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3D Coaching Final
May 2nd, 2022

Over my eight-year career as an activities director, I've felt like the programs I have been tasked to oversee have made progress in almost every area, except for one - coaches professional development. After a year of research on the best practices of giving coaches meaningful professional development that didn't necessarily feel like extra work, I landed on 3D coaching. My interview with our building principal Dr. Kristian Einsweiler reinforced that moving forward with 3D coaching was a positive move for our district. Three reasons why 3D coaching works for Nevada are networking, our coaches' willingness to raise the bar, and a collaborative approach.

Dr. Einsweiler noted that his observation of 3D coaching at Nevada Community Schools gave like-minded coaches an avenue to network with best practices in the 2nd and 3rd dimensions. Often, great coaches have their 2nd & 3rd dimension ideas bottled up inside their own programs, only impacting the team they are working with. Nevada's 3D model is set up on a 3-year rotation. In year one heads coaches meet once a month for 10 months, culminating in a social at my residence. "The networking process between our coaches has never been better." Dr. Einsweiler Noted.

As I stated, we have a coaching staff that is willing to raise the bar but it felt like some of them didn't have all the skills or networks to help get them to the next level. Now in year two of 3D coaching, Dr. Einsweiler noted that coaches are much more willing to raise their bar by having a tool kit of ideas to use to reach students in the 2nd & 3rd dimension of 3D coaching. Many coaches even instill a "3D minute" into every practice with their student-athletes.

Lastly, Dr. Einsweiler noted that the collaborative approach of 3D coaching at NCSD has been inspirational to watch. During the first year of 3D coaching, I lead every session. During the second year with assistant coaches, 10 head coaches picked up a session apiece and presented material to our assistant coaches. Dr. Einsweiler said the buy-in from assistants hearing from head coaches was very important, "You can see the assistant coaches rising to the level of head coaches. I think that is because of the work 3D coaching has done from the top down."

When looking to instill professional high-grade development for your coaches, the structure of 3D coaching can not be matched. 3D coaching frameworks have allowed NCSD to create a network of willing coaches who are raising the bar with a collaborative approach. Dr. Einsweiler hopes that 3D coaching can continue at NCSD well into the future, "3D coaching has become a cornerstone to the development of all of our coaches. Its impact can not be overstated."