3D Coaching – Final Paper April 23, 2019  
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For this interview summary and review of the program at the American International School Budapest (AISB) I will not only draw on the answers that Athletic Director Matt Fleming provided me but also my knowledge of international school athletic programs in general. Being a part of this unique environment personally helps me to understand and sympathize with the situation at AISB.

The weaknesses of the program at AISB are in my opinion in the first and third dimensions. Matt mentioned in the interview that the only concreate need of the school when hiring new coaches is a background check. Coaches do not need a coaching license or have any experience in the given sport. I know from my own school that coaches are not easy to find that can coach in English, will be able to work at the time needed and for the money available.   
Matt did say that tries to hire coaches that have “a good understanding of our program philosophy, has a good background, is enthusiastic, and flexible.” That does mean to me that he has personal interviews with candidates and although they may not have a solid coaching resumes they will be good people that are coaching for the kids because it definitely is not for the money or the fame in international education.

I feel that Matts strengths are in the second dimension because he coaches are primarily teachers and not X’s and O’s guys. Motivation, confidence and team cohesion are standard practice for teams in the international scene. With three separate seasons a year and students playing in most of them even thou they have little experience helps coaches teach motivation to compete, confidence when trying new things and especially team cohesion in the short seasons that they have.   
  
A main weakness in the AISB program and typically all international schools is in the first dimension. It is rare to have coaches with much experience, especially coaches that played at a high level. We are typically left with whoever the school administration hires to fill the teaching jobs. In cities with a high international community or a high level of English within the local community it is a bit easier to hire locals but it is still very hard to move away from the teachers within one’s school.

The third dimension is also a weakness of AISB and many international schools. The reason for this I believe is time. The length of the seasons at international schools are up to three months at most and with many student athletes lacking the knowledge of the sport the majority of the time is spent on the basics of the sport and then building the team spirit. I believe that many coaches would like to coach in all three dimensions but struggle with the know how and the time to do so.

I think that AISB could do a few things differently to be able to really meet the needs of the students and coaches within their school community. The first thing and the easiest thing to do would be to ensure that their coaches are fundamentally sound. Finding coaches, as I mentioned, is hard but with the budgets that international schools have I believe they can mandate that anyone that wants to coach must have some sort of coaching degree. If a prospective coach does not already have some sort of certification then AISB could elect to pay for the courses that are needed for the NFHS level 2 national certification. With this small token to prospective coaches I believe the AISB could win some points with new coaches but also ensure that their coaches are up to date on their X’s and O’s.

I believe that in the second dimension AISB is doing a good job, their coaches, as mentioned, do focus on second dimension traits and in doing so their athletes finish the season with a good feeling that their time was well spent. Improving in the third dimension of course is not just an AISB issue, it is an issue at my school and most others. AISBs athletic director should take the 3D course after completing the interview with me, which is the first step for his program to start to improve in this area. After that and even for my school I think coaches need to be mandated to teach the characteristics of the third dimension to their student athletes. Before this course I did teach some of the third dimensions characteristics to my athletics and I believe that many coaches do as well however, we do not consciously teach them at each practice and with intent. The teaching of self-worth, value and greater purpose to our student athletes needs to be worked into practice plans and reinforced at every step throughout the season. My overall suggestion to AISB would be to have their Athletic Director take the 3D course, have coaches meeting targeted at the principals of the three dimensions and mandate that coaches build that framework into their seasons – sound easy right.