For my case study, I Interviewed the AD/head football coach of a small high school in central Illinois. Over the last few years they have enjoyed continued success in many of their varsity sports, even winning multiple state championships. I am now going to share an analysis of the school culture and perception based on the 3D model.

1st Dimension

I believe that this is a strength of the GCMS athletic programs. Throughout many of his responses, there was a focus on “fundamentals and technique” throughout all levels. From the knowledge that I have gathered, there is also an emphasis placed on bringing in knowledgeable coaches for each specific sport.

One thing that was mentioned, and could be viewed as an area to improve, would be training of the coaches. He had mentioned doing a better job of training coaches (of all sports) to be more competent and confident while overseeing the weight room.

2nd Dimension

This is an area that I believe this small community has turned in to a strength, and the output (success) speaks for itself. In terms of motivation and confidence, I believe that they are building a foundation with a solid top-down process. Being a single district, the high school does a great job of incorporating the middle and elementary schools in to many of their activities. A benefit of this close community is trust. Peer modeling, from varsity athletes down through even the youngest kids, not only motivates the younger athletes, but also instills a great sense of confidence in those doing the mentoring. Personally knowing many of these coaches, I believe that they are also doing a great job of working on the dynamic process of creating team cohesion. This past year’s senior group of boys enjoyed many successes on the court and fields. One thing that struck me, though, was listening to them talk of their common goals that were set all the way back in 8th grade, as well as their focus on being relational as a group. Those young men truly cared for each other outside of their sport, and their success on it was a direct result of that! One thing that I would be interested in knowing is if their goals were set up solely as performance goals, or if there was also an emphasis placed on the purpose. Through his answers, I also did not get a sense of service being a focus. I am not implying that it isn’t ( knowing this community it probably is), rather noting that it was not mentioned in any responses.

3rd Dimension

In a short interview, this is definitely the most difficult dimension to get a gauge on. It is also one that can usually only be measured many, many years down the road. The tight knit community offers a foundation for this, but it is up to the coaches to emphasize and instill it. Focusing on skill building and not competition at the youth levels is a positive here. My hope is that there is still a level of “play” and joy that is being instilled through all levels, not just joy in winning. I do see examples of coaches “putting courage in” and “giving hope in the future”, but am not exactly sure on any of the specific strategies that are used beyond this.

Overall, I believe that this school is well on its way to becoming a 3D focused school. In my opinion, a stronger emphasis on values and purpose beyond the field/court/mat, as well as into the future, would solidify this school and push them even further in to successfully preparing these young men and women. As module 19 stated, “we are never staying the same; we are either improving or digressing!”