



Coach Information & Application Big Sky Autism Project

Thank you for your interest in being a Coach for Big Sky Autism Project (BSAP). Our organization is a 501(c)(3) tax exempt nonprofit with a passion for serving autistic (ASD) and other special needs individuals by *Improving Life Through Movement*.

The mission of BSAP is:

- To provide access to adaptive exercise programs specifically designed for individuals with ASD, other special needs, and their families.
- To improve the lives of individuals with ASD, other special needs, and their families through movement.
- To help foster a healthy lifestyle for the ASD and special needs communities.
- To raise awareness and promote acceptance and inclusion of the ASD and special needs communities.

Coaches are hired on a subcontractor basis and paid at a rate of \$15 per session per athlete. BSAP does not withhold income taxes and will send a 1099 tax form to coaches for tax purposes during tax season. It is the responsibility of the coach to pay applicable taxes on the income they receive through their subcontractor work with BSAP.

Additionally, coaches are required to carry personal liability insurance through Hands on Trade or the equivalent coverage through another insurance company. BSAP will pay for the personal liability insurance through Hands on Trade. If the coach is not able to be insured through Hands on Trade, BSAP will pay the equivalent amount to an insurance company of the coaches choosing as long as the coverage equal to that of Hands on Trade. Any difference in premium is the responsibility of the coach to pay.

Certain fitness equipment is required to hold sessions with athletes. BSAP will provide coaches with the equipment package necessary to hold sessions. It is the responsibility of the coach to store, transport, and keep the equipment in good working condition. If the equipment is lost, stolen, or misplaced, the coach is financially responsible for replacing the equipment.

Coaches will be trained by our Lead Coach and Certified Autism Fitness Professional. A minimum of six (6) training sessions with the Lead Coach will be required prior to coaches being able to work with athletes one on one. Of the six (6) required training sessions, at least two (2) sessions must be in-person with the Lead Coach. The remaining training sessions will be virtual unless the Lead Coach deems more in-person sessions are necessary.

ALL training session with athletes will be recorded for programming purposes. The Lead Coach will review the training sessions with the Coach in order to review the coach's performance and for programming needs of the athlete.

Successful applicants are required to sign a three (3) year service contract prior to the start of training to ensure BSAP resources are being well invested and for the continuity of the organization. The Coach may only work with athletes through Big Sky Autism Project while under their service contract.

Eligibility Requirements:

Applicants **must be:**

1. At least 18yrs old.
2. Able to lift and carry 25lbs.
3. Able to stand, bend, kneel, crawl, and squat for several minutes at a time.
4. Able to contact potential clients and schedule assessments and sessions.
5. Able to hold and conduct themselves in a professional manner at all times.
6. Able to commit to sessions and be consistent and reliable with their schedule.
7. Able to access the internet and be able to attend virtual meetings through Zoom or another virtual platform.
8. Able to record sessions and send them to the Lead Coach after each session.
9. Able to obtain personal liability insurance.



Conduct of our coaches is extremely important. Coaches represent the values, goals, and mission of BSAP while conducting official coaching sessions. Coaches are the public image of BSAP and are expected to conduct themselves in a courteous and professional manner.

Applicants **must not:**

1. Have been convicted of a felony or misdemeanor including, but not limited to, sexual/violent crimes, embezzlement, fraud, DUI, etc.
2. Use hate speech.
3. Discriminate against individuals based on age, race, gender, religion, disability, sexual orientation, nationality, or income.
4. Slander, harass, or diminish (in any way) the organization, board members, staff, affiliates, donors, clients, instructors, coaches, or the public.

Completed application materials must be emailed to Big Sky Autism Project at BigSkyAutismProject@gmail.com with the subject BSAP Coach App.

Required Application Materials:

1. Completed Application Form
2. Two (2) Signed Letters of Recommendation
 - a. Recommendations may be personal or professional and must contain the relationship to the applicant and contact information of the writer.

Please complete the following application to be consideration for a position on the BSAP Board of Directors. Incomplete applications will be rejected. You may attach additional pages if not enough space is provided for your answers.

Applicant Details:

Name:	
Address:	
Phone:	
Email:	
Date of Birth:	

1. Do you have previous experience working with special needs? If yes, in what capacity? (please provide details)



2. How do you handle stressful, high emotional situations, where the individual has a hard time regulating and calming down? If you have not been in a situation like this before, please say so and tell us how you would handle it hypothetically.

3. How would you make a space more sensory friendly for an athlete? (lighting, sounds, visually, etc)

4. Why do you want to be a BSAP Coach?

5. Have you been convicted of a felony/misdemeanor?

YES

NO

If yes, please provide details including nature of felony/misdemeanor and date of conviction.

The following are real-world scenarios that our coaches have encountered. Please respond with how you would handle each situation. Your answers will be used to gauge your understanding of autism, other special needs, and family dynamics as well as give use a baseline to work from for your coach training.

Scenario 1: An athlete's parent/caregiver continuously talks and distracts you while you are trying to instruct the athlete. How do you handle this situation?



Scenario 2: An athlete continuously passes gas or has poor hygiene during the session. There are no windows to help with dispersing the odor. How do you handle this situation?

Scenario 3: An athlete exhibits maladaptive behaviors with their parent/caregiver present, including aggression towards you. The parent/caregiver leaves the room. The athlete has a noticeable change in behavior and becomes more cooperative and less aggressive. The parent/caregiver returns and the athlete's behavior deteriorates again. How do you address this situation?

Scenario 4: A parent/caregiver is consistently late for their athlete's session by more than 10minutes. Your schedule is packed and you are unable to go over the allotted timeframe with the athlete in order to get all their exercises in without rushing the athlete and potentially causing a meltdown. The parent/caregiver uses the athlete as an excuse for being late. *"Eric wouldn't get in the car but I got him here as soon as I could."* *"Sara wouldn't put her shoes on."* How do you address this issue?



Scenario 5: An issue has come up with a parent/caregiver paying their session bill. They are not returning emails/calls from our office and are more than a month behind. BSAP's ability to pay you depends on clients paying for their athletes' sessions. You confirm your sessions with the client for the next day so you expect to see them. The office has told you NOT to continue with sessions until the client contacts the office and makes arrangements to get caught up on their bill. What steps do you take to help alleviate this situation?

Scenario 6: The Autism Fitness program is specifically designed for individuals with autism and other special needs. All the exercises work to build stability, endurance, and strength to help individuals live as independently as possible. However, a parent/caregiver wants you to add push-ups and sit-ups to the athletes' program. These exercises are not part of our approved Autism Fitness program. What do you do?

Scenario 7: An athlete is a "runner". This means they will try to escape or run from you regardless of their own safety. The space you use for your sessions is large with multiple doors, including emergency exits. There are several folding chairs and tables at one side of the room. The parent/caregiver will be in the room with you but this does not guarantee the athlete will not "run". In the parent/caregiver interview, you are given some interests that will normally hold the athletes' attention like watching YouTube videos or playing with toy cars. How do you prepare the space and yourself for handling and successfully completing a session with this client?



Scenario 8: A few of our exercises require the athlete to bend over or hold weights overhead. An athlete is completely non-verbal. They make high-pitched sounds and humming noises to communicate. You notice the athlete is making a new high-pitched noise while opening their mouth as wide as they can then closing their mouth and running in place. You notice the athlete does this new behavior when they come up from the Scoop Throw and then again when they do the Overhead Press with the weighted sandbell. The athlete seems to be uncomfortable. The parent/caregiver is in the room during the session. What do you do?

Scenario 9: An athlete has a bad tooth and cannot go to the dentist for a month. The parent/caregiver does not want to miss their weekly sessions as they help regulate the athlete by expending their energy which helps reduce their meltdowns and maladaptive behaviors. Taking into account that exercises like the Scoop Throw and Overhead Press builds pressure in the head, how would you handle this situation keeping in mind the best interest of the athlete?

I acknowledge, understand, and agree to the eligibility requirements to be considered for a coaching position with Big Sky Autism Project. The information I have provided in this application is true and accurate. Providing false or incomplete information will result in the immediate denial of my application and termination of my coaching position if hired based on false information.

Signature of Applicant (written or typed)

Date

Printed Name of Applicant