NEW LAMBTON FOOTBALL CLUB INCORPORATED

NEW LAMBTON FC JUNIORS

COACH DEVELOPMENT ACTION PLAN 2023

Introduction

The Vision for New Lambton FC Juniors is for us to be the leading and most respected local community football club and to support and promote football to ensure it is the largest and most popular sport for males and females.

Our Talent Development Goals are:

1. Developing teams and opportunities which nurture talent and develop future professional players

Our Talent Development Strategic Priorities are:

1. Empowering the Coaches to be at the Heart of Player Development
2. Increasing Opportunities for Talented Girls
3. Increasing Depth and Quality of Talented Players
4. Developing Better Coaches

Football Australia believes that coach development should be:

Flexible – offering a range of learning opportunities to meet the needs of players and coaches

Accessible – support is available at a time, place and cost to meet specific needs of the coach

Inclusive – coach development is for EVERYONE

Recognised – coaches that implement positive coach behaviour should be recognised and valued

It is widely accepted that player retention is vital to any sport and club. Football Australia research shows that the main reason for players leaving our sport is poor coaching.

Best practice suggests that “on the job” training provides optimum results and therefore delivery of coach education and support of coaches within the club environment would provide the best opportunities for coaches and positive experiences for young players. A minimum requirement is that the sessions are safe, organised, enjoyable and engaging; therefore support and feedback will predominantly focus on coaching behaviours.

With the majority of coaches involved in football being volunteers, there is a limited ratio of accredited coaches to players nationally. This poses a challenge that needs to be tackled with a new approach that may already be in place to a certain degree in some clubs. Best practice and recent research conducted by the ASC suggest that “on the job” training and support is not only what club coaches generally prefer but also gives the best results in coach development. Support of coach development and of coaches within the club environment will provide the best opportunities for coaches and positive experiences for young players.

Who Are Our Coaches?

The coaches at our Club are volunteer coaches.

Volunteer coaches are mostly parents / caregivers who coach because their children are involved. Their primary motivation is seeing their child having fun and achieving something.

They see coaching as a good way to spend time with their children and feel that their involvement sets a good example.

Many may be “new” coaches: they may never have coached or played football before; some may have been coaching for a while.

Whether they are new or have some experience, they are all developing and can be susceptible to criticism – they are just volunteers trying to help.

They are happy to help when asked, but they aren’t beating down the door. They are satisfied as long as they feel useful and valued.

They don’t want to be overburdened, so we need to be conscious to not pile extra tasks on them.

Coach Recruitment

We rely heavily on the parents / caregivers of our players to volunteer to be coaches of our teams.

There are a number of steps that we take for recruitment:

- Announce the coaching openings on our Club website, TeamApp and other social media channels.
- Message our existing coaches letting them know we’re recruiting. They may have friends or previous colleagues who would be perfect for the job!
- Communicate with our network. We get in touch with our Club members, their parents and our current sports teams and spread the word.

Diversity and inclusion is something incredibly important to consider when doing any “recruiting” for our Club - not least for a coaching position. We always ensure that our Club provides equal opportunities and we are conscious to be mindful of unconscious bias - this is incredibly important. Our coaches will ALWAYS be “recruited” based on their suitability for the job, and factors like race, religion, sexual orientation or gender identity will NEVER come into play.

How Do We Train and Support Our Coaches?

We have an action plan (this document) in place to recruit, train and support coaches.

We have a Team Coach Position Description that clearly outlines the requirements and expectations of the role.

To ensure that all of our coaches have a minimum standard of knowledge and are competent and confident, the Club ensures that all our coaches complete the Laws of The Game online course.

All coaches must be registered with Play Football.

We are actively involved in the FFA Club Coach Coordinator (CCC) Program.

We provide resources and support, all available on or via the NLFCJ website.

We shall also:

- Initiate induction programmes for new coaches.
- Monitor and mentor Club coaches and provide support based on their needs / wants.
- Assist coaches to develop and review their practice and reflect on their behaviours.
- Ensure the coaches have access to appropriate learning opportunities and resources including websites, courses, and workshops.
- Value the contribution of the coaches by welcoming them at their commencement and thanking them at the conclusion of the season.
- Create a positive, safe and non-threatening environment in which players and coaches feel that they can try new things, make mistakes and learn.

What Are Our Expectations?

Our coaches should:

- be a good fit for the club and should both believe in and embody your club values and principles
- be committed to the team, should be on time and should set a good example for players
- be prepared for training sessions and for team games, utilising their experience to develop appropriate and beneficial training sessions for your players.
- be successfully developing the skill level of your players
- get your players responding positively
- be getting good feedback from players, club members and any supporters of the club
- be able to handle any challenging behaviour or personal circumstances within the team

What Training Is Available?



1. MINIROOS GRASSROOTS FOOTBALL CERTIFICATE – DISCOVERY PHASE

For coaches training 5-9 year old players.

The 3 hour course is fully practical and encourages the coach to develop practices that are based on FUN.

The emphasis is on natural development i.e. learning by PLAYING football.

No coaching but organising FUN football exercises is the key to helping players build a love for the game.

Another highlight of the course is that the coaches are exposed to basic rules of the game as well as tips and hints on building a football culture in a completely practical setting.

2. SKILL TRAINING CERTIFICATE – SKILL ACQUISITION PHASE

For coaches training 9 - 13 year old players.

In the Skill Acquisition Phase the coach MUST focus on building a solid foundation of Technical Skill.

The course is conducted over 14 hours, is fully practical and deals with the development of the 4 Functional Game Skills:

1. First Touch
2. Striking the Ball
3. Running with the Ball
4. 1 v 1

These four Core Skills make up 95% of the actions of any outfield player during a game of football which is why it is critical to train these actions repeatedly so that the players have the opportunity to develop their ability to perform them more effectively during a game.

3. GAME TRAINING CERTIFICATE – GAME TRAINING PHASE

For coaches training 13 - 17 year old players.

In the Game Training Phase the coach's aim will be the development of tactical awareness, perception and decision making through a game related approach to training.

The course is conducted over 14 hours, is fully practical and provides the coach with training sessions designed to help the players apply the Functional Game Skills in a team setting using the FFA endorsed '1-4-3-3' formation.

4. SENIOR COACHING CERTIFICATE – PERFORMANCE PHASE

For coaches training players 17 and above.

In this Phase the coach prepares the team for a competition environment where winning becomes the main aim. Training focuses on solving football problems, based on match analysis. FOOTBALL CONDITIONING also becomes a key part of the course

The course is conducted over 14 hours and assists the coach by providing model sessions on solving football problems.

5. GOALKEEPER TRAINING

For coaches training goalkeepers of all ages and abilities at a Grassroots and Community Level.

The Community Goalkeeper Coaching Course is a 16 hour course that caters for all levels of playing ability from discovery phase through to seniors and is based on engaging goalkeepers in activities that support their development through a game sense approach.

The course is player focused and based on the delivery of goalkeeper sessions that are Safe, Well Organised, Enjoyable and Reflected.

Upon completion of the Community Goalkeeper Coaching Course the participant will be able to:

- Identify the training requirements of goalkeepers,
- plan practices appropriate to goalkeepers needs,
- identify methods to make training inclusive for all participants, implement basic principles of goalkeeper coaching,
- conduct relevant, safe and engaging goalkeeper sessions,
- select appropriate methods to enhance performance,
- adapt the effectiveness of their coaching behaviours through self-reflection.

How Is Coach Performance Reviewed?

Many people believe that performance for Club coaches lies in the number of games won or lost. This is an important metric, and whilst it's nice to win, it's not everything. There are a number of other performance indicators to consider when reviewing the performance of a coach.

1. Is the coach a good communicator? Are their expectations of the team communicated clearly?
2. Are they providing guidance to your players and offering them support when it's needed?
3. Can the coach handle pressure? How do they behave when your team is losing or has been given an unfair penalty, for example?
4. Is the coach inspiring? Do they believe in what they say and do your players believe it?
5. Are you seeing an improvement in morale and attitude within the team?
6. Are you seeing an improvement in skill level within the team?
7. Are you seeing an improvement in sportsmanship within the team?
8. Is the team's performance improving as the season is progressing?
9. Is the coach able to get the team, the club members and the supporters to buy into their vision?
10. Does the coach make your club a better place?