The person I interviewed for the “3D Case Study” was Caleb Smith, athletic director/assistant principal, at Valley Center High School. Throughout the interview, it was clear that Caleb is a passionate leader who truly cares about those he leads. He is already implementing some excellent 1st and 3rd Dimensional strategies and is still working on figuring out how to implement 2nd Dimension strategies.

The 1st Dimensional strategies that Caleb is already implementing at Valley Center High School are: hiring qualified coaches who have the knowledge and experience in the sports they coach, budgeting for and encouraging coaches to attend ongoing professional development opportunities such as clinics and conferences, and providing opportunities for coaches to go shadow other coaches to get ideas from them. Additionally, he frequently attends practices and games to watch how his coaches’ practices and competitions are going. Based on these findings, it is clear that Caleb does a good job of addressing coaching in the 1st Dimension.

The 2nd Dimension strategy that Caleb is implementing is sending out via email, articles that address 2nd dimension issues such as team building and motivating athletes. While this is a good start to addressing 2nd dimension issues, some other things that Caleb could do to help coaches coach in the 2nd dimension are: 1) give a list of examples of ways to coach 2nd dimension issues and have coaches select several of them to implement before, during, and after the season and 2) bring in guest speaker(s) who can give coaches ideas and allow them time to collaborate ways to address 2nd dimension issues with their respective teams.

The 3rd Dimension strategies that Caleb is implementing are book studies and creating a student leadership team. The book study strategy is great because it not only provides coaches with ideas to implement into their coaching, but it provides coaches an opportunity to reflect on what they’ve learned and report back to Caleb. Specifically, the two books Caleb has started out coaches with (“Leaders Eat Last” and “InSide Out Coaching”) address topics such as servant leadership and transformational versus transactional coaching. The other 3rd dimension strategy, creating a student leadership group called SALT, is also an excellent strategy because it provides students with the opportunity to learn about character, values, and purpose and then take these ideas and implement them on their respective teams. Both of these strategies give coaches the knowledge and support they need to address 3rd dimension issues, but it is up to each coach to follow through and address them.

In conclusion, Caleb has built a solid foundation for coaches at Valley Center High School to address coaching in all 3 dimensions: fundamentals, psychology, and heart. He has already implemented some excellent 1st and 3rd dimension strategies and is working on addressing coaching in the 2nd dimension.