**Final: 3D Case Study**

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For my case study I decided to look within the organization in which I coach for and interviewed Clint Merritt, the Athletic Director (AD) for Chapman Schools. Mr. Merritt was the one who introduced me to the 3Dimentional Coaching platform, as he was able to get the district to pay for all of their coaches to complete the certificate training modules in 2018. This was my first year with the district and was already impressed with how passionate and dedicated Mr. Merritt was in wanting to develop his coaches into the best coaches they could be. After interviewing Mr. Merritt, I found there to be many strengths to this school district’s athletic programs but also found an area of improvement that I will address.

One of the biggest assets that Chapman possesses is the AD himself. I have coached under several AD’s and have found that Clint is one of the most dedicated and devoted AD’s I have worked with. He wants his coaches to not only understand the “x’s and o’s” of the game but to also teach life-lessons through the sport. Clint’s primary focus when hiring coaches is to ensure their values align with the district athletic vision/mission to “teach life-lessons and to “promote character and integrity”. While there are no required trainings or educational courses that are required to be a coach for Chapman, other than the basis health and safety modules, Mr. Merritt feels that part of his role is to provide his coaches opportunities to access trainings or resources to become better coaches in the 2nd and 3rd dimensions. Therefore, Clint is always researching and reading up on better ways to help our coaches improve in those dimensions. Coaches are also allowed to attend coaching clinics with funding that the district provides to us so that we can improve in our 1st dimensional coaching as well.

When thinking about everything that I have learned through the 3Dimensional Coaching training and my interview with Clint Merritt, one area of weakness that I feel needs improvement is the coaching evaluation process. The evaluation tool that the district uses does not have very many components within it that address the 2nd and 3rd dimension of coaching. There are areas for some basics on keeping the kids safe and then several areas that address the 1st dimension of coaching by addressing practice structure, game readiness, etc…but then only one area that addresses relationship building. By combining the 3D framework with our evaluation process, I feel we could better align the evaluation tool to the vision/mission for the athletic program.

This process has also taught me a lot about how to become a better 2nd and 3rd dimensional coach. It is an honor to coach for Chapman School District and have an athletic director like Mr. Merritt lead us to be better “life” coaches for our student-athletes. I am hopeful for the season to come and to start creating a vision for my program.