

Athletic Coaches

For the purpose of this policy, the term “athletic coach” means any person holding a coaching permit, permanent or temporary, who is hired by LEARN to act as a coach for a sport. The term “athletic coach” under this policy shall include all coaches employed by LEARN.

It is the policy of the LEARN Board of Directors that an athletic coach under employment shall:

1. Adhere to all LEARN policies and administrative rules and procedures.
2. At all times act in a professional manner.
3. Serve as a role model for students.
4. Demonstrate competence as a coach and proficiency in a particular sport.

I. Evaluation

An athletic coach employed by LEARN shall be evaluated on an annual basis by the athletic coach’s immediate supervisor. The immediate supervisor in this case shall mean the School Administrator who will be acting in conjunction with the building principal, if the supervisor is not the building principal. An athletic coach shall be provided with a copy of any such evaluation. Volunteer coaches may be evaluated as directed by the Executive Director/designee.

II. Employment of an Athletic Coach

Athletic coaches serve at the discretion of the Executive Director, and their employment in their specific coaching positions (e.g. basketball, football) may be non-renewed or terminated at any time, except that, athletic coaches who have served in the same coaching position for three or more consecutive school years are entitled to additional protections as set forth in the accompanying Procedure 4115.3

The Executive Director/designee may non-renew or terminate the employment of an athletic coach who has served in the same coaching position for three or more consecutive school years by providing written notification of that action no later than ninety (90) calendar days after the end of the season (end of season marked by the CIAC finals for each sport). Nothing in this policy shall prohibit the termination of an athletic coach at any time for reasons of moral misconduct; insubordination; a violation of LEARN policies, administrative rules and procedures; or because a sport has been canceled.

If a decision to terminate an athletic coach’s employment is made during the athletic season, the Executive Director/designee shall suspend the coach from duty during the pendency of any hearing conducted pursuant to this policy and Procedure 4115.3.

III. Appeal Procedures

An athletic coach who has served in the same coaching position for three or more consecutive school years may appeal any such non-renewal or termination decision (except if such decision was due to cancellation of the sport) to the LEARN Board of Directors in accordance with Procedure 4115.3.

Legal References: Connecticut General Statutes

10-151b	Evaluation by superintendent of certain educational personnel
10-220a	In service training
10-222e	Policy on evaluation and termination of athletic coaches

Policy Adopted: May 9, 2022
LEARN