

NAHS ATHLETIC DIRECTOR

Interview Process:

1. Position was posted December 14 - January 16, 2024
2. Dr. Michelle Ginkins and Jeanine Corson reviewed all eighteen (18) on-line applications.
3. We chose ten (10) applicants who met the requirements of this position.
4. We held our first round of interviews on January 30, 2024 and February 1, 2024. The following people served on the Interview Committee:
 - a. Dr. Michelle Ginkins, Dr. Travis Madison, Jamie Crick, Don Unruh, Rick Belcher and Jeanine Corson.
 - b. Each Committee member picked their top two candidates and turned them in to Jeanine Corson
5. When setting up the 2nd round interviews, the top candidate who was located in California, dropped out.
6. It was decided that we would repost on April 1, 2024 to April 12, 2024.
7. Dr. Michelle Ginkins and Jeanine Corson reviewed all nineteen (19) on-line applications.
8. We chose twelve (12) applicants who met the requirements of this position.
9. We held our first round of interviews on April 25, 2024 and April 30, 2024. The following people served on the Interview Committee:
 - a. Dr. Michelle Ginkins, Dr. Travis Madison, Jamie Crick, Don Unruh, Rick Belcher and Jeanine Corson.
 - b. Each Committee member picked their top three candidates and turned them in to Jeanine Corson
10. After reviewing the information gathered from the Interview Committees and discussing the qualifications, experience, strengths, and area of concerns for all the candidates, we chose three candidates to return for a second round.
11. 2nd Interviews for the top three candidates were held on May 8th, 9th & 10th, 2024 at New Albany High School.
12. The top three candidates spent the day as follows:
 - a. Cafeteria supervision with Assistant Principals/Dean.
 - b. Lunch and learn with the administration at NAHS and Jeanine Corson.

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- c. Met with the Building Supervisor and Events Coordinator
 - d. Spent time with the Interim AD, Don Unruh
 - e. Ended their day with Dr. Ginkins.
13. Dr. Ginkins checked references for all three candidates on or before their 2nd interview.
14. After reviewing the information gathered from the 1st and 2nd Interview Committees, reviewing their references and their vision and ideas for the Athletic department, Dr. Michelle Ginkins with the support of all committee members is recommending Shawn Garmon as the Athletic Director for NAHS.

Mr. Garmon if approved by the school board and if he accepts the position will be a non-certified administrator on staff. As a non-certified administrator his position will be at-will.

Salary: \$110,000
Days: 260

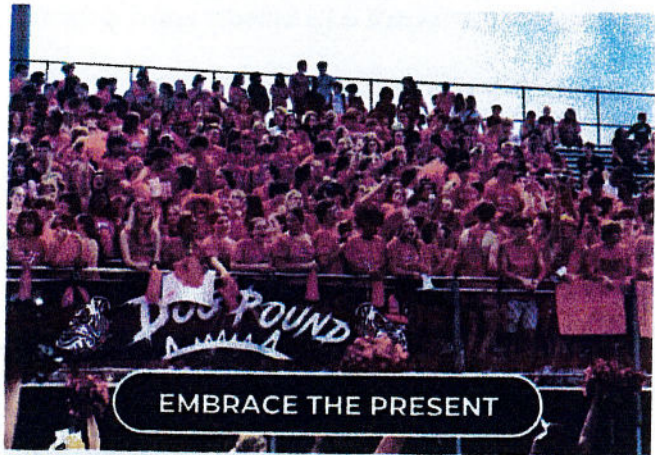
Fully benefitted to include medical, dental, vision, life insurance, vacation days, personal days, sick days and holidays.



SHAWN GARMON



HONOR THE PAST




EMBRACE THE PRESENT





INSPIRE THE FUTURE

SHAWN GARMON

CONTACT

 Sellersburg, IN 47172

 812.989.3902

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SKILLS

- Leadership
- Critical thinking
- Teamwork/collaboration
- Community involvement
- Supervision of events
- Coaching and mentoring
- Communication
- Policy development
- Marketing
- Strategic planning
- Financial administration/budgeting
- Fundraising

COACHING EXPERIENCE

1996-2003 New Albany High School
Assistant Baseball coach under Chris McIntyre

2003-2019 Teambuilding facilitator-
Facilitated corporate & non-profit
groups through low ropes teambuilding
courses

2021-2024 Scribner Middle School
Head 7th and 8th grade Boys Basketball
coach

AFFILIATIONS

- Member Southeast Christian Church
- SMS PTO 2018-present
- NAHS PTO 2021-present
- Leadership Southern Indiana
Discovery class of 2006
- Floyd Memorial Foundation Board
2010-2016

Accomplished, dynamic leader with a diverse background in athletics, education, and hospitality. Ability to handle multiple projects simultaneously with a high degree of accuracy. Ready to enrich the already proud tradition of New Albany High School athletics by promoting leadership, professionalism, sportsmanship and character.

WORK HISTORY

November 2023 - Current

Territory Sales Manager *Vertical Raise*, Louisville, KY

- Develop relationships with athletic directors and coaches in order to fulfill fundraising needs.
- Execute setup, organization, and delivery of funds for fundraisers in Southern Indiana and Louisville, KY.

April 2019 - November 2023

Personal Investor *Self-employed*, Sellersburg, IN

August 2004 - April 2019

General Manager/Owner *Wooded Glen Retreat & Conference Center-Sold 2019*

- Managed day to day operations of 55 room retreat and 20,000 square foot conference center employing 40+ workers on 567 acre property
- Hired, trained, and managed high-performing team of employees dedicated to achieving company goals.
- Managed budget development, forecasting, and financial reporting processes to track progress towards organizational objectives accurately.
- Established comprehensive employee training programs to develop skills, improve productivity, and maintain compliance with industry regulations.
- Formalized operational systems and procedures by developing and introducing employee handbook, detailed job descriptions and work-flow plans
- Cultivated strong relationships with clients, vendors, and partners to ensure long-term success and loyalty.

August 1996 - June 2004

Social Studies Teacher *New Albany High School*

- Developed positive classroom environment by fostering open communication, respect, and collaboration among students.

EDUCATION

1996

**Bachelor of Science Secondary Education - Social Studies
Indiana University Southeast, New Albany, IN**



Athletic Standards

Athletic Director

Will provide leadership for the development, evaluation, and support of the athletic program in accordance with the New Albany High School Mission Statement and the policies set forth by the Indiana High School Athletic Association. It is the responsibility of the Athletic Director to ensure a safe environment for ALL players, coaches, and fans. It is the responsibility of the Athletic Director to see that the entire athletic program lives the Vision and Mission of NAHS Athletics while attaining the strategic priorities that meet the needs of the students, coaches, and New Albany community.

Coaches

Will lead with integrity, trust, and mutual respect. They will build a sense of high self-esteem, a sense of responsibility, effective communication skills, and an appreciation for others. High character will be evident in the daily decisions made by the coaching staff. Coaches will coach to a higher purpose than winning. They will help the student-athlete to become the best athletically, academically, and emotionally by being a positive influence in their life.

Student-Athletes

Will carry themselves both on and off the field with high moral and ethical standards and will be required to adhere to all district, school, and athletic department policies. Sportsmanship, character, and accountability will be the foundation of success for our student-athletes. Student-athletes will promote the success of teammates and understand the importance of being a team player first. Will be open to constructive criticism and be willing to learn each and every day at practice.

Parent/Guardian

Will play an integral part of building a positive culture within our Athletic Department. The coach, student-athlete, parent partnership begins with effective communication and positive support. This connection will build trust, unity and commitment among our programs at NAHS. The parent/guardian will support, love, and encourage the student-athlete as this too will be the foundation of success for the student-athlete.

Community

The New Albany community plays an important role in building a positive culture within the NAHS Athletic Department. Fans are expected to display sportsmanship, support our coaches and players, and act as adults when attending events at NAHS. We will be committed to strategic fundraising. The execution of our strategic priorities will be assisted through cultivating relationships from individual donors, families, local businesses, and government entities.



Bulldog Core Values

Sportsmanship-

Together, we will understand we represent our families, coaches, administrators, and community when we wear the red and black. We will show the utmost respect for administrators, teachers, teammates, parents, coaches, opposing teams/fans, and referees/officials. We will win with honor, and be gracious in defeat.

Character-

Together, we will establish a set of team core values that reflect both performance (competitiveness, grit, effort) and moral character (integrity, respect, compassion, leadership.) We will recognize that moral character values will not be naturally learned and will be INTENTIONAL about incorporating these lessons into our practices. We will lead by example as professionals and be role models and mentors for our student athletes. We will coach to a higher purpose than simply winning.

Organization-

Together, we will create mission/vision statements for the NAHS athletic department. We will develop/alter necessary policies and procedures as needed for each sport/facility to ensure that events run smoothly and efficiently. We will develop consistent methods of communication for parents, players, and fans. We will develop a fundraising strategy designed to engage our alumni base while alleviating donor fatigue. We will clearly define roles and responsibilities in the athletic department and for event workers. We will develop a strategic plan with appropriate time frames.

Recognition-

Together, we will recognize our current teams, players, outstanding students and coaches by celebrating success. We will honor the past by giving special recognition to silver and golden anniversary teams each season. We will recognize team success in all New Albany feeder schools and use this as a recruiting tool to attend NAHS. We will identify student-athletes who aspire to play in college and help promote them to achieve their dream of being a collegiate athlete.

Excellence-

Together, we will create an environment for sustained excellence. We will strive for excellence in the classroom as well as the playing field. We will pay attention to detail to all aspects of our athletics program and become the standard for IHSAA schools.