

Attention Hooch XC member,

Welcome to our 2009 XC season. It has been a great summer and it is obvious to us that the team is ready to work hard and work together. We are excited to share something new with you. Starting this season, we will have an application process for the leadership of Hooch XC. We are hopeful that this will strengthen the leadership of this team and create a group of people committed to leadership and all that is involved with it. The purpose of this correspondence is to inform you about how we intend to select the leadership team. Team leaders are, of course, an important part of that team leadership. We intend to place more individual responsibility on our team leaders and have the team members, especially the leadership team, take greater *ownership* in the team. This makes this year's selection of team leaders even more important.

We are going to require that all individuals interested in being a member of the leadership team on the cross country team to submit a **letter** addressed to the coaches regarding said interest and **3 teammate's letters of recommendation forms**.

In the letter to the coaches you, the candidate, should state the following:

- Your *desire* to be a part of the leadership team
- *Why* you want to be a leader
- Your *vision* for the cross country team. Also what do you intend to do to help the team realize its potential and fulfill that vision.

This information is due to ***Coach McCarthy by the end of practice on August 14th***.

The 3 letters of recommendation from other runners on the team, should tell why they think you would make a good team leader and give examples. The format for this recommendation is attached. These can be emailed to Coach McCarthy or turned in to her at practice.

The question is sometimes raised, "what qualities are the coaches looking for in team leaders?" Below are some traits we find important in our leaders:

- Dependable (How much is he/she there?...on time?...does what we ask?)
- Work ethic (Is it consistent?)
- Respected by others on the team
- Liked by others on the team
- Always does his/her best
- A good communicator (Can he/she convey *our* ideas to the rest of the team as well as their own?)
- Maturity (How does the individual handle him/herself in all situations both in and out of team settings?)
- Thinks of the team before thinks of him/herself

The criteria that the coaches will use to judge the applicants and make their final selections will be:

- ❖ The content of the letter submitted
- ❖ Runner Recommendations
- ❖ Previous and current demonstration of meeting the above listed criteria
- ❖ Experience level with the team **

****Note:** First year runners will not be eligible to be team leaders. We might consider a second year sophomore, if he/she is a truly outstanding candidate. Primarily we are looking for the seniors and juniors to work together on this team to strengthen the leadership of this team. All applicants for leadership must have at least one year of experience on the Hooch XC team.

Letters must be ***turned in August 14th***. Candidates may submit them either by email (mccarthyc@fultonschools.org) or hand to Coach McCarthy. The coaches will announce the 2009 Leadership team on Monday, August 17th.

Please don't hesitate to talk to one of us if you have further questions about this process. This team is very important to us. We look forward to improving our program this year. Thank you ahead of time for your consideration in this program.

Sincerely,

Coaches McCarthy, Harris, Crooks, Murray