

CIF-SS ATHLETIC ADMINISTRATOR'S SUMMIT

# HIRING A COACH

PRESENTED BY ALAN CLINTON

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# ALAN CLINTON PROFILE

- Current Athletic Director & Head Wrestling Coach at Servite High School
- Past President of the Orange County Athletic Directors Association
- Still in the trenches

## Athletic Director Experience:

- Public (10 years) & Private (10 years)
- Boys Program (13 years)
- Girls Program (4 years)
- Both Boys & Girls (3 years)
  - Oversaw Band/ Cheerleading

## Contact Info:

[aclinton@servitehs.org](mailto:aclinton@servitehs.org)

# HIRING A COACH

## First Questions:

- Why does someone want to work for you?
- Are you a Leader or a Boss?
  - A leader leads
  - A boss drives

# 3 MOST IMPORTANT QUALITIES

#1 Integrity

#2 Intelligence

#3 Energy

Can he walk the walk?

# PUBLIC VS. PRIVATE SCHOOLS

Who Wants a Say in the Hiring Process:

## **PUBLIC**

- District Personnel
- Principal
- Assistant Principal
- Counselors
- Teachers
- Parents

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Athletic Director

## **PRIVATE**

- Alumni
- President
- Principal
- Parents
- Advancement
- Teachers

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Athletic Director

# FIRST THINGS FIRST

- What are your objectives (philosophy)?
- Have a short list (Top 3-5 candidates)
- Relationship between you/ the school/ the students

# THINGS TO ALWAYS LOOK FOR

- Skill (Work History)
- Knowledge
- Experience
- Talent
- Cultural Fit

# TIPS FOR THE AD

- Qualified to perform the job
- Applicant has goals
  - A goal without a plan is just a wish
- Appearance
- Enthusiastic
- What do they bring to the table?
- Communication skills
- People skills
- Strengths
  - What sets him/her apart?



# OUT OF THE BOX QUESTIONS

#1 What is your Media Management Strategy?

#2 What is your philosophy in the last minute of a game?

#3 What will you do that no other coach will do?

#4 How do you get a team out of a slump?

#5 Not counting winning, what do you truly love about coaching?

# CHALLENGES

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- What if?
  - Salary
  - Job + Coaching
  - Sport limited positions

# QUESTIONS?

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Thank you for your participation!