Final Project Summary

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The Westminster High Athletic program is under the direction of Terry Molloy. Terry has served as Athletic Director for nearly two decades. The greatest perceived strength of the athletic program at Westminster High School is the autonomy that the coaches have once they are hired. This allows the coaches to operate with a tremendous amount of freedom. Through this freedom, the coaches can experience growth in their profession as they see fit. However, the greatest perceived weakness of the athletic program is also the autonomy of the coaches. There is no real guidance in terms of the professional development of the coaches once they are hired. As indicated in the interview, very little or no training is done in terms of the 2nd and 3rd dimensions once the coach is hired. Based on the interview process of the coach, it is understood that the hired coach is proficient enough in the 1st and 2nd dimensions, and it is assumed that the coach is student/athlete centered (3rd dimension). Therefore, training in the 3rd dimension is most likely overlooked.

Mr. Molloy operates in the confines of the Carroll County Athletic League. The county school system does not put a big emphasis on athletics. Coaches are not necessarily fired based on a team’s performance. The county is also not financially wealthy, so the coaches are not adequately compensated for their efforts. Many teachers are not coaching. Therefore, it is difficult for the county to find highly qualified candidates to fill the positions. I think it is important to understand this information to better ascertain the reason for the laissez faire approach to athletics in this county/league. This has a huge impact on the way athletics are viewed in the county. That having been said, the high importance placed on athletics by the parents and the students of the county is not addressed. This emphasis by the parents and students is consistent with the sports culture across our nation. The problem is that there is a major void between parental/student expectations and the approach taken by the athletic department. As a result, the athletes are the ones that suffer the most.

Having worked with Mr. Molloy, and many of the coaches at Westminster High School for several years, it is important to note that these coaches are good people with great intentions. However, there is certainly a lack of knowledge and understanding of this generation. It really does make it challenging to coach these kids and their parents. 3 Dimensional Coaching does offer an opportunity to bridge the gap. 3 Dimensional Coaching has been introduced into the county. A breakout session was offered at the countywide coaches meeting in the Fall of 2017. Some county coaches, including some from Westminster High School have participated in a 3D huddle. The huddle covered aspects of both the 2nd and 3rd dimensions of coaching. It is my recommendation for this program that an effort be made to focus on the 3rd dimension of coaching, and all of the aspects that pertain to that dimension. The 1st and 2nd dimensions are secondary in terms of the importance and impact of the 3rd dimension. The principles learned in the 3rd dimension need to be reiterated over and over again. There also needs to be a sense of urgency in which this should be done. We all know that athletics is year round, and as each day passes, a young athlete is impacted negatively or positively. This is typically based on that coaches perception of what good coaching is. 3D coaching does provide a framework for the coaches who are genuinely striving to make a difference in the lives of athletes.