Proposal for the ACS HS Archery "Assistant Coach" Paid Position
Submitted by: David S. Walker (Head Coach)
Date: August 8, 2026

Introduction

This proposal outlines the need for and benefits of hiring an Assistant Archery Coach in support of ACS Patriot Archery. The team has grown from 8 to a consistent 24 member team (male/female). Our season begins after Labor Day weekend with 2 weekly practices and shoots Friday evenings or Saturday mornings, all outside of the county. The team schedule has historically consisted of 8 regular matches, a KHSAA Region 2 shoot, and the NASP State Tournament (We have qualified every year) before closing out the season with an annual banquet in time for Spring Break. Our shooters consistently score in the 260s (300 a perfect score) and on average 20% of the team will shoot in the 270s with a lone team leader shooting in the 280s. All managed by a Head Coach and seasonal volunteers.

Purpose of the Position

- A paid assistant Archery Coach will have an immediate impact while supporting the Head Coach with continuity, consistency, and delivering a safe, effective, and competitive archery program that promotes student skill development, team growth, and school reputation.

Justification

- Safety and supervision: Archery requires constant, trained supervision to prevent injuries. An assistant coach increases the coach-to-student ratio, enabling closer monitoring during shooting, range setup, equipment checks, and emergency response.
- Skill development and individual attention: With an assistant, students receive more individualized instruction on form, tuning, and mental skills—accelerating progress and improving scores at matches.

- Program growth and retention: Additional coaching capacity allows larger rosters, beginner clinics, and after-school practice options, boosting participation and year-over-year retention.
- Competitive success and reputation: Better coaching resources improve athlete performance at matches and state meets, raising the school's profile and aiding future recruitment.
- Efficient practice management: The assistant can run warm-ups, target scoring, drills, and conditioning stations concurrently, increasing practice productivity and maximizing limited facility time.
- Equipment maintenance and logistics: Archery equipment requires maintenance, inventory, and setup for meets. An assistant shares these responsibilities, reducing wear, loss, and safety risks.
- Compliance and liability reduction: Trained coaching staff ensures adherence to KHSAA/NASP Archery rules and district policies, reducing risk exposure and potential liability.
- Equity and inclusion: A paid assistant enables programming for beginners, adaptive athletes, and outreach to underrepresented students, supporting school equity goals.

Roles & Responsibilities

The Assistant Archery Coach will:

- Take the lead in the absence of the Head Coach.
- Assist in designing and leading daily practices.
- Support and often lead Archer fitness.
- Monitor Archer shooting technique and practice routine IOT to prevent injury.
- Provide constructive criticism to Archers during and after matches and practice.
- Help manage Archery competitions to include participation by accountability, preparation, motivation, mentorship, and recovery.
- Maintain equipment, ensure safety protocols are followed, and contribute to a positive team culture.

Qualifications

Preferred qualifications include:

- Certified as a NASP Coach (BAI Number), renewed annually via the NASP organization, validated, and archived.
- Knowledge of competitive Archery fundamentals and a background in teaching techniques and training methods.
- CPR, First Aid, and NASP Certification (or volunteer to complete).
- Strong communication and organizational skills.
- Positive attitude and ability to motivate young athletes.

Estimated Budget

Item	Cost Estimate
Assistant Coach Stipend	$800 per year

Conclusion

Hiring a Paid Assistant Archery Coach is a strategic investment in the future of the Patriot Archery Team. With this support, we can provide a safer, more effective training environment and better support our athletes' development and success. I welcome the opportunity to discuss this proposal further and help implement this critical role.

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