

Club Coach Coordinator

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Primary Purpose of the Position

To provide a relevant and valued coach support in the club environment and to monitor and mentor coaches to conduct appropriate quality basketball activities that will enhance the players and coaches experience

Responsibilities

Delete as appropriate to your club

- Support a positive club coaching culture and enjoyable player experiences
- Monitor and mentor new and inexperienced club coaches based on their development needs
- Promote inclusive practice within the coaching at the club
- Recruit and encourage diversity in candidates to take up coaching roles
- Provide access to up-to-date information and professional development opportunities including observing senior coaches and model sessions
- Present parents with relevant information at the start of the season and communicate at regular intervals
- Liaise with Club administrators and relevant Association/State Coach Development staff
- Conduct surveys to establish and monitor levels of satisfaction
- Contribute to report at the conclusion of the project

KPI's

- Player and Coach retention rates of 75%
- TBC level of satisfaction of parents with coaching
- TBC level of satisfaction of coaches with support provided

Key relationships

- Club administration
- Club Coaches
- Parents

Selection Criteria

- Well respected within the Basketball community

- Current Basketball Australia coaching accreditation
- Minimum of 2 years coaching experience at club level
- An understanding of the coaching behaviours required and expected with children and youth athletes
- Strong communication skills
- Positive and approachable personality



Season Plan

Pre-season

- Welcoming communication to the new season for both returning and new Coaches
- Organise event to induct new coaches and ensure all contact details and accreditations are up to date
- Meet with or seek information on Coaches development aspirations for the season ahead

In Season

- Support the coaches. This will take different forms for each coach. Ensure both parties are clear on how it will work
- Build and develop the relationships with all the coaches
- Keep reinforcing key coaching messages of providing safe, organised, enjoyable practices and team environments
- Use your experience to know when to offer assistance to new coaches or support to experienced ones
- Monitor agreed overarching coaching behaviours
- Monitor and support coaches on coach/life balance
- Always follow up any observations with the REVIEW process (listed below)
- Maintain records on any suggestions both from you and them on changes that could be made next year

Post Season

- Send out survey for feedback
- Acknowledgment and thank yous

“BY THE WORD LEARNING, I DO NOT MEAN THE COLLECTION OF INFORMATION BUT THE REALIZATION OF SOMETHING WHICH ACTUALLY CHANGES YOUR BEHAVIOUR” W.T. Gallwey, The Inner Game of Tennis

REVIEW TOOL

Ensure that any time you observe a coach you base your feedback on agreed non negotiables within understood parameters. Some examples are

- Safety – Is the session delivered as per the session plan with the correct equipment in a safe location?
- Organised- Is the session well delivered with smooth transitions and as per the session plan?
- Engaging – Are the athletes maximising their potential touches and for 80% of the session engaged in Basketball related activities and not idle or listening to a presentation.
- Reviewed – Was the coach satisfied with the session and themselves upon self-reflection

As the Coach Coordinator with each one of these you can go through the review process.

R- Reassure the coach. Make sure this is honest and authentic and you are positive and complimentary

E - Establish what the aims were. What was the coach trying to achieve and what did they expect the outcome to be for the athletes

V- Visit different options through questioning. Some examples would be, what were you happy with, what could have been done better, was there something you would have done differently there?

I – Identify what the next steps are.

E – Emphasise and Summarise the key points. This can only be done if the CC is actively listening during the review. This is beneficial for both parties as it ensures understanding and agreement for both.

W- Work ons. Assist the coach to develop some specific learnings they can undertake to establish long term development.

Tips for CCC'S

When working with coaches at your club

Creating a Supportive Environment

- Acknowledge their commitment to development and thank them for allowing you to help them develop
- Make sure your presence is a comfort and not a distraction or an imposition
- Provide feedback on their schedule and format initially to allow most engagement and if required propose an alternative following that
- Remember to let the coach, coach.
- Stay off court and out of eyelines of both coach and athletes
- Only become involved in the session if requested by the coach or to prevent an accident
- Ensure you observe not only the coach but also the impact of the coaches actions on the participants.

Reviewing

- If possible, have a copy of the session plan
- If this is a follow up review, work with the coach in advance if there is a specific section of the review, they would like you to focus on.
- Arrange in advance of the session when the coach would like to sit down and review the session and get their self-reflection.

Coach Post Season Survey

Some suggestions of satisfaction questions clubs can ask their coaches are;

- Support was provided in a friendly and approachable manner
- I was helped to be well organised
- I was helped to deliver engaging practices
- I was supported in my understanding of technical skills/knowledge
- My contribution was recognised
- I was provided support to resolve any behavioural issues
- I was assisted with communication to parents/guardians

As a Coaching Coordinator you should also establish the following;

- Their plans for next season
- The value they gained from the program for themselves, their abilities and their team
- What they would like more of next year.

