
The Nashua Board of Education strongly supports the commonly held belief that coaches have a significant impact on the total development of Nashua's student body, and that the coaches strongly influence the experiences that students have in Nashua's secondary schools. If this impact is accepted, then it naturally follows, we believe, that coaches shall:

- recognize and support the District's educational objectives;
- encourage progress towards a diploma and a life-long continuation of learning;
- assist students in maintaining a balance in their varied roles;
- support students in realizing their personal, professional and academic goals.

The development of strong, competent, dedicated coaches who are role models that exemplify high moral character and respect to students are among the major objectives of the Board of Education. The Board recognizes that thorough, regular appraisal of performance is critical to the realization of District goals. The primary purpose of personnel evaluation is the growth of individual staff members, the strengthening of the school staff as a whole, and improvement of student support services provided.

The Superintendent and administrative staff will develop procedures and instruments for evaluation in line with the following general guidelines:

- The Athletic Director will make the evaluation tool available to coaches prior to the start of the season.
- Performance appraisal will be an ongoing process; it will not be limited to items and procedures set for formal evaluations.

coach's evaluation. The Athletic Director shall share the evaluation with the Head Coach during a scheduled conference within a six-week period at the conclusion of each of the coach's season.

4. The coach shall sign the evaluation form denoting that the Athletic Director or Head Coach has reviewed the evaluation with the employee and the employee has received a copy, but the signature shall not imply concurrence with the findings.
5. The coach has the right to respond with a written statement as an addendum to the evaluation. The written addendum will be filed with the evaluation in the personnel file in Central Office.
6. Evaluations shall be submitted to the Superintendent's office once signed.

All coaches will be evaluated and recommended on an annual basis.

Board Approved: 02/22/2001
 10/17/2016
 09/18/2019
 06/27/2022