports as a form of communications to bowlers;

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- Season planning documented and shared with all parties;
- Innovations included game plans, detailed game analysis, roles for players in teams;
- Some innovations were well received;
- Younger players exposed to senior squad (approach);
- Advising those not selected on a personal basis reflects favourable morale;
- Camaraderie between coaches and selectors;
- Nurtured the skips and team captain to share club leadership responsibility;
- Consideration by coach to determine when or if change was to be made to playing positions;
- Reports on games analyses based on collected information;
- Player meetings held;
- Season planning;
- Coach involved in recruitment both of quality and quantity players;
- Team goals and objectives were set;
- Attitude to players absence from training.

Recommendations (for future change to secure SUCCESS)

- Coach to be pivotal in player selection;
- Once the team selected, agreement on training sessions pre event;
- Players be advised if they do not agree to this approach, they are overlooked for final selection, in favour of the next player under consideration;
- Planning improvements, players to prepare under scheduled calendar of coaching;
- Coaches be more directive in training of observed skill flaws;
- Team goals and objectives have to be endorsed and applied by the players;
- Competitions structure to harden the players and be reviewed annually;
- New squad members need to be potentially better than current members;
- Team Selection affects morale so decisions have to be justified, i.e. hard evidence.

Lachlan Tighe, August 2014