



## **Athletics Coaching Job Description - General**

**All prospective SCS coaching candidates should read and understand that if hired, he/she will be expected to follow the following guidelines:**

**Coaching:** Each SCS coach shall coach his or her team in such a way that reflects the love of Christ with a focus on student growth in the Lord. Winning may be a team goal, but it is not the purpose of any team at SCS. While each coach will have a different personality, coaching philosophy, and coaching style, the coaches will be models of Christlike character and gospel-centered living, evidenced in a life of joy in the Lord. Additionally, coaches are to be teachers as well, teaching their respective sports with a focus on growth mindset. The coaches who work toward these ends will be successful in the SCS athletic program.

**Code of Conduct:** Along with all other members of the SCS athletic program, coaches are expected to act in all circumstances with the utmost degree of integrity, evidencing the holiness that defines the Christian life. Any conduct that is contrary to this holiness is unacceptable. The speech of coaches should be gracious, the actions of coaches should be exemplary, and the countenance of coaches should be content and joyful regardless of the circumstance. Any actions by coaches outside of this code of conduct will be subject to review of the Athletic Director, to be reviewed and addressed on a case-by-case basis, involving the Head of School, if necessary. Due to the nature of the coaching positions, coaching contracts may be terminated at any time if there are documented, verifiable actions that are deemed outside of this code of conduct. All coaches (paid or volunteer) are expected to abide by the standards of all SCS employees regarding ethical, moral, and behavioral standards as defined in the SCS policy.

**Commitment:** Each coach who signs an agreement with SCS athletics is required to attend and lead the following: pre-season coaches' and parents' meeting, all required team activities, and end-of-season team meeting. Volunteer and assistant coaches may vary in their commitment levels, but should attend the majority of events. Requests to reschedule or miss required team activities will be handled on a case-by-case basis. Commitment to the team and regular, consistent attendance is a requirement for coaching. Additionally, coaches are required to fulfill all requirements of PIAA and/or athletic league, which includes attendance at a PIAA preseason rules meeting (varsity only) and completion of required online trainings/certifications, for which any cost will be reimbursed by SCS.

**Responsibilities:** In addition to planning and leading required team activities, coaches shall adhere to the following responsibilities: collecting paperwork on the first day of practice and delivering to Athletic Director, maintaining record of missed paperwork and not allowing participation if paperwork is missing, maintaining record of unexcused absences from required team activities and reporting to Athletic Director on the second offense and following, distributing uniforms prior to start of season and recording distribution info, submitting rosters to Athletic Director by required date (varies), reporting issues to Athletic Director regarding behavior, conduct, etc. The coach should also notify the team of any necessary changes in the schedule. Discipleship is also a responsibility of all SCS coaches, as defined in the following sub-section.

**Discipleship:** It is vital for all SCS coaches to see their position primarily as one of discipleship. To that end, all coaches should include prayer before and after required team activities, and he or she should lead the team in choosing a theme verse that the students will memorize and reflect on throughout the year. The coach should creatively integrate the Christian worldview into his or her coaching activities.

**Off-Season Activities:** Coaches are welcome to request the inclusion of off-season (non-required) team activities for his or her team. This includes participation in off-season leagues. All off-season team activities must be approved by the Athletic Director regardless of whether or not the team will use SCS facilities. For those athletes who participate in multiple sports, they may not participate in off-season activities for one sport on a day with activities for the in-season sport. Coaches should be aware of what students are in-season for other sports and should prohibit those students participating in off-season contests. Coaches will not be compensated by SCS for any off-season team activities.

**If interested in applying for any open Head Coach position, please send a resume (with applicable experience) and letter of interest to:**

Mr. Ethan Prouse, Athletic Director

[eprouse@salemchristian.org](mailto:eprouse@salemchristian.org)

