

PERRIS UNION HIGH SCHOOL DISTRICT

Board Approved: February 2019
Salary: Stipend Position

The Governing Board desires to provide a positive work environment where employees and job applicants are assured of equal access and opportunities and are free from harassment in accordance with law. The Board prohibits district employees from discriminating against or harassing any other district employee or job applicant on the basis of the person's actual or perceived race, religious creed, color, national origin, ancestry, age, marital status, pregnancy, physical or mental disability, medical condition, genetic information, veteran status, gender, gender identity, gender expression, sex, or sexual orientation. BP 4030 The Governing Board prohibits sexual harassment of district employees and job applicants. The Board also prohibits retaliatory behavior or action against district employees or other persons who complain, testify or otherwise participate in the complaint process established pursuant to this policy and administrative regulation. BP 4119.11, 4219.11, 4319.11

JOB TITLE: **HEAD COACH, CROSS COUNTRY**

JOB PURPOSE STATEMENT:

Under site administration direction, to administer, or assist in administering, a comprehensive high school boys and girls cross country program, including, but not limited to, staffing responsibilities, scheduling, purchase and maintenance of equipment, and operation of off-season program when necessary; and to perform other responsibilities as assigned.

JOB FUNCTIONS:

- Plan, organize, coordinate, and participate in the school site interscholastic sports program.
- Plan and coordinate events for sports activities including, but not limited to, tournaments, athletic spirit packages, athletic banquets, etc.
- Plan, organize, and coordinate sports activities and training workouts, and coach individuals concerning specific physical performance activities and procedures.
- Ensure that all personnel assisting in the sport have been properly certified and Board approved prior to working with the athletes.
- Demonstrate a command of the technical aspects of all phases of the game.
- Demonstrate and encourage student academic and social development in addition to physical development.
- Assist in the planning, development, and implementation of the policies, regulations, guidelines, and procedures pertaining to an interscholastic sports program.
- Observe sport participants during practice and workout sessions to detect and correct errors in activity procedures and methods.
- Instruct, explain and enforce health and safety rules and regulations.
- Develop and implement physical conditioning programs that allow athletes to achieve maximum performance.

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JOB FUNCTIONS – continued

- Review, audit and monitor sport activity related injuries and determine the most appropriate time for an athlete to return to active sport participation.
- Select or assist in the selection of interscholastic sport activity uniforms and related sport apparatus and equipment.
- Assess the athletic team skills and abilities and the opponents capabilities and determine game strategies.
- Provide a variety of interscholastic sport activities, which requires the coordination of travel and equipment transportation to “away” games and activities.
- Advise site administrators concerning interscholastic sports programs and activities.
- May participate or coordinate opponent scouting activities.
- May make recommendations to revise, update, and incorporate creative and innovative trends into the District interscholastic sports programs.
- Provide specialized resource support and coordination of a creative and innovative interscholastic sports program.
- Analyze and assess interscholastic sports program needs, and offer recommendations pertaining to program activity revisions, additions, or deletions.
- Participate in the evaluation of the District interscholastic sports programs and activities.
- Understand and carry out oral and written directions with minimal accountability controls.
- Communicate effectively in English in oral and written form.
- Build and maintain a positive working relationship with parents, students, other coaches, staff, and the public.
- Work cooperatively with other school leaders in a school environment with multiple curricular and co-curricular programs.
- Understand the principles, goals, and objectives of public education.
- Knowledge of the methods, techniques, procedures, and strategies concerning the development and maintenance of an effective interscholastic sports program.
- Knowledge of modern trends pertaining to interscholastic sports programs and activities.
- Commitment between academic and athletic excellence for student athletes.
- Demonstrate successful ability to follow the National Federation of High Schools Coaches Code of Conduct and the California Interscholastic Federation (CIF) Coaches Code of Conduct, and Pursuing Victory with Honor.

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PHYSICAL ABILITIES:

- Physical Demands: This is a non-sedentary position that involves walking, running, and standing for extended periods of time. This position requires accurate perception of sound, near and far vision, depth perception, handling and working with educational sport aids, equipment, and providing oral information and directions.
- Working Conditions: Sport activities will be held outdoors or indoors depending on the sport. Exposure to seasonal outdoor temperatures (30° F – 115° F), possible wind, rain, and snow, loud noise from participants and spectators.

JOB QUALIFICATIONS:

Experience:

- 3 years coaching cross country at the high school level or above. Years as a professional distance runner and/or as a distance runner on a national team (e.g. USA Track & Field or equivalent) will also count year-for-year towards coaching experience.
- Comprehensive up to date knowledge of the sport, strategies, and technical skills.
- Demonstrate ability to successfully teach, enforce, advocate and model appropriate behavior and character traits.

Licenses, Certifications, Bonding, and/or Testing:

- Valid Driver's License
- CPR/First Aid Card
- CIF Coaching Certification, including, but not limited to, an approved general coaching education course (such as NFHS), concussion protocol course, sudden cardiac arrest course, and heat acclimatization course.
- Criminal Justice Fingerprint Clearance
- TB Clearance
- Drug Screen

EMPLOYMENT STATUS:

- Temporary Athletic Coach