

Vacancy Announcement
Washington County High School
Teacher-Head Football Coach

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| Job title | <i>Teacher-Head Football Coach</i> | |
| Reports to | <i>Principal and Director of Athletics</i> | |
| FLSA Status | <i>Exempt</i> | |
| Classification: Certificated | Term of Employment: 12-month | |

The Washington County School District is seeking a highly motivated, innovative, and cutting-edge Teacher-Head Football Coach to lead in the development of our student-athletes on and off the field. This position is a critical component of the Vision and Mission of the school district.

The Washington County School District's Vision is to be a premier district that produces well-rounded students ready to lead in our community and global society. The district has implemented Systems Thinking and has identified 6 areas of focus to accomplish this. These six areas are entitled the BIG 6 and include Leadership, Public Relations & Marketing, STEAM, Workforce Development, RTI/MTSS & SEL, and Literacy. Focusing on these areas will aid in our Mission of expecting all students to excel in Academics, Arts, and Athletics (A+ School District). The school district is comprised of 4 schools and 3016 students. The state graduation rate for 2021 was 83.7%. Washington County School District's rate was 93.24%.

The football program has been a mainstay of this tight-knit community for many years and garners much support from community stakeholders. The home stadium (named the House of Pain) is packed with community members, current students, former graduates, parents, and employees supporting the WACO Nation during the season. The Golden Hawks are a household name, and many individuals plan their year around the game schedule.

The Washington County School District is proud of the achievements of the Athletic Program and has set ambitious goals to take the program to the next level. Many of the district's student-athletes have become professional athletes in the NFL, WNBA, Track, Gold Medalist, and a member of the Georgia Coaches Hall of Fame. The district is seeking an inspiring and competitive individual that can build upon the strong foundation that has been laid.

Duties and responsibilities

- Hold try-outs
- Conduct and organize practices & drills
- Guide the team through games and implement necessary changes during matches
- Maintain a flexible teaching schedule (teaching assignment will be based on Georgia Professional Standards Commission guidelines or requirements)
- Work collaboratively with other teachers, counselors, support staff, school administration, other head coaches, parents, students, and community members
- Manage and supervise athletic activities, contests, and practice sessions, to promote individual growth in athletic skills, teamwork, discipline, respect, and good sportsmanship
- Use a variety of instructional techniques and media to meet the needs and improve the abilities of student-athletes in football
- Coordinate the development and promotion of the football program.
- Hold organizational meetings for team prospects and encourage potential athletes to participate in the football program
- Work with other members of school staff to plan and put in place instructional goals and objectives to ensure the overall educational development of student-athletes
- Lead the high school football coaching staff to develop and achieve agreed program deliverables

- Ensure all football coaches work together toward a common goal within the districtwide football program and provide unity within the youth community programs
- Establish performance criteria for competition and evaluate students' athletic abilities initially and regularly
- Develop a regular practice schedule and organize practice time to provide both individual and team development
- Hold a preseason meeting with all student-athletes and parents before the first official game
- Assess players' skills and assign team positions
- Determine game strategy based on the team's capabilities
- Monitor and enforce student eligibility criteria for extracurricular participation
- Apply and enforce student discipline during athletic contests, practice sessions, and while on trips off school property
- Encourage sportsmanlike conduct in all phases of athletic participation at all times
- Take all necessary precautions to protect student-athletes, equipment, and facilities, including protecting students from hazing/bullying
- Maintain and secure all football equipment and uniforms
- Oversee the process of cleaning, repairing, and storing all athletic equipment
- Manage football facilities including locker rooms and field house to include maintaining a clean and professional environment for students and coaching staff
- Maintain records to ensure compliance with all pertinent GHSA regulations, including eligibility forms, transfer forms, and grade reports, and ensure that regulations are followed
- Instruct and advise students on NCAA regulations concerning academic requirements for scholarships and recruiting practices
- Assist student-athletes with college recruitment
- Assist the Athletic Director with the scheduling of games and coordinate arrangements
- Act as a team representative and promote the sport by communicating with the news media, booster clubs, service clubs, and other organizations.
- Participate in special activities to include senior night, banquets, award nights, and pep assemblies
- Conferences with parents/guardians, as necessary, regarding the athletic performance of their student
- Follow established procedures in the event of an athlete's injury
- Represent the School District and the football program professionally
- Maintain nondiscriminatory practices in all activities
- Attend staff development meetings, clinics, and other professional activities to improve coaching performance
- Perform any other related duties as assigned by the Athletic Director or other appropriate administrator

Qualifications

Minimum:

- Possess a bachelor's degree or higher and a teaching certification
- CPR Certification or be in the process of obtaining
- Clear Background Check
- Willing to work a 12-month contract
- Served as an offensive/defensive coordinator for a minimum of 5 years with a respectful winning record over the last 5-year period

Preferred:

- Prior head coaching experience with a respectful record over the last 5-year period
- Record of being in the state playoffs
- Record of winning a state title as a head coach
- A strong willingness to live in the community
- Master's Degree or Higher (Leadership Certification preferred)

Skills & Abilities:

- Strong leadership abilities
- Work well with a variety of different individuals
- Should have a firm grasp of the concept of Systems Thinking
- Understand that you will be a teacher first and a coach second
- A positive history of working in the community to highlight the football program and other athletic programs
- Applicant should also be available to work nights, holidays, evenings, weekends in inclement weather and be willing to travel with the team to different locations for games.
- Applicant should be willing to work toward obtaining a Commercial Drivers License Certification
- Ability to connect and build positive working relationships with students to ensure a viable program that reaches Elementary, Middle, and High School students
- Ability to build and maintain a high-functioning feeder program
- Ability to connect to colleges and universities for student-athlete scholarships and postsecondary success
- Ability to foster positive community relationships
- Advanced skillset with innovative play design and defensive scheming
- Comprehensive knowledge of the game is paramount
- Extensive knowledge of current coaching techniques and procedures
- Knowledge of NFHS & GHSA rules
- Demonstrated ability to instruct and supervise student-athletes
- The applicant must possess the ability to communicate in the spoken and written word
- Excellent organizational, communication, and interpersonal skills
- The applicant must possess the ability to relate to students and to teach them on and off the field
- The applicant must be willing to accept a high level of accountability
- The applicant must possess the ability to assess players and coaches effectively

Working Conditions

- Mental Demands/Physical Demands/Environmental Factors:
- Maintain emotional control under stress.
- Frequent districtwide and statewide travel.
- Frequent prolonged and irregular hours.
- May be exposed to sun and heat.

About Washington County:

Washington County is located in the south-central region of Georgia. It is 127 miles southeast of Atlanta and 67 miles southwest of Augusta. According to the 2020 census, Washington County's population is 20,374. The population is estimated to be 53% African American or Black, 43% white, 2.6% Hispanic or Latino, and .6% Asian. Washington County is the ninth largest county in Georgia at 678 square miles. Washington County is home to the following six municipalities: Sandersville, Tennille, Harrison, Oconee, Deepstep, and Davisboro.

Washington County has a thriving and growing industry and an involved Development Authority and Chamber of Commerce. To learn more about the community, please visit the Washington County Chamber of Commerce website at: <https://www.washingtoncountyga.com>

How to Apply:

Internal applicants, please send a cover letter and current resume to Human Resources Department attention Masha White or email to mwhite@washington.k12.ga.us

External applicants may apply online at www.teachgeorgia.org or submit a Washington County Board of Education application for employment, or resume, and three professional references to Human Resources Department attention Masha White or email to mwhite@washington.k12.ga.us

Certified Applications are available online at
www. <https://www.washingtoncountyschoolsga.org>

Deadline to apply: Friday January 14, 2022

Washington County Board of Education is an Equal Opportunity Employer