

# Player and Coaching Development Plan

## **PREAMBLE:**

The LISA technical committee have identified a number of priority items that need to be addressed within the district. This list of items has been widely circulated. Members of the committee have had several meetings with principals from the BCSA and others to explore the ways and means by which technical development can be advanced within the district.

In order to assist in the process the LISA board has hired a part-time technical administrator. The BCSA through their executive director, technical administrator, and head coach have been very supportive in this process. At a recent meeting the BCSA president also affirmed full board support to the processes that are underway.

All parties are in agreement that in order for elementary and advanced player and coaching development to progress, there must be "buy-in" from the member clubs, players and coaches toward which these initiatives are directed. It is also important to have administrative structures that support the programs and communications channels that clearly communicate needed information to all concerned. To this end the LISA board, through the member clubs are committing considerable funds to support the identified objectives. Following is a brief summary of some areas under active development. A general outline of the financial support being given to these items is included at the end of this document.

## **GENERAL PHILOSOPHY**

In recent months and years much discussion has been given to relative ranking of Canada in the world of soccer. The recent "Blue Print for Success" circulated by the CSA, outlines a process by which we may improve programs for National level players and coaches. In BC, the BCSA also oversee programs that provide training and assistance to players at the high end.

While the LISA board will likewise continue to support high end players and coaches, it is recognized that unless programs and opportunities for novice, recreational and entry level players and coaches are provided we will not produce sufficient players or coaches to replenish our needs at the next level. Strong mini, bronze, copper and silver programs will translate into strong gold, select and metro programs. Of course, the reverse is also true. We must, therefore, resist the temptation too tier more and more teams to the gold, metro and select level at the expense of the teams on the copper, bronze and silver levels. Any club that has attempted to field two gold teams will know first hand the difficulties that can bring. It is observed that grass roots sports organizations (e.g. districts and clubs) that tend to place a higher emphasis on the elite versus their recreational players and coaches will suffer a greater attrition of both players and coaches. Such organizations will often go into decline.

As a second observation, a lack of experience in the system can also create unrealistic expectations. Players, parents and coaches on their first transition through youth soccer (e.g. U6 – U11, then to U12 – U18) sometimes tend to think the game played by the older age groups will be a simple continuation of that which they have experienced at the younger age levels. In other words, that success at mini will translate into success at 11-a-side. The learning curve for many of these parents and players will be very steep. The development of a mini age player into a competent young adult player is a process filled with many variables. Predictions about future success is hit and miss at best as it is very difficult to predict the path a young person may take in the process.

Bearing these thoughts in mind, the LISA technical committee will work to develop programs and opportunities that benefit equally players and coaches at all levels of skill and interest.

## **COACHING DEVELOPMENT:**

**Objective: To provide continuing opportunities for Club, Metro and Select league coaches to update the level of their certification.**

1. The LISA technical administrator is actively working work with member clubs and with the BCSA technical department to ensure that sufficient coaching certification courses are made available to all who desire to participate. In September and October, 2001, nine Community Coach Youth Junior and Senior courses were completed.
2. In the spring of 2002 a "B" licence preparation program was provided for 12 for coaches. In July 2002, five coaches from the Lower Island participated in the Provincial "B" Licence program at Shawnigan Lake. It is a goal of the LISA technical program to have at least one "B" licensed coach in every club in the Lower Island. The LISA will provide opportunities within the metro and select program for coaches to gain the experience necessary to attain this higher level of certification. Opportunities will also be provided for coaches to do contact work within the Identified Player (Provincial) and Player Development (Local) Programs within the Lower Island.
3. The LISA is co-operating with the VISL and the LIWSA to provide greater coaching certification opportunities for coaches within those organizations. It is recognized that both the VISL and the LIWSA can be a valuable training area for older youth age players. In furtherance of this goal the VISL has recently committed to sponsoring one coach from each of their 86 teams to participate in one of Community Youth Senior course over the coming year. Both the VISL and the LIWSA will be afforded an opportunity to have qualified coaches from within their organizations participate in the "B" licence preparation course.

**Objective The LISA through the technical committee will work toward developing and promoting non-certification coaching courses for novice entry coaches and others who do not desire to complete the certification program.**

1. It is understood by all parties that a great majority of the coaches are seconded from the

parent population. While these parents are a dedicated and valuable resource, many do not have a strong soccer background and many do not wish to participate in a formal certification program. In recognition of this fact, the BCSA offer a four-hour introductory coaching program that is designed for these individuals. The LISA technical committee will be promoting either this program or a modified form of this program for training within this area.

**Objective: To work with the BCSA and others to arrange seminars, training sessions and other educational programs that will be of benefit to players, coaches and administrators in the district.**

1. The BCSA will assist to provide speakers who have provincial, national and international level qualifications. The district will provide the venue and advertising.
2. The LISA will continue to seek out individuals to give courses who have special skills that would be of interest within the district.

## **PLAYER DEVELOPMENT:**

**Objective: To ensure that youth players at all age levels are afforded training and skill enhancement opportunities at a level appropriate to their stage of development.**

1. Player training will be advanced by increasing the number of coaches who have taken either a certification or introductory level training course.
2. The technical committee in co-operation with district clubs will work to develop standards to be applied to the mini soccer programs.
3. The board will explore the development of a closer association with private soccer training schools whose interests are primarily grounded within the district. This could include identifying their programs to our general membership, providing a description of their training, identifying the principals in the organizations and providing dates of training or special events that are being offered.
4. The LISA board will continue to develop, refine and promote the metro and select soccer programs within the district as one means by which players may achieve the highest level of playing challenge and instruction.

5 In co-operation with the BCSA head coach, the metro and select selection (tryout) processes will become the initial means by which players are identified for participation in the Provincial Development Programs (PDP).

6. The LISA technical committee in co-operation with the BCSA head coach and technical

department will work to identify the means by which continuing advanced player training can be provided to "identified" players within the district. It is understood by all parties that weekly participation by lower island players in the BCSA High Performance Centre in Burnaby is not feasible. Alternative methods to accomplish this advanced training needs to be explored.

7. The technical committee will explore the need for district sponsored training programs in areas where there is a demonstrated need or interest.

## **DISTRICT AND CLUB HEAD COACHES:**

**Objective The LISA board and technical committee will explore the ways and means all clubs can be encouraged to access the services of a head coach/technical director. In addition, the district will explore the feasibility of obtaining the services of a part-time head coach/technical director to oversee and co-ordinate district wide technical and player development programs.**

## **Discussion:**

It is generally agreed that the appointment of a head coach/technical director within a club is a resource that can greatly assist a club in improving the continuity of their soccer programs.

It is also recognized that a part-time district head coach/technical director is needed to co-ordinate a number of similar such activities at the district level. The possibility exists that funding from outside sources could be made available to assistance in achieving this objective.

## **PARTNERSHIPS:**

**Objective: The LISA board will seek out partnerships that will encourage and advance the interests of soccer within the district.**

1. The board will continue to work with other soccer organizations in furthering the general goals of soccer within the district. These organizations include the VISL, LIWSA, VISRA and the Upper Island.
2. The board will also seek share common interests with and support other soccer organizations such as the Victoria United and Victoria Star of the Pacific Coast League, along with the University of Victoria men and women's soccer teams.
3. The LISA will seek partnerships with soccer organizations in other countries where soccer has a higher profile. This will be done in the hope of gaining from their greater experience.

### **FINANCIAL SUPPORT FOR THE 2001-2002 PROGRAMS:**

The LISA board, member clubs, other district associations and individuals have committed considerable funding toward reaching the objectives outlined in this paper. The following provides a summary of that funding:

District Technical Administrator (6 months funding approved

by district clubs for the 2001-2002 season) \$ 5,000.00

Community Coach Junior and Senior Courses \$20,000.00

"B" Preparation Course \$ 2,400.00

Metro and Select Program \$30,000.00

Identified Player Training \$20,000.00

Speciality Courses (e.g. Keeper Clinics, etc.) \$ 2,000.00

District and Player Contributions to Identification Camps \$ 2,500.00

VISL funding committed to Coaching Certification Programs \$ 8,600.00

Reserve Contingency Funding carried over from the 2000-2001 season \$ 7,600.00

Referee Training Programs (Class 5, 4 and 3) \$ 15,000.00

**Total Funding committed specifically to Program Development \$113,100.00**

**Total Funding committed to the BCSA and the CSA through player**

**registration fees \$115,000.00**

**Total Funding committed to the LISA from District Clubs for general**

**program development (in addition to above) \$ 95,000.00**

**Grand Total \$323,000.00**

In addition to the above, the eleven local soccer clubs provide all funding necessary to maintain the club system which is the bedrock of soccer within the district. The total club budgets (not including the fees forwarded to LISA and thereafter to the BCSA and CSA) received from player registration, sponsorships and other sources is in the order of: **\$800,000.00**

These funding figures do not include the very considerable "in-kind" services provided by the many thousands of volunteers who coach, administer or otherwise assist in running the soccer programs that take place over the course of every season.

The LISA board through the development committee and others will continue to seek funding assistance from the BCSA, other provincial organizations and will be actively seeking sponsorships as a means to improve and expand the programs outlined in this paper.

**FUNDING FOR 2002 – 2003 PROGRAMS**

Will be in the same order a magnitude as for the 2001 - 2002 season.