



## Quadrian Banks 2020

### PERFORMANCE GOALS

#### Performance goal #1

In accordance with the Strength & Conditioning Strategic Goals:

1. Continue to work with the Schottenstein facility staff professionals to keep the Mike Conley Jr weight room at its best operationally. Having all full-time, part-time, and volunteer staff on same page for daily facility operations.

- Coaching notes

**Quadrian Banks** *Apr 13 2020 12:56PM*

Improve on communication with Schott staff (formally, informally).

**Heather Mason** *Aug 2 2020 8:46PM*

Coaching Session #2: April 14, 2020 (11:00am)

(with Mickey Marotti, Asst Athletic Director for Football Sport Performance & Heather Mason, Senior Director for Sport Performance)

Has established a great working relationship with the other strength coaches working out of the Schottenstein Weight Room, Jeremy Hoy and Chris Friend. Have had 3-4 formal meetings with them to discuss their ideas for the renovation. Thinks the facilities crew are on the same page with cleaning and operational needs for the weight room.

- Year-end supervisor comments

Performance Review: June 5, 2020 (1:30pm)

(with Mickey Marotti, Asst Athletic Director for Football Sport Performance & Heather Mason, Senior Director for Sport Performance)

Due to the pandemic, we have not been back on-campus in our facilities. Coach Banks fulfilled this goal to

the best of his ability.

## Performance goal #2

2. Implement and maximize sport technology in the Schottenstein facility. Namely the Eliteform (velocity based training).

- Coaching notes

**Quadrian Banks** *Apr 13 2020 1:00PM*

Dive into Velocity Based Training and Force Plate practical application as it applies to training Collegiate Mens Basketball. Become an expert with additional tools.

**Heather Mason** *Aug 2 2020 8:47PM*

Coaching Session #2: April 14, 2020 (11:00am)

(with Mickey Marotti, Asst Athletic Director for Football Sport Performance & Heather Mason, Senior Director for Sport Performance)

Having the Elite Form installed in February, Coach Banks has been educating himself on velocity based training. Being inseason and in the middle of a program, men's basketball didn't use much. Having an abrupt end to the season due to COVID-19, he was not able to delve into the equipment post-season.

- Year-end supervisor comments

Performance Review: June 5, 2020 (1:30pm)

(with Mickey Marotti, Asst Athletic Director for Football Sport Performance & Heather Mason, Senior Director for Sport Performance)

Due to the pandemic, we have not been back on-campus in our facilities. Coach Banks fulfilled this goal to the best of his ability.

## Performance goal #3

3. Lead and assist in developing and building the premier Basketball Performance Training facility in the world.

- Coaching notes

**Quadrian Banks** *Apr 13 2020 1:01PM*

Budget and timeline concerns due to COVID-19.

**Heather Mason** *Aug 2 2020 8:48PM*

Coaching Session #2: April 14, 2020 (11:00am)

(with Mickey Marotti, Asst Athletic Director for Football Sport Performance & Heather Mason, Senior Director for Sport Performance)

Coach Banks was an integral member of our team to drive the Schottenstein Weight room renovation. He worked well with the other members to discuss ideas and think inclusively of all teams training out of the room. The project is set to start construction in May with widening the nutrition center for a nutritionist/intern office space and constructing a thoroughfare between the Weight room and WBB storage to create a cardio equipment space.

- **Year-end supervisor comments**

Performance Review: June 5, 2020 (1:30pm)

(with Mickey Marotti, Asst Athletic Director for Football Sport Performance & Heather Mason, Senior Director for Sport Performance)

FY20 Budget has been frozen and the FY21 budget has not been addressed. Therefore the Schottenstein Weight room renovation project looks to be on-hold or will be pushed to the next fiscal year. We will need to adjust the budget due to expired quotes for the project.

## Performance goal #4

4. Continue to connect and develop relationship with S&C and Athletic Department staff .

- **Coaching notes**

**Heather Mason** *Aug 2 2020 8:49PM*

Coaching Session #2: April 14, 2020 (11:00am)

(with Mickey Marotti, Asst Athletic Director for Football Sport Performance & Heather Mason, Senior Director for Sport Performance)

Thinks his relationships have improved with our entire staff. States the difficulty to connect authentically when on-campus since we are spread out. More staff meetings and restructuring the intern program this winter has helped. But the Zoom calls during telework have been the connector. We will be able to keep connecting this way after we return on-campus.

- **Year-end supervisor comments**

Performance Review: June 5, 2020 (1:30pm)

(with Mickey Marotti, Asst Athletic Director for Football Sport Performance & Heather Mason, Senior Director for Sport Performance)

Coach Banks made a considerable effort to assist the staff and connect in his own way. Going out of the way to get the staff box seats for a rock concert in the Schott really showed he cared about them. Also Quadrian did a phenomenal job during "Our Own Clinic" zoom presentations, sharing his journey and lessons learned.

The staff's feedback really was super positive and connected on another level.

## Performance goal #5

5. Continue to push for consistent, clear, and objective communication with the athletic performance support team.

- **Coaching notes**

**Quadrian Banks** *Apr 13 2020 1:02PM*

Staff change and APT meetings have greatly assisted in improving communication and making work environment much more efficient and enjoyable.

**Heather Mason** *Aug 2 2020 8:50PM*

Coaching Session #2: April 14, 2020 (11:00am)

(with Mickey Marotti, Asst Athletic Director for Football Sport Performance & Heather Mason, Senior Director for Sport Performance)

Coach Banks thinks the Athletic Performance Team meetings are "night and day" from last year in a very positive way. With a change of nutritionist and athletic trainer, he believes the current group has a great working relationship and can be direct with each other in a constructive manner. It "comes down to trust".

- **Year-end supervisor comments**

Performance Review: June 5, 2020 (1:30pm)

(with Mickey Marotti, Asst Athletic Director for Football Sport Performance & Heather Mason, Senior Director for Sport Performance)

In the fall, Coach Banks did a terrific job in the transition of athletic trainers, stated by the Women's Basketball Athletic trainer, Jen Novak, who was the Men's Basketball team oversight during the hiring process. Helping the new athletic trainer and new sport nutritionist meld with the Men's Basketball team quicker than on his/her own, Quadrian's actions reflected our Culture Playbook. Having complete Alignment; his behavior showing an investment of Time, Care, and Listening; lead to earning Trust and building Uncommon Bonds.

## PROFESSIONAL DEVELOPMENT GOALS

### Professional development goal #1

1. Visit Coach Todd wright, Los Angeles Clippers (basketball), visit James Harris, Cleveland Indians (management), CSCCA (S&C network), and UT Austin Olympic (utilizing S&C resources).

Have had to adapt to ZOOM calls for continuing education.

- **Coaching notes**

**Quadrian Banks** *Apr 13 2020 12:58PM*

Limited budget (due to COVID-19) and travel will adjust this goal to more virtual professional development (online seminars/clinics, phone calls, expanding network).

**Heather Mason** *Aug 2 2020 8:52PM*

Coaching Session #2: April 14, 2020 (11:00am)

(with Mickey Marotti, Asst Athletic Director for Football Sport Performance & Heather Mason, Senior Director for Sport Performance)

Due to the pandemic, our travel has been halted. These trips will be to be replaced by Zoom meetings.

- **Year-end supervisor comments**

Performance Review: June 5, 2020 (1:30pm)

(with Mickey Marotti, Asst Athletic Director for Football Sport Performance & Heather Mason, Senior Director for Sport Performance)

Coach Banks completed numerous Zoom meetings with professionals throughout this telework time. We encourage him to keep reaching out to others to learn different ways other staffs will transition back from the pandemic.

## Professional development goal #2

2. Obtain my MSCC distinction from the CSCCa. (**will receive May 2020**)

- **Coaching notes**

**Quadrian Banks** *Apr 13 2020 1:04PM*

With budget concerns (due to COVID-19), interesting to see the perceived value of obtaining such distinction.

**Heather Mason** *Aug 2 2020 8:54PM*

Coaching Session #2: April 14, 2020 (11:00am)

(with Mickey Marotti, Asst Athletic Director for Football Sport Performance & Heather Mason, Senior Director for Sport Performance)

Coach Banks is set to receive his MSCC jacket in a ceremony during the national convention in May. We are able to send his family to Orlando to celebrate with him. With the pandemic, we are very doubtful this conference will be in person.

- **Year-end supervisor comments**

Performance Review: June 5, 2020 (1:30pm)

(with Mickey Marotti, Asst Athletic Director for Football Sport Performance & Heather Mason, Senior Director for Sport Performance)

The MSCC distinction was honored by the CSCCa without the ceremony. We are hopeful that next year we can honor Coach Banks during the celebration and have his family present in Texas, his home state.

## Professional development goal #3

3. Learn and develop additional skill sets within performance space to maximize student-athlete experience (massage, manual technique, mobility, Olympic lifting technique)

- **Coaching notes**

**Quadrian Banks** *Jun 5 2020 10:48AM*

Similar to some Performance Goals, anything dealing with travel and continuing professional development will have to be adjusted to virtual, or tele-work, etc. to coincide with stay at home order (COVID-19).

**Heather Mason** *Aug 2 2020 8:56PM*

Coaching Session #2: April 14, 2020 (11:00am)

(with Mickey Marotti, Asst Athletic Director for Football Sport Performance & Heather Mason, Senior Director for Sport Performance)

Talked about the FRC circuit and teaching in a group setting. Much of a basketball strength coach's professional development visits happen in May, after the season. Unfortunately all will be virtual.

- **Year-end supervisor comments**

Performance Review: June 5, 2020 (1:30pm)

(with Mickey Marotti, Asst Athletic Director for Football Sport Performance & Heather Mason, Senior Director for Sport Performance)

Coach Banks was able to take advantage of the virtual clinics: Coaches vs Covid; Basketball Sport Performance Symposium; Hammer Strength Basketball Performance 4 Clinic; and Plae Webinar featuring female strength coaches to gain sport specific knowledge and learn different philosophies. Really appreciated Coach Banks' openness to learn from Samantha Moore, NC State strength coach, discussing her dissertation "Menstrual Cycle Determined Periodization in Team Sport".

## Professional development goal #4

4. Improvement of interpersonal skills. Namely **patience** while maintaining urgency and upholding standards and core values.

- **Coaching notes**

**Heather Mason** *Aug 2 2020 8:58PM*

Coaching Session #2: April 14, 2020 (11:00am)

(with Mickey Marotti, Asst Athletic Director for Football Sport Performance & Heather Mason, Senior Director for Sport Performance)

Teleworking from home has taught him another level of patience and productivity. He's had to adjust and wake up early before his family to get a head start. He is learning to find balance in what needs to get done from Ohio State but perspective to realize why we are here, global pandemic. Patience is key having no answers about our future.

- **Year-end supervisor comments**

Performance Review: June 5, 2020 (1:30pm)

(with Mickey Marotti, Asst Athletic Director for Football Sport Performance & Heather Mason, Senior Director for Sport Performance)

Coach Banks is set to return to work on-campus June 15. He has shown an amazing amount of patience with this process especially since basketball was just added recently. We haven't had two months to prepare like the other facilities, WHAC and Schumaker. Truly appreciate his teamwork, collaboration, and trust in the process.

## Professional development goal #5

5. Improve time efficiency and effectiveness. So that roles as a husband, father, coach all continue an upward trajectory. Mainly, develop ultimate efficiency with work related task and prioritizing to be able to spend as much time with family as possible. (COVID-19 assisted greatly in improving both efficiency/effectiveness) of work)

- **Coaching notes**

**Heather Mason** *Aug 2 2020 9:00PM*

Coaching Session #2: April 14, 2020 (11:00am)

(with Mickey Marotti, Asst Athletic Director for Football Sport Performance & Heather Mason, Senior Director for Sport Performance)

Not having a lot of positives of a global pandemic, but Coach Banks has found one, more family time. Blending telework and family time continues as we are not set to return in the next month.

**Heather Mason** *Aug 2 2020 9:03PM*

**Heather Mason** *Aug 2 2020 9:02PM*

**Heather Mason** *Aug 3 2020 7:31AM*

**Coaching Session #1: December 3, 2019 12:00pm**

**(with Mickey Marotti, Assistant AD for Football Sport Performance – Notes are from Coach Marotti)**

Quadrian did not have his goals ready.

Showed him where they need to go and this needs to be done ASAP. Follow up meeting discussing particular performance goals and how they work with our departmental strategic plan. Also professional goals of development and his plan to reach these goals.

**Coaching Session #1 NOTES**

- Quadrian has exhibited a more positive attitude and better communication with staff.
- Need to get APT notes on time Oct and Nov late.
- Discussed deep understanding of trust and the importance of universal facility congruency. Must be able to trust that these facilities are running the same way, although they are different. Always adhere to the policies and procedure manual. This has to be followed
- Discussed the importance of 2 APT meetings in-season for basketball and take notes of any side meetings with trainer and nutritionist. Discussed the importance of making an impact on the student athletes and how much influence you can have. That is one of the reasons that the strength coach is to run this meeting. Very important for high profile sport like basketball to be on point with the APT. Also talked about if a coach is not present, that Ops director and player development can be there in place, mostly in season.
- Talked about what the differences between high performance of strength coaches and trust. We need to be able to trust Quadrian in all aspects. He also needs to be able to trust me and Heather. We are here for him. Not trying to bring him down. We are trying to support him in every endeavor.
- Talked about how important it was for a connection between Heather and myself and between staff. Have really made it a point to work towards this strategic planning departmental goal. Q said it has been extremely beneficial to have Heather present in



Schott. He feels more connected and in tune with everything.

- Discussed the possibility to get a more in-depth evaluation of staff. Stated that the Heather, myself and the sport coach doesn't necessarily paint the full picture of the performance of strength coach. I agreed whole heartedly and talked about the ultimate goal to have directors in each facility who evaluated other staff members like we have set out to do all along.
- Discussed that the entire staff has the same motive, objective, and purpose why he or she became a strength coach. We are here to support and direct our staff and not to dictate.

- **Year-end supervisor comments**

Performance Review: June 5, 2020 (1:30pm)

(with Mickey Marotti, Asst Athletic Director for Football Sport Performance & Heather Mason, Senior Director for Sport Performance)

Having established an organized schedule that worked with our staff and his family was crucial to maintaining some type of control in this changing environment. Excited to see Coach Banks new principles learned when he returns to on-campus work this month. Hoping he can still blend both environments at a high level where he feels fulfilled and accomplished in both worlds.

## EMPLOYEE SELF REVIEW

- **Accomplishments:**

Obtained the distinction of Master Strength and Conditioning Coach (MSCC) in May 2020.

- **Strengths:**

Communication

Leadership

Management

Consistency

Focus

- **Opportunities for improvement:**

Patience

- **Opportunities for developments:**

No opportunities for development have been entered.

## COMPETENCIES

### Job Knowledge

#### **Manager Comments :**

Performance Review: June 5, 2020 at 1:30pm with Mickey Marotti & Heather Mason

Quadrian has really worked to seek knowledge from other basketball colleagues in the business to better his skillset. He continues to expand his network and explore his resources. Due to the pandemic, Quadrian could not travel to the sports-specific conferences across the country but continually sought weekly webinars and virtual conferences to better himself.

#### **Employee Comments :**

In the performance space, after communicating with several professionals in various fields, I feel good about the trajectory of our wholistic performance program, measures we take to ensure student athlete safety, and research/continuing education sought after to keep training efficient, effective, and engaging to our players.

**Overall Rating :** Performance Meets Expectations

**Employee Rating :** Performance Meets Expectations

### Productivity & Quality of Work

#### **Manager Comments :**

Performance Review: June 5, 2020 at 1:30pm with Mickey Marotti & Heather Mason

HM- Having seen on a daily basis Quadrian's passion and energy to train men's basketball and women's cheer is contagious for all staff. He spends time to be deliberate and prepared. His athlete's feel his dedication and investment in them. One of his basketball player's commented, "Q goes above and beyond in everything he does. He practices what he preaches to us."

On the road with Women's Basketball at the Big 10 tournament, I was able to converse and assist the Women's Cheer team in the hotel fitness center. One cheerleader mentioned, "Q takes time to care about our individual needs and has a program that is best for us." Basketball strength coaches are on the road more than the majority of our strength coaches. Coach Banks makes time, deeply cares, and shows great quality of work with his other responsibilities as well, having behaviors attributed to Ownership and Alignment (Our Culture Playbook).

**Employee Comments :**

As always, various methods are constantly sought after, looking for ways to improve our student-athlete training experience. From work flow, to soft skills, teamability connection tools, and effective robust training, our athletes continue to come first in our priorities.

**Overall Rating :** Performance Exceeds Expectations

**Employee Rating :** Performance Exceeds Expectations

## Communication

**Manager Comments :**

Performance Review: June 5, 2020 at 1:30pm with Mickey Marotti & Heather Mason

Communication with his sport staff and players has always been great. Where Quadrian has grown tremendously is his growth with the Buckeye Sport Performance staff. He collaborates, shows patience, and speaks his opinion now but in a mindful way. Leadership asks that he work on making deadlines with APT notes and keep increasing the depth of explanation within those notes. Men's Basketball is a program where others can learn from the operational processes and decisions made within the Sport Performance Team; however, if those discussions are not recorded the other strength coaches and teams cannot benefit. During the pandemic, Coach Banks realized the gravity of communicating timely, accurate scheduling information, as many other departments relied on us to function, and executed well within the framework.

**Employee Comments :**

When the situation warranted, communication was timely, needed, and effective. It has been a personal point of emphasis over the past year to continue to develop and enhance communication tools especially in the midst of uncertain future and constant change.

**Overall Rating :** Performance Meets Expectations

**Employee Rating :** Performance Exceeds Expectations

## Teamwork

**Manager Comments :**

Performance Review: June 5, 2020 at 1:30pm with Mickey Marotti & Heather Mason

We believe he sees the vision of our department and has bought-in to our Culture Playbook. He knows that he can be a valuable contributor to our staff. Our hope is that he continues to lean-in. With his basketball team, he has a "whatever it takes" mentality. We want him to continually show this with the strength staff.

**Employee Comments :**

The overriding sense of team has been with our APT (Athletic Performance Team). The relationships and work environment of the athletic trainer, nutritionist, in conjunction with other support staff with the basketball (and Cheer) programs is at an all time high in recent history. More is being done in terms of servicing the athletes with using the full capability of our resources than arguably has ever been before. That is a testament to the APT team and the collaborative teamwork involved.

**Overall Rating :** Performance Meets Expectations

**Employee Rating :** Performance Exceeds Expectations

## Personal Conduct & Accountability

**Manager Comments :**

Performance Review: June 5, 2020 at 1:30pm with Mickey Marotti & Heather Mason

“He practices what he preaches”, from a Buckeye basketball player. “100% invested”. “He builds relationships with the players”. Quadrian has really stepped up and leaned in to build relationships with our staff. Taking time to understand leadership rather than judge leadership has been paramount in building bonds. Best shown in how his called meeting with Coach Marotti and Coach Mason in the fall to discuss an employee’s actions. He had concerns and questions and showed a high level of emotional intelligence and patience which led to a transparent, open discussion amongst all of us.

**Employee Comments :**

Goal is to always hold myself to a high personal standard, conduct myself with integrity, and remain humble and grateful for the opportunity to coach at a high level. It is exciting to begin to see this recognized at the management level.

**Overall Rating :** Performance Exceeds Expectations

**Employee Rating :** Performance Exceeds Expectations

## Leadership

**Manager Comments :**

Leadership

Performance Review: June 5, 2020 at 1:30pm with Mickey Marotti & Heather Mason

Coach Banks has invested in our interns and given opportunities that would not be accessible to them. He integrated with the staff to help restructure the intern program this winter, after the Internship Director left in January. Coach Banks also took an active role in working with the team to create a great plan for the Schottenstein Weight room. When we lost the Women's Basketball position, Coach Banks asked how he could assist. In our Departmental Strategic Goals, we are striving for operational congruency, especially facility congruency. This year we took major steps in the Schottenstein Weight Room and need Coach Banks' leadership to take us to another level with the operation of that facility in 2020-21. All of those examples are exactly what leadership wants from an Assistant Director. Coach Banks talked about leading a complete Sport Performance Department in the future. We are excited to collaborate and integrate him in more administrative duties and processes to give him more experience and more frame of reference for his future endeavors.

**Employee Comments :**

Leadership opportunities present themselves every day with managing and coaching two different teams. I embrace the challenge to be a consistent and responsible leader to my athletes and those influenced by my actions.

**Overall Rating :** Performance Meets Expectations

**Employee Rating :** Performance Exceeds Expectations

## Management (if applicable)

**Manager Comments :**

**Employee Comments :**

**Overall Rating :** No competency rating has been selected.

**Employee Rating :** No competency rating has been selected.

## Academic Success of Program (Coaches Only)

**Manager Comments :**

**Employee Comments :**

**Overall Rating :** No competency rating has been selected.

**Employee Rating :** No competency rating has been selected.

## Competitive Success of Program (Coaches Only)

**Manager Comments :**

**Employee Comments :**

**Overall Rating :** No competency rating has been selected.

**Employee Rating :** No competency rating has been selected.

## Commitment to Compliance (Coaches Only)

**Manager Comments :**

**Employee Comments :**

**Overall Rating :** No competency rating has been selected.

**Employee Rating :** No competency rating has been selected.

## Student-Athlete Welfare (Coaches Only)

**Manager Comments :**

**Employee Comments :**

**Overall Rating :** No competency rating has been selected.

**Employee Rating :** No competency rating has been selected.

## Budget Management (Coaches Only)

**Manager Comments :**

**Employee Comments :**

**Overall Rating :** No competency rating has been selected.

**Employee Rating :** No competency rating has been selected.

## Public Relations/Donor Relations (Coaches Only)

**Manager Comments :**

**Employee Comments :**

**Overall Rating :** No competency rating has been selected.

**Employee Rating :** No competency rating has been selected.

Performance Review: June 5, 2020 at 1:30pm with Mickey Marotti & Heather Mason

Would like to challenge Coach Banks to continue to strive to be the best version that he can be. To take all the lessons learned from this past year and continue develop moving forward.

The one thing that we all learned and respected this past year regarding Quadrian was that we all found out what kind of coach and teammate he is. I would challenge him to keep developing these bonds amongst teammates, view our decisions from the elevated level we are at, and lend experiences and knowledge to make us all better.

Continue to network outside our department as well as within our strength staff. Collaborate amongst each other and offer information from his dealings with peers in the profession. Continue growing to a director level.

## YEAR END PERFORMANCE RATING

Performance Meets Expectations

## YEAR END EMPLOYEE COMMENTS

The employee humbly strives to improve in all areas, those countable and viewed in this employee evaluation and those that are not as heavily reviewed. It is the wish and feeling of the employee to explore the idea of an evaluation that weighs heavily takes the voice, opinions, and evaluations of those professionals that are in daily contact and can evaluate the employee to another degree of scrutiny. It is an appreciated improvement to take into the account the athletes opinions their feedback. I feel as though the next step is to let the professionals that work both with and for the employee to speak as to degree of acumen and professional aptitude.

## ELECTRONIC SIGNATURES

**Manager name :** Heather Mason  
**Employee name :** Quadrian Banks  
**Manager signature & date :** Heather L Mason Aug 3 2020 4:24PM  
**Employee signature & date :** Quadrian Banks Aug 3 2020 3:42PM