

# FY2024 • Ryan Day • Performance Plan

**Status: Complete**

## GOALS & OBJECTIVES

---

### Performance Goal #1

**Performance Exceeds Expectations**

On Field: Beat TUN, Win the Big 10 Championship, make the College Football Playoff and Win the National Championship.

Off -Field: 3.0+ team GPA, 2025 top 5 recruiting class

### Comments / Coaching Notes

*- Ryan Day on 5/10/2024 6:45:20 AM*

## PROFESSIONAL DEVELOPMENT

---

### Professional Development Goal #1

**Performance Exceeds Expectations**

Become expert in end of game management with new 2 min warning rule change. Research and study best practices for upcoming playoff post season with potential for 16+ games (trainings, roster management, depth) . Constantly in search of best NIL practices at other universities and teams.

### Comments / Coaching Notes

(none)

## YEAR-END SELF REVIEW

---

### Accomplishments:

Top 5 recruiting class 5th straight year (247). Added 6 impact players in the transfer portal in winter.  
██ #2 Ranked Defense in Country - Total Scoring. 2 top 10 wins. 11-2 final record.

### Strengths:

Communication  
Emotional Intelligence  
Competitiveness  
Football IQ  
Organization  
Integrity  
Work Ethic

### Opportunities for improvement:

Delegating responsibilities better, especially on offense. Holding assistant coaches accountable for production and performance of units at high level.

### Opportunities for developments:

Find ways to enhance Circle of Care for betterment of student-athletes.

## YEAR END PERFORMANCE RATING

---

## Performance Exceeds Expectations

- Work is consistently efficient, accurate, reliable and, timely; is of superior quality and goes beyond the expectation of the performance objective or core competency.
- Work is a model for reflecting and supporting the values of The Ohio State University and Department of Athletics.

## YEAR END MANAGER REVIEW

---

It has been my greatest blessing to work with Ryan. I will miss many people but none more than Ryan.

He continues to be exceptional with personnel management, recruiting character and talent (academic and athletic), putting the players in position to be successful of the field and on it, and contributing greatly to the overall culture of the department.

Ryan's growth as a leader is has been such a joy to witness and be a small part of. He is passionate, caring, and driven to be successful. He operates with empathy, care, compassion, and strength. The players gravitate to him because they know he cares.

He continues to do an amazing job being present in the community. The events, or programs he is or has been involved in are numerous and his presence is felt.

He exceeds expectations in many areas.

## SIGNATURES

---

**Manager Signature:**

eugene smith

5/11/24 9:39am

---

**Employee Signature:**

Ryan Day

7/23/24 9:37am

---

