



2009–10 Annual Performance Evaluation
For Head Coach Don Spellman and Head Assistant Coach Adam Osweiler

Directions:

- Parents with swimmers in Frost, Cubes, and Waves should fill out an evaluation for Adam Osweiler. Parents with swimmers in Morays and Eels should fill out an evaluation for Don Spellman.
- Submit the appropriate evaluation no later than **February 12, 2010**.
- Completed evaluations can be turned in to Cindy Opitz, ICE board president, via email (cindy-opitz@mchsi.com), or placed in the Opitz folder in the ICE file cabinet at Mercer Aquatic Center.
- Please add explanatory remarks for areas where you mark “Needs significant improvement” or “Needs some improvement.”
- Anonymous evaluations will be given less consideration by the evaluating committee; only the evaluating committee will see evaluators’ names (coaches receive tabulated anonymous results).
- Visit the ICE web site to view coaches’ duties and expectations; click the “Coaches” link on the left side of the home page [www.iceels.org].
- If you want to provide feedback on part-time assistant coaches (coaches who are not Adam Osweiler or Don Spellman), forward comments directly to Head Coach Don Spellman (dspellman@iceels.org), who hires and directs assistant coaches.

2009–10 Evaluation for Head Coach Don Spellman

Please use the following scale to complete the evaluation:

- 1 – Needs significant improvement
- 2 – Needs some improvement
- 3 – Meets expectations
- 4 – Exceeds requirements
- 5 – Outstanding performance

Rating	Category	Comments
	Organizes and supervises regular practice schedule and attends meets	
	Ensures balance of fitness and technique training and assists swimmers to develop all strokes	
	Hires and supervises assistant coaches	
	Maintains proper discipline and good interpersonal relationship skills	
	Communicates well with both swimmers and parents providing feedback	
	Administration – communicates practice changes, timely meet entries.	

Please add additional comments regarding Don's evaluation:

Submitted by: _____

2009–10 Evaluation for Head Assistant Coach Adam Osweiler

Please use the following scale to complete the evaluation:

- 1 – Needs significant improvement
- 2 – Needs some improvement
- 3 – Meets expectations
- 4 – Exceeds requirements
- 5 – Outstanding performance

Rating	Category	Comments
	Organizes and supervises regular practice schedule and attends meets	
	Ensures balance of fitness and technique training and assists swimmers to develop all strokes	
	Maintains proper discipline and good interpersonal relationship skills	
	Communicates well with both swimmers and parents providing feedback	
	Administration – communicates practice changes, timely meet entries.	

Please add additional comments regarding Adam’s evaluation:

Submitted by: _____ **Date:** _____

