

**Induction Program for Newly Hired Coaches in Fresno Unified School District**

**Researcher(s):**

Wade Gilbert, Ph.D., Professor  
Department of Kinesiology, Fresno State

Tyler Munoz, Student  
Department of Kinesiology, Fresno State

**Abstract:**

**Introduction:** The purpose of this project is to create an induction program for newly hired coaches in Fresno Unified School District (FUSD). Currently, FUSD does not provide any district-wide orientation or ongoing development for its coaches. FUSD has expressed a need and interest in providing coaches with more support and resources to prepare them to fulfill their roles and responsibilities.

**Objectives:** (1) introduce coaches to the FUSD athletics program core values, (2) raise coaches' awareness of quality coaching principles and strategies, (3) increase coaching efficacy, (4) build coach learning networks that sustain continuous improvement, and (5) provide tools and resources to support coach well-being. Through the use of evidence based strategies drawn from coach education, business, and education literature, a series of five coaching workshops was designed and tested with newly hired coaches. The focus of the first workshop is on the core values that should guide coaching practices in FUSD. The remaining four workshops are aligned with the four phases of a coaching cycle – preseason, in-season, end of season, and off-season.