

PROBATION POLICY

NORTHWEST GIRLS SOFTBALL Effective as of January 2024

Overview

A probation period for coaches in a recreational girls softball league is a defined trial period during which a coach's performance and conduct are closely evaluated. It typically includes a specified duration, performance assessments, adherence to league policies, regular feedback sessions, emphasis on player development, collaboration with league officials, and expectations of professionalism. Successful completion of the probation period allows the coach to continue without restrictions, while persistent concerns may lead to further actions, such as additional support, extension of probation, or removal from the position.

Policy Purpose

The purpose of this policy is to establish a structured framework for implementing a probationary period for coaches within our girls softball league. The probationary period is designed to assess and evaluate coaches' performance, adherence to league policies, and overall suitability for their coaching role. By providing a transparent and fair process, this policy aims to ensure that coaches contribute positively to player development, maintain professionalism, and align with the values and expectations of the league. Through constructive feedback and assessment, the probationary period serves as a tool for continuous improvement and quality assurance in coaching standards within our recreational softball community.

To Whom the Policy Applies

The policy is designed for existing coaches who may undergo a probationary period based on performance or conduct assessments.

Terms of Probationary Period

1. **Duration:** The probationary period will last one full season - from the first day of evaluation up until the closing ceremonies of the correlating season.

2. **Performance Evaluation:** During the probationary period, the coach's performance is closely observed. This includes assessing their ability to effectively communicate with the players, parents, other coaches and the officials - as well as their coaching techniques and strategies.
3. **Adherence to Policies:** Coaches on probation are expected to strictly adhere to the league's rules, policies, and code of conduct. This includes guidelines related to sportsmanship, fair play, and ethical behavior.
4. **Feedback and Communication:** Regular feedback sessions may be scheduled to discuss the coach's progress, address any concerns, and provide constructive feedback. This communication is crucial for both the coach and the league to ensure expectations are clear and any issues are addressed promptly.
5. **Player Development:** The coach's ability to contribute to the skill development, morale, and overall positive experience of the players may be considered during the probationary period.
6. **Communication with League Officials:** Coaches are expected to communicate effectively and collaborate with league officials (when needed), follow league guidelines, and participate in league activities.
7. **Professionalism:** Professional conduct on and off the field is essential. Coaches are expected to represent the league in a positive manner and serve as role models for the players.

Communication Committee

The Communication Committee, consisting of the organization's President, Vice President, and Secretary, serves as a dedicated team to oversee and enhance communication of the probationary period. Their primary responsibility is to foster a collaborative and transparent environment, supporting the organization's mission and values.

Violations During the Probationary Period:

In the event that there is a violation during the probationary period or engaging in behavior contrary to the organization's policies, the committee follows a structured process:

1. **Documentation:** Any observed violations are documented by the committee, ensuring a clear record of the issues at hand.

2. **Private Discussion:** The committee initiates a private discussion with the member in question to understand their perspective and address any misunderstandings.
3. **Probationary Review:** A thorough review of the probationary period is conducted, taking into account both the positive contributions and any areas of concerns.
4. **Communication with Board:** The committee communicates its findings to the organization's board, providing recommendations for next steps, which may include additional training, counseling or termination.
5. **Termination:** Official termination notice delivered in writing, outlining the reasons for termination, effective date, and any relevant details regarding severance, return to position and next steps.

AGREEMENT OF PROBATIONARY PERIOD

This agreement signifies the coach's commitment to adhere to league policies, actively engaging in performance evaluations, and collaborating with necessary officials during the probationary period.

During the probationary period, coaches are expected to demonstrate professionalism, adhere to ethical coaching standards, and actively contribute to player development. (I) understand that successful completion of the probationary period is contingent upon meeting the league's expectations. The league retains the right to extend the probationary period, provide additional support and resources, or take further actions as deemed necessary.

This agreement is binding for all coaches, both newly appointed and those undergoing a probationary period based on performance or conduct assessments. Coaches who do not fulfill the terms of this agreement may be subject to further actions, including potential removal from their coaching position.

By signing below, I agree to acknowledging and adopting the league's Probationary Period Policy.

President - Northwest Girls Softball

Coach