



Job Description

JOB TITLE: KINESIOLOGY INSTRUCTOR / HEAD COACH

LAST REVISED: December 2024

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job. Additional or different duties from the ones set forth below may be required to address changing business needs/practices.*

OVERVIEW

Sierra College has a strong commitment to the achievement of equity and inclusion among its faculty, staff and students and values the rich diverse backgrounds that make up the campus community. The Kinesiology Instructor/Head Coach must demonstrate a profound understanding of and experience with successfully supporting individuals with varying backgrounds. This includes persons with disabilities, various gender identities, various sexual orientations, individuals from historically underrepresented communities and other groups to ensure the district provides an inclusive educational and employment environment focused on strategies for success and equitable outcomes for all.

Under supervision of an Educational Administrator, the Kinesiology Instructor / Head Coach will develop culturally-responsive curriculum and provide inclusive lecture and laboratory instruction for students in the study of Kinesiology and Athletics and other related courses. The incumbent will be responsible for: evaluating students' performance, participating in shared governance and other activities in support of the instructional program, administering financial and strategic techniques utilized in assigned sport(s) in inter-collegiate competitions, recruiting student athletes, supervising student athletes, assisting with the monitoring of the student athlete academic progress and eligibility, creating and/or assisting with strength training and training for competition, preparing budgets and fundraising, evaluating and maintaining equipment and supplies, coordinating team travel arrangements, conducting the athletic programs under the rules and regulations of the California Community College Athletic Association (3C2A) and the BIG 8 Conference, National Association of Intercollegiate Athletics (NAIA), and the National Collegiate Athletic Association (NCAA), and do related work, as required.

EXAMPLES OF FUNCTIONS AND TASKS

Curriculum Development: Review and evaluate curriculum in order to meet student interests and needs within the parameters of divisional/departmental budget constraints and availability of equipment and materials; review and evaluate curriculum and student success data in courses taught to meet diverse student interests and needs; coordinate with adjunct faculty instructors to enhance consistency of lecture and skill demonstration content and attend curriculum meetings with departmental instructional staff to provide input on curriculum designs; evaluate and/or revise course descriptions to fit curriculum designs; present proposals for curriculum changes to the Curriculum Committee and/or other appropriate shared governance bodies; make changes to curriculum, as necessary and as approved, within the participatory governance structure; review curriculum for equity-mindedness and concordance with changes in laws, regulations, and standards.

Lecture Preparation/Skill Development : Complete book order forms and provide master copies of student-centered syllabi; prepare lesson plans and/or coordinate interactive lectures/activities with skill development assignments, including determinations of time segments to be allotted for coverage of lecture/demonstration material and skill development activities/practices; determine culturally-inclusive reading assignments to



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supplement class sessions; practice skill maneuvers to be demonstrated in skill development sessions; prepare handouts and/or culturally-inclusive graphics/visual materials for classroom use; attend conferences to increase knowledge of subject matter and teaching methods and techniques; review and evaluate new textbooks for content, readability, cost effectiveness, and equity-mindedness; select textbooks determined to be the most useful and appropriate; read current literature (normally several sources-- books, newspapers, periodicals, and other printed materials) to prepare lectures; read literature (books, newspapers, periodicals, and other print and non-print materials) and attend trainings/conferences (if funding permits) on culturally-responsive pedagogy/andragogy; prepare, edit, and update student-centered syllabus materials for lectures and/or skill development sessions; review, select and/or prepare computer and/or multi-media materials for classroom use; coordinate and confer with book publishing company sales representatives providing instructional materials, as necessary; familiarize self with operation of all equipment currently available for use, which is appropriate for the subject area; place appropriate reference items on reserve in the library.

Lecture Presentation/Skill Development: Acknowledge the diversity of the student population by incorporating culturally-responsive pedagogy and equity-minded teaching practices; introduce and present interactive lecture/skill demonstration information and concepts in a clear, logical, student-centered and culturally-inclusive manner; use analogies, examples, and other student-centered practices to convey important Kinesiology concepts; provide student learning outcomes to direct student learning; outline major points of information on the board, overhead projector, and/or other visual platforms; enhance presentations with multi-media demonstrations or examples, as available; distribute handouts to clarify particularly difficult topics; answer student questions clearly and in a student-centered manner; encourage student participation and involvement in classroom discussions, skill demonstrations, and practices; determine and disseminate student attendance policies, and monitor student attendance and activity; maintain classroom management, ensuring both equity and student participation; observe condition and overall cleanliness of practice areas and equipment to ensure compliance with safety and health standards, reporting problems to the Division Dean and recommendations on facility and equipment improvements and repairs; prepare work orders to accomplish facility and equipment improvement and repairs, as authorized; and develop and augment current and new skill elements; determine quantity and quality of equipment necessary for classroom, skill demonstration, and practice sessions, based upon availability commensurate with budget priorities; prepare requisitions for new or replacement equipment, as authorized; receive and store equipment orders; ensure that equipment is used safely and properly, cleaning and repairing equipment, as necessary and feasible and disposing of broken and/or obsolete equipment, as appropriate.

Student Performance Evaluation: Develop quizzes, tests, and skill examinations which are understandable and which fairly and equitably evaluate student skills and progress; monitor student activity during examinations/quizzes and take steps to prevent and/or address behavior that violates student conduct, i.e., cheating; deal swiftly, rationally, and consistently with persons involved in cheating and/or other unacceptable behavior; read and evaluate student responses on examinations/quizzes and mark and grade papers accordingly; assign, read, and evaluate homework assignments/projects to promote learning; evaluate student skills and assign scores and/or official grades; advise students on academic matters regarding their performance; Provide students with information about student support services (e.g., Extended Opportunity Programs and Services [EOPS], the Learning Skills Center, Tutoring Center, Writing Center, technology help, etc.) and collaborate with Student Services professionals to ensure a successful learning environment for all students; input student scores into a computer and regularly make grades available to affected students.

Budgeting: Allocate monies from budget for sport(s) assigned, including funds for food, lodging, and other expenses for scheduled athletic competitions/events; select necessary equipment and initiate procurement; determine mode of transportation and travel times to athletic events; plan and budget for replacement of uniforms and other equipment, as authorized.



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Eligibility: Maintain knowledge of general education requirements for student athletes; maintain specific knowledge of and apply 3C2A, and District progress, transfer, and graduation requirements; acquire and maintain knowledge of National Collegiate Athletic Association (NCAA) transfer rules; determine eligibility of student athletes under recruitment or participating in current programs; evaluate student athlete performance and make decisions concerning team placement(s) and level of participation; maintain knowledge of "Eligibility Center" processes and procedures and certification requirements.

Event Management: Secure facilities for assigned sport(s) athletic competitions/events taking place in the District; take responsibility for maintaining positive behavior of Assistant Coaches, student athletes, and team(s) in assigned sports, administering corrective and/or restorative action as warranted and under established District policies and procedures; secure photographers/videographers and equipment to film or otherwise record athletic competitions/events, as appropriate; develop and maintain positive rapport with sporting officials; accommodate needs of opponent athletes/teams and trainers with regard to dressing and other facilities utilized for athletic competitions/events, as appropriate and feasible; arrange for proper preparation of District facilities to be utilized for athletic competitions/events in assigned sport(s).

Equipment Procurement/ Inventory: Determine need for athletic equipment for assigned sport(s) and complete requisitions for procurement within budget allocations; research and specify sources and prices for athletic equipment to be procured, interfacing with Purchasing Department staff members, as appropriate; conduct yearly inventory of uniforms and other athletic equipment for assigned sport(s), classifying inventoried items by condition of equipment; prepare needs listing for ordering purposes; notify appropriate division staff member(s) upon receipt of athletic equipment for assigned sport(s).

Safety/ Supervision: Examine equipment for damage and/or wear and ensure item is suitable for use by student athletes; examine athletic competition/event facilities and practice facilities for obstacles, deterioration of surfaces, broken equipment, or other unsafe conditions and take immediate action to mitigate or eliminate safety hazards, as appropriate; conduct practice drills in a safe manner and teach safe techniques and safety consciousness to student athletes, as appropriate for assigned sport(s); develop individual athlete and/or team standards and rules for positive conduct at practices and for athletic competitions/events; administer District, Big 8 Conference and California Community College Athletic Association (3C2A) rules, including eligibility, conduct, and sporting requirements for assigned sport(s).

MINIMUM QUALIFICATIONS

Degrees/Experience: Incumbent must possess a Master's Degree in Kinesiology, Physical Education, Exercise Science, Education with an emphasis in Physical Education, Kinesiology, Physiology of Exercise or Adaptive Physical Education OR a Bachelor's Degree in in any of the above AND a Master's Degree in any Life Science, Dance, Physiology, Health Education, Recreation Administration, Kinesiology, or Physical Therapy OR the equivalent.

Licenses/Certifications: Incumbent must possess or be able to obtain prior to appointment a valid California Class C or higher driver's license, in order to accomplish official travel in District and/or privately owned vehicle.

Knowledge of: Physical Education, with advanced knowledge of skill development practices and techniques; teaching and student evaluation practices, methods, and techniques; current directions in Physical Education theory and research; equipment operation and usage, including safety and health requirements; inclusive and equitable teaching practices, methods, and techniques; culturally-responsive pedagogy/andragogy; methods to successfully support individuals with varying backgrounds, which includes persons with disabilities, various gender identities, various sexual orientations, individuals from historically underrepresented communities and other groups.



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Ability to: Provide interactive lectures in front of large groups of students; explain Physical Education concepts and elements in a clear, logical and student-centered fashion; interact effectively with students, peers, and administrative staff; work independently to solve problems; recognize variation in student socioeconomic backgrounds, abilities, and learning styles; be patient with students; maintain integrity, honesty, reliability, and cooperation; apply an equity-minded framework and ensure programs, services and processes are designed and delivered to meet the varying needs of all constituents; to interact and work effectively with a diverse population utilizing exceptional interpersonal and intercultural skills; exercise sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students, faculty, and staff.

PHYSICAL SUITABILITY REQUIREMENTS: Incumbent must be able to function effectively indoors and outdoors engaged in work of primarily an active nature and to accomplish the following, with or without reasonable accommodation.

Essential:

Constantly: Maintain cardiovascular fitness to engage in active physical effort and to function effectively under stressful competitive conditions.

Almost Constantly: Utilize vision (near and far) to read printed materials and score boards and to observe athletic competitions/events to evaluate student athlete performance; utilize hearing and speech for conversations, including telephonic and virtual; move about District environments and facilities utilized for athletic competitions/events; utilize manual and finger dexterity to write and to demonstrate use of athletic equipment and skill techniques; work in areas subject to exposure to dusts, mists, fumes, wet/damp surfaces, extremes of heat/cold, and moderately high levels of noise.

Frequently: Twist, turn, stoop, bend, and maintain balance to demonstrate athletic technical skills in assigned sport(s); utilize vision (near and far) and manual and finger dexterity to drive District or privately owned vehicle to accomplish official travel; work in areas subject to exposure to chemicals, caustics, and blood borne and/or other pathogens that may be encountered by applying first aid to injured athletes. Lift (from overhead, waist and floor levels, max. 100 lbs.), carry (max. 100 lbs.), and kneel to station athletic equipment for use at practices and to demonstrate technical skills in assigned sport(s); run, to demonstrate technical skills in assigned sport(s).

Occasionally: Operate stationary and mobile machinery and equipment used for assigned sport(s); work in areas subject to exposure to allergenic plants/materials and risk of falling from heights above ground level; wear personal protective equipment to protect skin, arms, hands and fingers. Push, pull, reach (from low and level), and climb to heights above ground level to station athletic equipment for use at practices and to demonstrate technical skills in assigned sport(s).

Faculty Salary Schedule, subject to placement at date of hire

FLSA exempt

SCFA bargaining unit status

Classification I, Bloodborne Pathogens Exposure Control Program