



# SEASON DEBRIEF CHECKLIST FOR LEADERS

**DON'T JUST FINISH THE  
SEASON, LEARN FROM IT.**


This check-in is designed for directors, athletic directors, and organizational leaders. Use it at the end of the season to evaluate your program's infrastructure, culture, and support systems through an equity lens with a specific focus on what girls experienced. The goal is to surface the organizational gaps that coaches can't fix alone.

*Rate each item: ✓ In Place | ~ In Progress | ✗ Not Yet*

## 1. Facility & Access

*Was the physical space designed for her—or adapted as an afterthought?*


- Locker rooms provided private changing spaces, not just open benches
- Every restroom stall was equipped with a lined garbage can and free menstrual products
- Facilities were well-lit, clean, and accessible to athletes with disabilities
- There was a private space for managing leaks or wardrobe changes without walking through public areas
- Positive, diverse images of female athletes were visible in the facility
- The venue was safe and accessible for athletes of all racial and ethnic backgrounds

 *Reflection: If I walked through our facility as a 13-year-old girl on her period for the first time, what would I experience?*

## 2. Uniforms, Gear & Swag

*Did she have choices that made her feel confident—or was she handed something designed for someone else?*

- Style & Size Choice:** Uniforms are available in multiple styles (e.g., shorts and leggings) and a full, continuous size range.
- Leakage Anxiety Mitigation:** White or light-colored bottoms have been eliminated from standard kits.
- Inclusive Policies:** There is a written policy allowing uniform modifications for religious, cultural, or personal reasons

 *Reflection: Did we receive any uniform-related complaints or workarounds this season? What do they tell us?*



### 3. Coaching Climate & Staff Development

*Did our staff have the training and tools to create a girl-centered environment?*

- All coaches completed at least one Coaching HER® or gender-responsive training module this season
- Coaches used gender-neutral, inclusive language consistently across the program
- Our coaching staff included female and diverse role models
- We held at least one structured debrief or reflection conversation with each coach
- There was a zero-tolerance policy for body talk, body shaming, and appearance-based commentary and it was enforced

*Reflection: Which coach on our staff grew the most this season and what made that growth possible?*

## 4. Athlete Voice & Feedback

*Did girls have a safe way to tell us the truth and did we act on what they said?*

- We provided an anonymous feedback channel (survey, feedback box, digital form) for athletes to share concerns
- Feedback was collected on facility comfort, uniform satisfaction, coaching communication, and sense of belonging
- Athletes had a voice in at least one decision-making process (uniforms, practice design, team norms, events)
- We reviewed and acted on athlete feedback, not just collected it
- Parents were surveyed or engaged in program feedback

*Reflection: If I only looked at our participation numbers, what would I miss about what girls actually experienced?*

## 5. Retention & Equity Metrics

*Are we measuring what actually predicts whether she comes back?*

- We tracked girls' participation and retention by age cohort, specifically watching the 11–14 drop-off window
- We can identify where and when girls left the program (and whether we know why)
- We measured belonging, not just registration (through surveys, feedback, or qualitative data)
- Equity metrics (facility access, uniform satisfaction, coaching climate) were part of our program review, not just win/loss records
- We compared our girls' retention rates to boys' programs and investigated any gaps

*Reflection: Did we receive any uniform-related complaints or workarounds this season? What do they tell us?*



# OUR THREE ORGANIZATIONAL PRIORITIES FOR NEXT SEASON

Based on this debrief, what are the three most important changes your organization will make before fall?

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

Who owns each priority? \_\_\_\_\_

By when? \_\_\_\_\_

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