



**HALIFAX CITY
SOCCER CLUB**

PRINCIPLES GUIDING US

**Maximize Time.
Right to be Heard.
Right to Play.
Embrace Mistakes.
We are Guests.
Delay Selection.
Supporting Coaches.
Individualized Development.**

TECHNICAL PLAN

DESIGN

HOW WE ARE GOING TO GET THERE

- DEVELOPMENT FRAMEWORK
 - PROGRAM RESOURCES
 - CLUB PEDAGOGY
- ACCESSIBLE ENGAGEMENT MODULES
- RECRUITMENT STRATEGY

DELIVER

WHAT WE ARE GOING TO DO

- WE WILL COMMIT TO OPERATIONALIZE OUR GUIDING PRINCIPLES ON A DAILY BASIS.

REVIEW

WHAT WE ARE GOING TO LEARN

- UNDERSTAND THE ENGAGEMENT OF CLUB COACHES
- IDENTIFY POTENTIAL MEMBERSHIP GROWTH
- GAIN INSIGHT HOW TO IMPROVE OUR PROGRAMS

ACCOUNTABLE TO SUPPORTING COACHES

Design a plan/priorities for yearly objectives. (2023-25)

INVESTIGATE PRIORITIES FOR THE REMAINDER OF 2023

CREATE A TIMELINE FOR 2023

REPEAT FOR 2024 & 2025

Design Sessions & Resources to support Club Framework & Programming

CREATE PROGRAM RESOURCES FOR GRASSROOTS & PERFORMANCE PROGRAMMING

CREATE A SESSION DATABASE THAT IS ACCESSIBLE TO ALL COACHES AND VOLUNTEERS

CREATE PROGRAM RESOURCES FOR SUPPORTING PROGRAMS (GOALKEEPING, DISABILITY, INCLUSION, ETC)

Design and Implement a Deliberate Coach Mentorship Program within the Club

CREATE A CALENDAR WITH ALL FORMAL COACH EDUCATION OPPORTUNITIES TO INTEGRATE INTO YEARLY OPERATIONAL CALENDAR

IMPLEMENT ONGOING INFORMAL AND FORMAL COACH MENTORSHIP THAT SUPPORTS THE INDIVIDUAL

CREATE WORKSHOP AND GUEST COACHING OPPORTUNITIES TO SUPPORT COACH DEVELOPMENT



DESIGN

DEVELOPMENT

BECOME A LEADER WITH DEVELOPMENT PROGRAMS

Design and Implement a Feedback & Recommendation process for all programs

CREATE AND IMPLEMENT A FEEDBACK PROCESS TO STREAMLINE REGISTRATION AND PLAYER PLACEMENT/TEAM FORMATION

CREATE AND IMPLEMENT A COACH FEEDBACK PROCESS FROM CLUB TO COACH & COACH TO CLUB

CREATE A DATABASE TO STORE ALL PLAYER AND COACH FEEDBACK SEASON TO SEASON



DESIGN

DEVELOPMENT

BECOME A LEADER WITH DEVELOPMENT PROGRAMS

Maximize Time

DELIVER A PROGRAM WHERE COACHES ENSURE SESSIONS HAVE A HIGH AMOUNT OF BALL MOVING TIME DURING THE SESSIONS

OPERATE WITHIN A CULTURE THAT VALUE PUNCTUALITY

Embrace Mistakes

OPERATE WITHIN A CULTURE WHERE COACHES ARE COMFORTABLE WITH MISTAKES OCCURRING USING THEM AS LEARNING OPPORTUNITIES

OPERATE WITHIN A CULTURE WHERE COACHES CREATE ENVIRONMENTS AND ENCOURAGE PLAYERS TO TRY NEW SKILLS CHALLENGE THEMSELVES WITHOUT FEAR OF FAILURE

OPERATE WITHIN A CULTURE WHERE COACHES ARE VULNERABLE WITH BOTH PLAYERS AND STAFF WHEN NECESSARY

Individualized Development

OPERATE WITHIN A CULTURE WHERE PLAYERS ARE ENGAGING IN ACTIVITIES OUTSIDE TRAINING AND GAMES IN THE CLUB

DELIVER SESSIONS INCORPORATING ASPECTS OF ALL 4 CRITERION FROM THE "4 CORNER APPROACH"

DELIVER SESSIONS WHERE COACHES ALLOW PLAYERS TO TAKE OWNERSHIP OF LEARNING



DELIVER
DEVELOPMENT
BECOME A LEADER WITH DEVELOPMENT PROGRAMS

Supporting Coaches

DELIVER ONGOING ONLINE SUPPORT AND RESOURCES TO COACHES

DELIVER FORMAL/INFORMAL MENTORSHIP TO ALL INTERESTED COACHES

OPERATE WITHIN A CULTURE WHERE COACHES ENGAGE IN MATERIAL AND RESOURCES OUTSIDE OF WHAT IS REQUIRED FOR THEIR LEVEL

OPERATE WITHIN A CULTURE WHERE COACHES ENGAGE EACH OTHER AND STAFF USING ONLINE SOCIAL PLATFORM

DELIVER INDIVIDUAL FEEDBACK SESSIONS FOR COACHES TO IMPROVE

Delay Selection

OPERATE WITHIN A CULTURE WHERE NO PROGRAM HAS TRADITIONAL TRYOUTS

DELIVER PROGRAMS WHERE SELECTION WILL NOT OCCUR UNTIL UNDER 13 PROGRAMMING

PROGRAMS OPERATE IN A FLEXIBLE WAY TO ACCOMMODATE THE LEVEL OF DEVELOPMENT OF THE CHILD

MEMBERS ARE COMFORTABLE TO MOVE FREELY BETWEEN GROUPS AND POOLS, Laterally and up or down in support of non-linear development



DELIVER
DEVELOPMENT
BECOME A LEADER WITH DEVELOPMENT PROGRAMS

Right to Play

DELIVER SESSIONS WHERE THE MAJORITY OF A PLAYERS ON-FIELD TIME IS SPENT PLAYING OR IN-GAME REPRESENTATIVE TRAINING

OPERATE WITHIN A CULTURE THAT VALUES AND IMPLEMENTS OUR FAIR PLAY POLICY

Right to Be Heard

DELIVER SESSIONS WHERE COACHES ALLOW PLAYERS TO VOICE/PROVIDE FEEDBACK ON THEIR LEARNING AND ENVIRONMENT

DELIVER SESSIONS WHERE COACHES ALLOW PLAYERS TO DESIGN AND IMPACT THE ENVIRONMENT

DELIVER SESSIONS WHERE COACHES ALLOW PLAYERS TO TAKE OWNERSHIP OF LEARNING

We Are Guests

OPERATE WITHIN A CULTURE WHERE COACHES MODEL THE BEHAVIOURS OF AN OBSERVER AND SUPPORTER WHEN ITS TIME FOR THE PLAYERS TO PLAY/LEAD

DELIVER PARENT EDUCATION AND PROVIDE ONLINE SUPPORT ON THE ROLE OF A SUPPORTING PARENT DURING TRAINING AND MATCHES



DELIVER
DEVELOPMENT
BECOME A LEADER WITH DEVELOPMENT PROGRAMS

Evaluate Coaches

CREATE A PROCESS TO MEASURE COACH SUPPORT/GROWTH

MEASURE LEVEL OF SUPPORT/GROWTH FROM COACHES YEAR TO YEAR(SEASON TO SEASON)

INVESTIGATE SITUATIONS WHERE COACHES ARE NOT SUPPORTED

INVESTIGATE SITUATIONS WHERE COACHES EXCELLED

IMPROVE PROCESS, MATERIAL AND RESOURCES FOR COACH SUPPORT

Evaluate Programs

CREATE A PROCESS TO MEASURE PROGRAM SUCCESS

MEASURE PLAYER RETENTION FROM YEAR TO YEAR (SEASON TO SEASON)

INVESTIGATE SITUATIONS WHERE PLAYERS LEAVE THE CLUB

INVESTIGATE AGE POOLS OR YEARS THAT MEMBERSHIP INCREASE



REVIEW

DEVELOPMENT
BECOME A LEADER WITH DEVELOPMENT PROGRAMS

Evaluate Feedback

CREATE A PROCESS TO COLLECT QUALITATIVE DATA ON MEMBER EXPERIENCE

SURVEY PLAYERS, PARENTS AND COACHES ON PROGRAM EXPERIENCE

INVESTIGATE PROGRAMS WHERE PLAYERS EXPERIENCE WAS POOR

INVESTIGATE PROGRAMS WHERE PLAYERS EXPERIENCE EXCELLED

EVALUATE DATA AND MEMBER FEEDBACK TO IMPROVE PROGRAMS AND PLAYER RETENTION



REVIEW

DEVELOPMENT
BECOME A LEADER WITH
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