

MBSC Recreational Development Plan



Objectives and Overview

It is the mission of MBSC to both develop the technical ability of the youth player and also to increase the effectiveness of our volunteer coaches. To that end, this plan is intended to address both of those needs by providing a regimented weekly training sessions for recreational (rec) players and also offering a bi-monthly coaches training session. This plan is intended to operate within the allocated budget set forth by the BOD for rec training. These efforts will be directed by the club's Director of Coaching (DOC) in concert with the Head of Coaches (HOC), with agreement with the Board of Directors (BOD). It is expected that the volunteer coaches and staff will facilitate these efforts as best they can.

Development of the Rec Player

In the past, MBSC like most clubs has operated strictly as a one-team one-coach model. This is to say that all rec players were divided up and assigned to volunteer coaches who then in turn executed and fulfilled all of the coaching requirements for the season. This allowed players and parents to be part of a team and learn aspects of the game and life through the team environment. From time to time a limited amount of club sponsored training was offered to the rec player usually no more than a single session of professional training per season. In most cases, this offer was never even exercised or implemented. Thus, rec training was sparse, inconsistent, or nonexistent.

Going forward, MBSC would like to continue to keep our rec players centered on a single team with a single coach but also introduce and institutionalize an age-specific training regiment across the rec player pool. This would be in the form of a single training session directed by the DOC. The session would run for 60 minutes and occur at the same day/time from week to week. The session will be age-appropriate technical skills training focusing on the development needs of that player group. The expectation is to have each rec player group progress from week to week to accomplish an increase in overall skills by the end of the season. The rec coaches will be expected to conduct a single practice on their own during the week at their discretion in addition to conducting the regularly scheduled weekend game. It is also expected that the rec coach will attend the DOC led training sessions from time to time to observe and facilitate the session. If needed a facilitators schedule will be implemented and distributed to the rec coaches. The DOC will also share coaching points with the rec coaches from week to week to help them emphasize and reinforce the specific skill that was introduced.

Development of the Rec Coach

In the past the Club has hosted youth coaching modules, reimbursed coaches for attending licensing courses, distributed coaching media, and encouraged coaches to increase their abilities in any way possible. While those activities are generally positive and the club will continue to engage in them they, nonetheless, reached a limited number of participants. To that end, the club will now provide a coaches training session. The frequency of the session will depend on the schedule and prioritization of the DOC's time will be done with the DOC, and Head of Coaches (HOC). It is the intention to conduct the coaches' training session at least twice per month.

The coach training sessions will cover the different aspects of coaching such as, but not limited to, technique (striking, dribbling, tackling, etc) and the practice progression (warm-up to skills work to game related). The sessions will be hands on and all coaches will be encouraged to participate.

In a nutshell, the major change to our program will be the addition of the weekly age-specific training session for the entire rec player pool. The rec coach will then be required to only conduct one team practice per week. Making this modification allows for the continuation of the "team" experience which we think is

an important part of playing soccer while incorporating a high level of training that was previously unavailable. By changing our program in this manner we expect to accomplish:

- Higher individual skills: Players will progress through a battery of skills improving week to week.
- Higher player confidence: Increased individual skills will promote self-confidence and increase player enthusiasm and participation.
- Coaching examples: Rec coaches can and are encouraged to participate in the weekly player training sessions.
- Coaching training: Specific sessions designed to instruct, encourage, and engage the rec coach.
- Increase in skills per age group: The overall gap between players should narrow and opportunities for players to transition to comp programs at older ages should materialize
- Lighten the load on rec coaches: Decreasing the expectation and/or requirement for the rec coach to conduct two practices per week should elevate some of the obstacles for volunteer coach participation.

Obstacles

The main obstacles to making such a change as this are twofold. First, as always the paradigm shift for some people will need to be overcome. No doubt, a few might react to change in a negative way at first but over time the benefits of this plan will outweigh their initial hesitation. Second and more real, is the scheduling challenge that will need to be worked out concerning the DOC as the main resource for this plan's implementation. The DOC's time is split between club directed training and activities (such as this plan), comp team training, and individual training, with club and comp training being the priority. As such, a schedule needs to be put in place that allows for both of those efforts to be fulfilled satisfactorily. An additional challenge will be the staggered start at the beginning of the fall season of different age and competition groups. All scheduling of the DOC needs to fall within the budget set forth by the BOD and allocated for rec training.

Execution

This remains a work in progress as the Fall registration numbers are not finalized. Based on estimated rec player enrolment for U14 and below this is where we currently stand (as of 7/21/08):

Estimated Fall 08 Rec Enrollments

<u>Age</u>	<u>Gender</u>	<u>players</u>
U6	coed	49
U8	coed	20
U8	girls	24
U10	coed	20
U10	girls	20
U12	coed	14
U12	girls	12
U14	coed	4
U14	girls	14

The club has estimated that it will compensate the DOC for up to 7 hours per week during the rec season for appropriate training sessions. For execution of this plan under that constraint a decision on what to focus on has to be made. Below is a possible breakdown of hours that best fits the goals of this plan within the constraints stated above.

Target Audience		Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12
Coaches		1.0		1.0	1.0	1.0		1.0		1.0		1.0	
U6	All				1.0				1.0				1.0
U8	Coed	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
U8	Girls	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
U10	Coed	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
U10	Girls	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
U12	Coed	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
U12	Girls	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
U14	Girls		1.0				1.0				1.0		
Total Hour Per Week		7.0	7.0	7.0	7.0	7.0	7.0	7.0	7.0	7.0	7.0	7.0	7.0

As is stands from above, the DOC would provide weekly training for all rec age/gender groups from U8 through U12. U6 and U14 would get monthly training provided from the DOC and U14 boys were omitted because that group is expected to move to a neighboring club because of the small numbers. The U6 once/month would be appropriate as the U6 typically only have one practice per week. Changes to the above plan can be made by swapping allocations between the U14, U6 and coaches group if warranted. The schedule above will allow for a large number of rec players to be exposed to ongoing training and also proved bi-monthly coaches training thus accomplishing our goals to develop the rec player and coaches. This is only an estimated schedule. Actual schedule will be subject to calendar constraints. Another option would be to conduct more coaching sessions earlier in the season if merited.