

Via Email – dated 1/22/07

Dear Mr. Spicer:

Please know that coaching positions in the school district are reviewed annually. The positions are essentially year-to-year positions with evaluations being made annually by the athletic department and high school administration and then forwarded to me and the school board for consideration and review.

For fall sports, these reviews usually take place in January because the board only meets for re-organization in December. A decision is then made whether to continue the program with the same Head Coach and Assistants that are recommended by the Head Coach, or open the position.

Since these are personnel issues, nothing is discussed in the open forum, but takes place in executive session. The final decision was made on Tuesday evening to open the position of Varsity Football Coach. I, along with the Athletic Director and High School Administration met with Coach Plack on Wednesday, following his work day, to inform him of the decision to open and advertise for the Varsity Head Coach position. We are in the process of preparing the job description for the position and will be posting and advertising, by no later than the end of this week. Beyond this personnel decision, there would be no formal action taken by the Board i.e. minutes, etc, as the positions are year-to-year.

You inquired about the Middle School positions. Those who are currently interested in continuing as assistants in the South Fayette Football program will have the opportunity to interview with the new Head Coach, once named. We believe that the Varsity Head Coach (in all sports) is in charge of the program and that coach must take responsibility for identifying the best team of assistants to develop a high quality program for South Fayette. The Coach is ultimately responsible for producing the results. In the interview process, we will clearly communicate the expectations and then it will be the coach who will find those who can help him to carry out that vision. This certainly may include individuals currently involved in the program – but this will be the decision of the Head Coach.

As for the timeline, we hope to begin the search very soon and will name a Head Coach as soon as possible.

Sincerely,

Linda Hippert

Linda B. Hippert, Ed.D
Superintendent of Schools
South Fayette Township School District
3660 Old Oakdale Road
McDonald PA 15057
412-221-4542, ext 413
724-693-3003 Direct Dial
412-389-6631 Cell Phone
724-693-0490 FAX

"All of our dreams can come true - if we have the courage to pursue them." ---Walt Disney---