

PREPARED FOR
ATHLETIC DIRECTOR
ABC PUBLIC SCHOOLS
01 . 06 . 2023

THE COACHING EFFECT SURVEY



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UNDERSTANDING YOUR RESULTS

Creating a more positive experience for your coaches is hard work. When you are putting in the time and effort to improve, you want to make sure you are working on the things that matter most. The Coaching Effect Administrator Survey is designed to give you a clear & individualized plan to help you improve in the most critical areas.

In the pages that follow, you will see how your coaching skills compare to other administrators in your organization and with Ecsell Sports top-rated administrators. You will learn which of the essential coaching behaviors you do well, and which ones can be improved. You will have a clear overall understanding of how your entire organization perceives your coaching, but most importantly, you will know exactly how to more positively impact your coaches' experience.

Your survey results are organized in three primary ways:

Key Insight Scores

Three survey questions make up the key insight scores. These are the broadest look at your coaches' feelings about your leadership and their overall experience as coaches.

Coaching Theme Scores and Questions

36 survey questions are organized into 6 coaching themes. These themes encompass Ecsell's performance drivers - Relationship, Order, and Complexity - and measure behaviors that have a statistical relationship to coaching performance. Simply put, when you improve in these coaching themes, your coaches' performance is likely to improve as well.

Responses to Open-Ended Questions

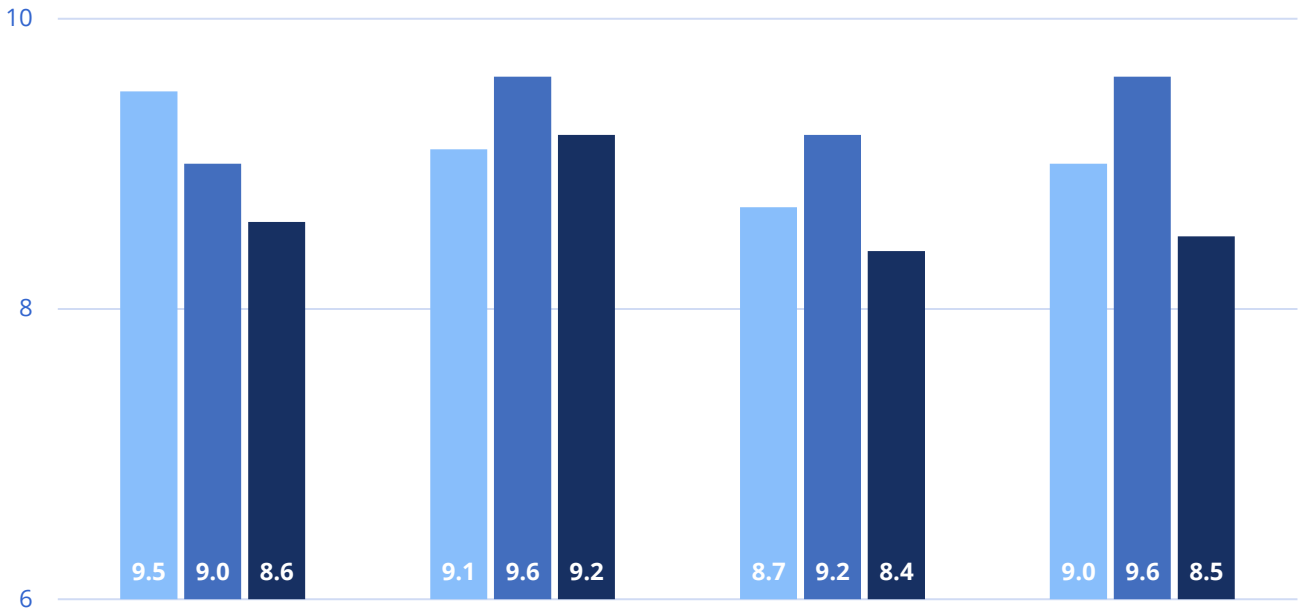
Three open-ended questions capture your coaches' verbatim thoughts on what you do well as a club director and how you can continue to improve.

As you read through your Coaching Effect Survey results, keep in mind that improving as an administrator is a journey - just like the journey those on your team take as they strive to become better coaches. You may be pleased by some of your results and disappointed by others. In both circumstances, it is important to remember that you are now better equipped with information. Awareness is the first crucial step to help administrator grow in how they lead, coach, and create a positive staff, and ultimately, student-athlete experience.

KEY INSIGHT SCORES

These questions represent the best overall assessment of your coaches' experience with you as their administrator, & how likely they are to return. It also compares your scores to your school average and the Ecsell Sports client average. Questions are rated on a scale of 1-10, with 1 being low and 10 being high.

■ YOUR AVG
 ■ SCHOOL AVG
 ■ ECELL AVG



ADMINISTRATOR RATING

How would you rate your administrator overall?

RETENTION RATING

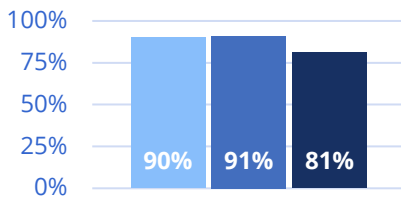
How likely are you to see myself working at this school in a year.

COACHING THEME SCORES

These charts show the average positive score you received on the questions of the six coaching themes. It also compares your scores to your school average and Ecsell Sports client average. The responses to these questions were scored on a five-point scale from strongly disagree to strongly agree.

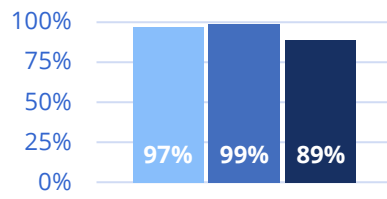
RELATIONSHIP/ CONNECTION

The depth and quality of respect, engagement, and trust between an administrator and their coaches.



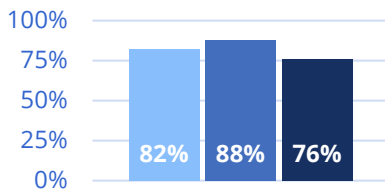
RELATIONSHIP/ PSYCH SAFETY

An administrator's ability to construct an environment that allows coaches to be their authentic self without fear of negative consequences.



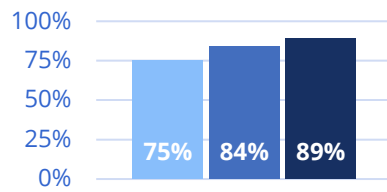
ORDER/ STRUCTURE

The execution of activities by an administrator that create an organized, consistent, and predictable school environment.



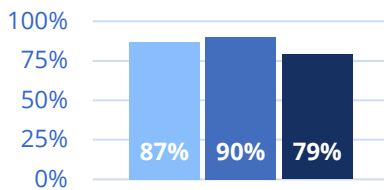
ORDER/ COMMUNICATION

An administrator's capacity to effectively share information, strategies, and expectations with their coaches.



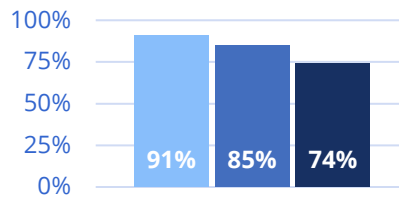
COMPLEXITY/ CHALLENGE

The fostering of a growth environment where the administrator pushes coaches beyond expected or previous levels of performance.



COMPLEXITY/ SKILL DEVELOPMENT

An administrator's capacity to advance the competency and technique of coaches to help them perform to the best of their ability.



YOUR AVG

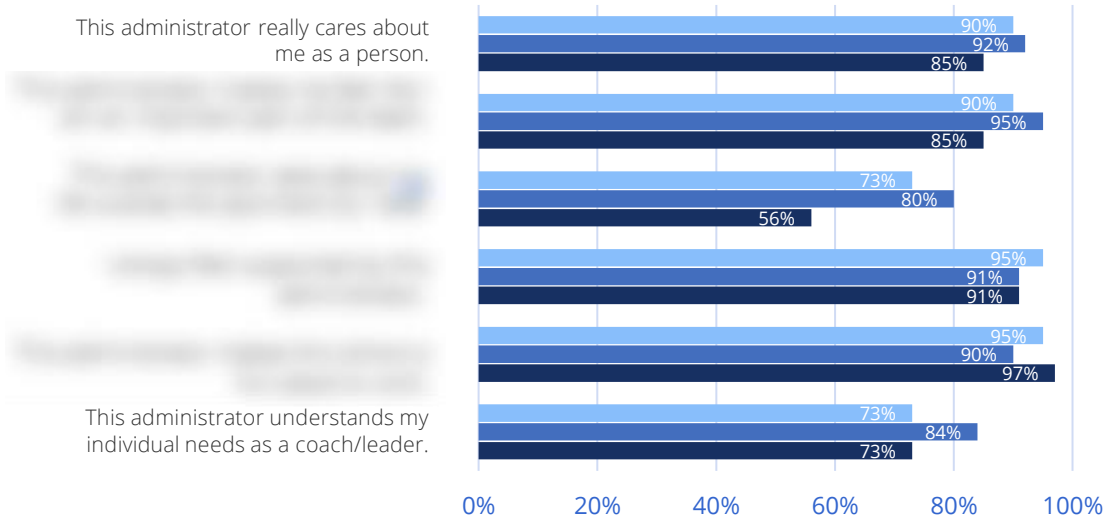
SCHOOL AVG

ECELL AVG

COACHING THEME QUESTIONS

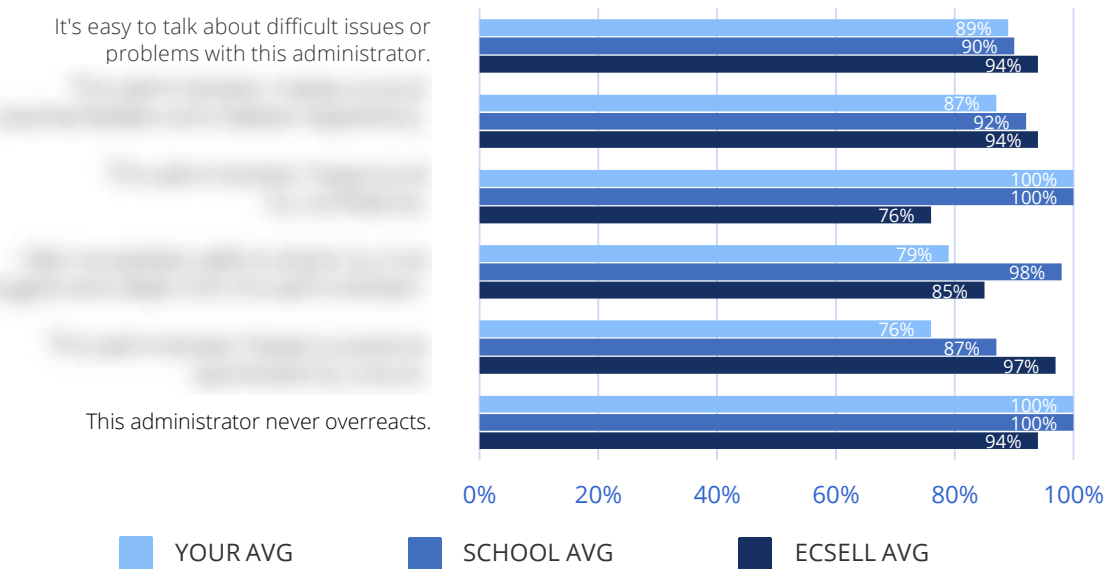
RELATIONSHIP / CONNECTION

The depth and quality of respect, engagement, and trust between an administrator and their coaches.



RELATIONSHIP / PSYCHOLOGICAL SAFETY

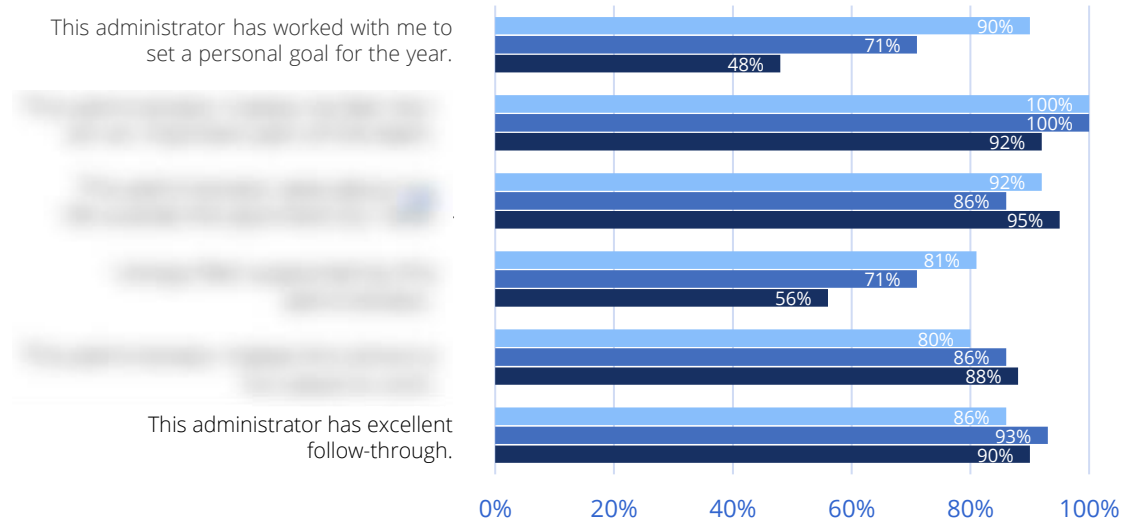
An administrator's ability to construct an environment that allows coaches to be their authentic self without fear of negative consequences.



■ YOUR AVG
 ■ SCHOOL AVG
 ■ ECSELL AVG

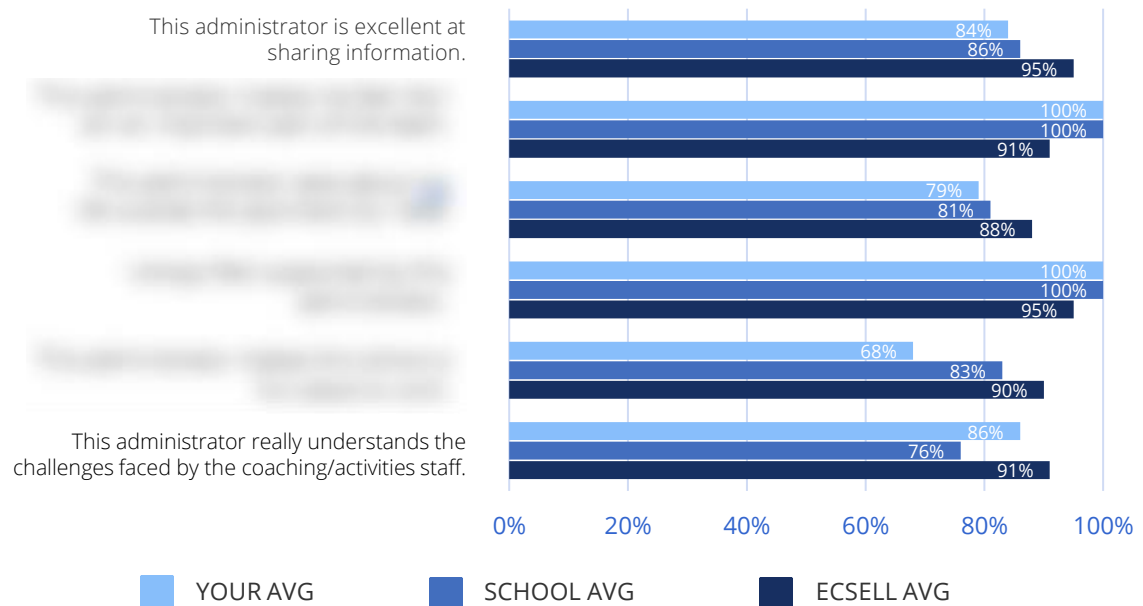
ORDER / STRUCTURE

The execution of activities by an administrator that create an organized, consistent, and predictable club environment.



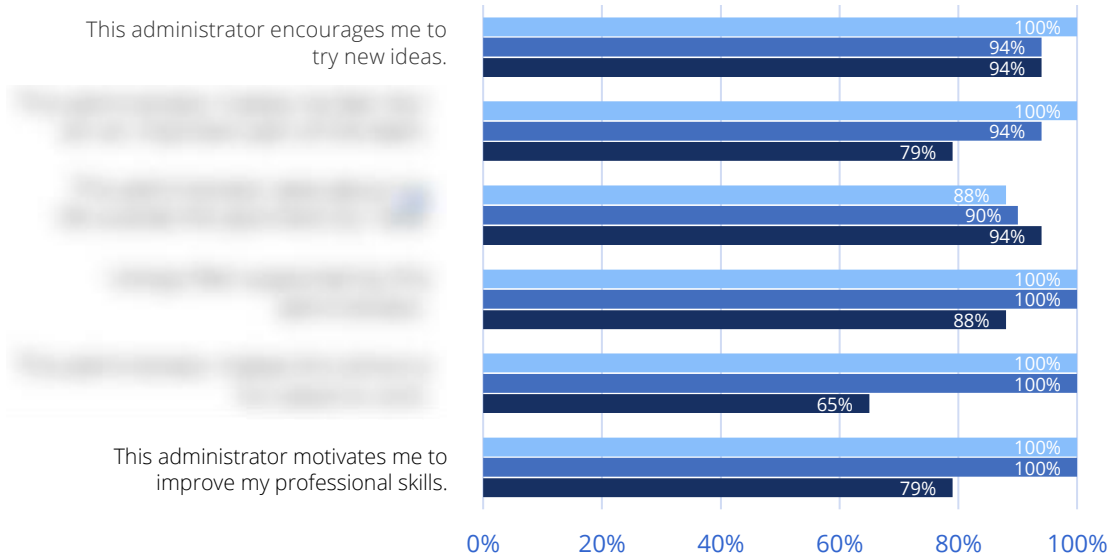
ORDER / COMMUNICATION

An administrator's capacity to effectively share information, strategies, and expectations with their coaches.



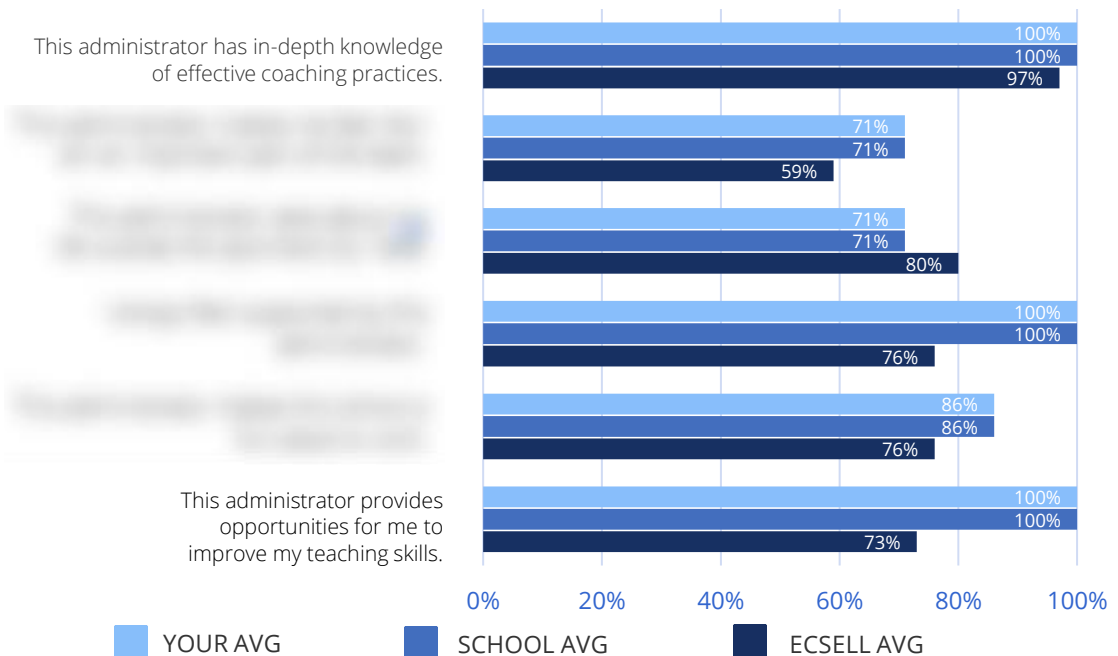
COMPLEXITY / CHALLENGE

The fostering of a growth environment where the administrator pushes coaches beyond expected or previous levels of performance.



COMPLEXITY / SKILL DEVELOPMENT

An administrator's capacity to advance the competency and technique of coaches to help them perform to the best of their ability.



NEXT STEPS

Your Development Journey

By comparing your Coaching Effect Survey scores to the Ecsell Sports average of top-performing administrators, we have identified the themes where you have the greatest potential for development based on your individual strengths & growth opportunities. We recommend that your learning begins with the themes identified as "highest need," though meaningful growth can occur in all themes. Additional support for your journey can be found in our Coaching Resource Library, available only to our member coaches. This tool houses articles, videos, and more to aid your learning and exploration. The development resources are organized by coaching theme and can be accessed at www.ecsell-learning.com*

COACHING THEME	HIGHEST NEED	MODERATE NEED	LOWEST NEED
Connection		X	
Psychological Safety			X
Structure			X
Communication			X
Challenge			X
Skill Development			X

OPEN-ENDED QUESTIONS

What does this administrator do best?

- They are always present and make me feel seen

What's something this administrator could improve or change?

- They're so good at so many things, but if I had to nitpick, I'd say getting faster at responding to my emails.

Is there anything else you would like to share when thinking about this administrator or your experience as a coach/leader at your school?

- They're knowledgeable and determined to improve the overall experience of the student-athletes.