

Rod will be starting his first year as the ADM Community School Districts Activities Director this fall. He has been working on ideas for the vision/mission statement. It will include being givers more than takers in the community. The staff will be a group of collaborative coaches. This is something they will need to work on constantly.

His primary goal will be to set a culture of high expectations. The coaches will coach every student and every student will be valued. As a staff they will need to establish who they are going to be. As a Coach at ADM you will need to be great teachers and relationship builders, connecting with other coaches, players and students in the community.

The State of Iowa has license requirements for coaches. Rod would like to see coaches be familiar with the strength and conditioning techniques in their specific sport and have a CSC coach that runs the strength, speed and agility for the athletic programs. The coaches will be required to attend clinics for their sports and the activities department will be doing a collaborative book study as a project this year. Each sport will be encouraged to reach out and work with College staffs to further their knowledge on new techniques and drills in their sport. This emphasizes being proficient in the 1st Dimension of fundamentals. In the 3D Coaching survey, 75-85% of coaches and AD's do a great job with the 1st Dimension.

Rod is going to be a constant communicator with his coaches through reflective questions and collaboration throughout the year. He feels that talking with them through the process will help them attain their goals. In the 2nd Dimension only about 15-20% of coaches have the training and resources to achieve success in this dimension. In the 2nd Dimension, Rod plans on working collaboratively with his coaches to give them ideas and resources for athletes motivation, confidence, controlling their emotions, team cohesion and goal setting. They will have to organize the process of the 2nd Dimension and work together as a group to help all student athletes achieve success. He wants every athlete to be coached and feel valued.

The key to success in the 2nd Dimension (Psychology) for these coaches will be to recognize the signs of lack of motivation, confidence, positive emotions, team cohesion and set attainable goals. Through collaboration with all coaches, Rod will work with the staff to accomplish the issues of the 2nd Dimension.

3rd Dimension Success is not going to be determined by the wins or losses. Coaches will know if the Level 3 issues were attained by feed back from athletes. Team captains, grade level captains, position coaches can all give feedback to the Coach on the 3rd Dimension issues. Interaction with teachers, other students in school and parents will confirm success.

To be successful in the 3rd dimension the coaches will have to make sure that all athletes have a clear understanding of the level 3 issues of the heart. (Identity, Character, Significance, Self-worth, Value, Purpose. Everybody on the team has a role/identity. Athletes will need to be reminded of their role on the team. Everyday athletes are put in situations where they have to do the right thing. What is their character, this can be addressed during position meetings. Let them know it is important to do the right thing. Help them to understand their significance to the team which will give them a feeling of self-worth and value to the team. The culmination of all the issues of the 3rd Dimension will help them to understand there was purpose in what they have done as a team. Rod and his coaches will have worked together and accomplished the goal of being 3Dimensional Coaches for ADM athletes.