

MyCoachingTree® Coach-Friendly Score Methodology

Overview

The MyCoachingTree Coach-Friendly Score is a comparative ranking designed to evaluate how supportive Texas public school districts are as long-term employers for athletic coaches. Scores are derived exclusively from publicly available Texas Education Agency (TEA) data and are calculated consistently across districts and years.

Data Sources

- TEA PEIMS Teacher Master Files
- TEA PEIMS Non-Teacher Master Files
- TEA PRU Payroll Files
- TEA District Accountability Summary
- School Years 2021–2022 through 2024–2025

Key Definitions

DISTRICT represents the district identifier. PERSONID_SCRAM represents the unique employee identifier. An individual is classified as a coach if any PRU pay type field contains the designation “UIL ATHLETICS.”

Retention Calculation

Retention measures year-over-year continuity of employment within the same district. Districts averaging seven or more coaches per year are evaluated using coach-specific retention. Districts below this threshold are evaluated using certified teacher retention to ensure statistical reliability.

Compensation Calculation

Compensation is evaluated using normalized pay ratios derived from PRU payroll data. Coach compensation is used when coach thresholds are met; otherwise, teacher compensation is used. All compensation values are normalized to a 0–100 scale to preserve differentiation.

Academic Accountability

Academic accountability ratings are sourced directly from the TEA District Accountability Summary. Letter grades are converted to numeric values for scoring purposes while the original A–F rating is retained for display.

Score Weighting

The final Coach-Friendly Score is calculated using the following weights:

- Retention: 50%
- Compensation: 30%
- Accountability: 20%

Rankings & Designations

Scores are combined into a final 0–100 Coach-Friendly Score and translated into a five-star rating. The highest-performing districts are designated as the MyCoachingTree Top 250.

Attribution & Ownership

This document was created by **Sidekick by MyCoachingTree** and verified by **MyCoachingTree staff**.

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