



# SOFTBALL CANADA'S ATHLETE DEVELOPMENT MATRIX

[GOLD MEDAL PROFILE  
INTEGRATED]





## Softball Canada's Athlete Development Matrix (ADM)

### ACKNOWLEDGEMENTS

A tremendous amount of time and energy was invested in creating Softball Canada's Athlete Development Matrix. We were very fortunate to be able to access some of the most knowledgeable and experienced experts both in the field of softball specifically and in the ancillary areas impacting athlete development. Their input was critical in ensuring the information

contained within the guide was both relevant and leading edge ensuring it would serve as a powerful resource for Softball in Canada.

The successful development of this guide is the result of the many long hours our contributors have given of their time, expertise and knowledge. Without this

valuable collaboration and teamwork, none of this would be possible. Softball Canada would like to thank all those involved for their insights, leadership and generosity in helping us build the very best pathway to develop the very best athletes.

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## Softball Canada's Athlete Development Matrix (ADM)

### WHAT IS AN ATHLETE DEVELOPMENT MATRIX?

An Athlete Development Matrix (ADM) is an outline of the skills and attributes of athletes progressing through each stage of development to providing the greatest probability of success to the individual as they mature - not just with athletic success but also participation for health and social benefits.

Softball Canada's ADM is a document to help guide coaches and steer the National Coaching Certification Program (NCCP) content. It lays out in great detail what a player should be able to do at each stage of **their** Long-Term Athlete Development. Softball's ADM tries to ensure that players do not miss critical skills early in learning the game - therefore leading to more successful softball development.

### WHO IS IT FOR?

The Athlete Development Matrix is a document designed to help guide coaches and administrators as they work together to develop athletes and is the foundation in which Softball Canada aligns its various resources including coach certification and athlete program development. For parents the ADM should act as a directory of skills that their child's coaches will be teaching them throughout the season.

The ADM is NOT a "cookbook" for high performance excellence, but rather a guide to developing all players to maximize their enjoyment of the sport - and to ensure that those players who have the talent and drive to become World Class Athletes have the necessary fundamental foundation by learning the correct skills at the appropriate stage of development.

### THE FIVE SEGMENT MODEL

To organize the multiple aspects of development in an easy-to-follow format for coaches, Softball Canada's Long Term Player Development utilizes a Five Segment Model..

- ♦ The **sport specific technical skills** (*hitting, throwing, etc*) required and
- ♦ The **sport specific tactical skills** (*decisions, double plays, pitching choices, etc*) needed to play the sport
- ♦ The **physical capacities** (*speed, strength, endurance and flexibility*) required of the sport
- ♦ The **sport psychology** (*mental, imagery, focus*) skills needed, and
- ♦ The **life skills** (*teamwork, decision making, etc*) that support effective athlete development.



The **Softball** Matrix was developed by Softball experts, in consultation with experts in adolescent growth and development and sport performance, based on the generic **Sport for Life** Athlete Development Matrix.







## Softball Canada's Athlete Development Matrix (ADM)

### WHAT'S NEW IN VERSION 2?

As new research and information comes to light, we must continue to update and improve our LTPD framework. Following the lead of Sport for Life and Own the Podium, Softball Canada has incorporated several changes to our model moving forward.

#### UPDATED SOFTBALL TECHNICAL/TACTICAL SKILLS TABLES

Some of the most significant changes you will see, will be the technical and tactical skills laid out in the tables of each stage of development. These changes stemmed from updates to the generic LTAD model, feedback from softball experts and the greater softball community but in large part by aligning Softball's Athlete Development Matrix with our Gold Medal Profile. The Gold Medal Profile (GMP) defines the skills and abilities required to achieve podium performances and recognition at the highest level of play (Olympics, Pan American Games & World Championships).

#### ADDITION OF THE AWARENESS AND FIRST INVOLVEMENT STAGES

Awareness promotes an understanding of opportunities to get involved in sport and physical activity. It highlights opportunities for persons of all abilities to participate in sport, become an athlete, and go as far as their ability and motivation will take them. In Awareness, prospective participants and leaders are informed of the range of activities available and how they can take part.

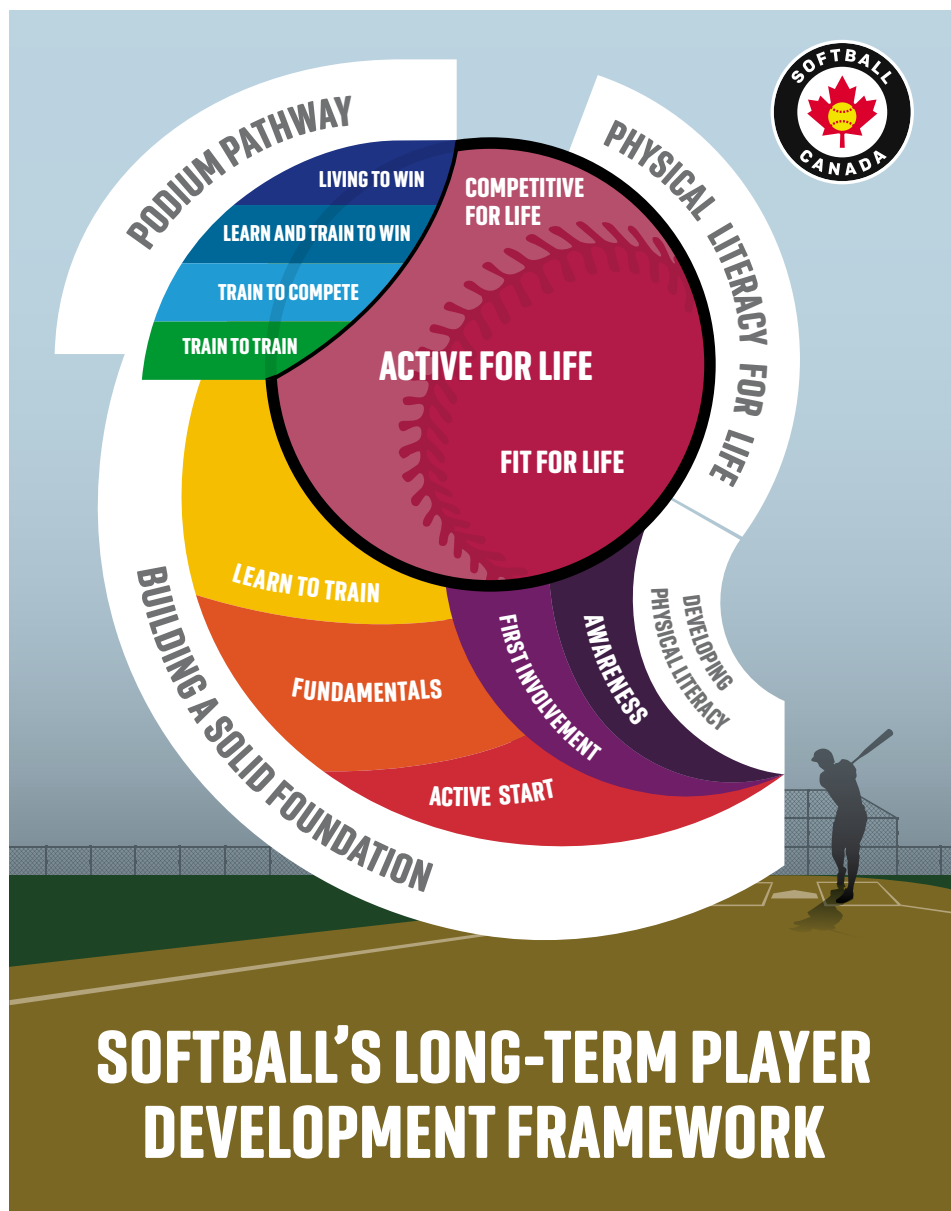
First involvement refers to the first experiences participants have in sport. In this phase it is critical to ensure individuals have a positive first experience in an activity as negative first experiences can lead to non-participation. Organizations and leaders need to create a safe, welcoming, and inclusive environment for participants with developmentally appropriate instruction, adapted equipment, and facilities with a program orientation they will nurture the desire and confidence to participate for life. Clear direction should be provided to participants with regarding their second involvement.

### NEW SOFTBALL CANADA LONG-TERM PLAYER DEVELOPMENT FRAMEWORK

As a result of changes being made to the overall Long-Term Development in Sport and Physical Activity framework – Softball's model has also updated some important pieces:

- ♦ First Involvement and Awareness are integral to everyone's initial experiences in sport and physical activity.
- ♦ Physical Literacy is not confined to the early stages of development and can happen throughout a participant's life.
- ♦ The Podium Pathway describes Softball's excellence stages and specifically applies to athletes on a trajectory towards podium results at the highest level of Softball. It encompasses both the Gold Medal Profile and Winning Style of play (WSP). The WSP is derived from competition results and is the progression of performance benchmarks required to move through the Podium Pathway and successfully reach the Olympic podium as it applies to team sports.

Our updated Long Term Player Development Model graphic reflects these changes.





## Softball Canada's Athlete Development Matrix (ADM)

### GOLD MEDAL PROFILE STANDARDS (FEMALE)

The Gold Medal Profile (GMP) defines the skills and abilities required to achieve podium performances and recognition at the highest level of play (Olympics, Pan American Games & World Championships). The Winning Style of Play is the progression of performance benchmarks required to move through the pathway and successfully reach the podium as it applies to team sports - like softball. The GMP and WSP skills and attributes for softball have been identified within the Athlete Development Matrix (ADM) with this 🍁. The Gold Medal Profile Standards table outlines the average and exceptional standards as laid out by Softball Canada. The table (available for download at [softball.ca](http://softball.ca)) includes not only technical and tactical skills but also life, mental and physical skills, all of which hold equal importance. They are based on validated metrics and benchmarks collected by experts in softball. These standards are only applicable to competitive, not recreational athletes and can give coaches, parents and athletes the ability to recognize where areas of improvements in their skill development can be made.

These standards can and should act as goals to work towards as an athlete's development progresses, but it is incredibly important to note that an athlete will not get to the highest level of play by only focusing on these skills. Each of these standards are influenced by a number of variables, and that should be kept in mind when interpreting these standards. In softball, it is vital that athletes play multiple positions and realize that the skills needed to achieve a podium performance need be fostered during an athlete's early development.

Coaches should also note that these standards are based on average developing athletes, it is important that late developers not be overlooked especially during sensitive periods of maturation. While the GMP standards begin within the Train to Train stage, it is in the best interest of athletes to apply these standards during the latter part of the stage in order to allow athletes as much time as possible to mature.

Softball Canada is working with our Men's National Team Program to collect and analyze data comparable to the Women's Program in order to make it available to our members in the same manner.

### THINGS TO REMEMBER:

The ADM is a roadmap of what players need to learn, develop and build as they advance and become more skilled in the sport. It provides a guide for individual coaches regardless of the level of player they coach. It will need to be updated regularly to incorporate emerging knowledge, and accommodate any changes in skill, tactics and strategies that are seen in Softball. Information in the ADM will be coordinated with the NCCP coaching program and updated accordingly. The ADM is intended to be an ongoing working document that will evolve with the sport.



### ATHLETES WITH A DISABILITY (AWAD)

Information is available in every stage of development pertaining to Athletes With a Disability. This information includes tips on inclusion, how to minimize barriers, and ways to adapt softball to create more meaningful sport opportunities for all athletes.



**Softball Canada's Athlete Development Matrix (ADM) is a part of Long-Term Player Development (LTPD) in Softball in Canada.**



## Softball Canada's Athlete Development Matrix (ADM)

### HOW SHOULD THE ADM BE USED?

The Athlete Development Matrix recognizes that skills are not taught just once, but rather develop as the child's body grows and strengthens, and the child's brain develops greater capacity for thought and greater control over musculature. Most skills go through a well-recognized sequence:

**LEGEND FOR SKILL DEVELOPMENT:** ■ **I** - Introduce, ■ **D** - Develop, ■ **C** - Consolidate, ■ **R** - Refine, ■ **M** - Maintain  
**Bold text** - skill/tactic is a priority at this stage

#### ■ **INTRODUCE (FIRST EXPOSURE)**

Introduce means that the player is learning an element (skill or tactic) for the first time and is given a global idea of what the skill is and how to perform it (key movements). Players should be introduced to a skill or tactic under controlled, constant, easy and predictable conditions. The pursuit of this objective requires concentration in a rested state. The focus or emphasis is on a global execution of the skill/tactic at much less than game-like speed.

The skill is **introduced** and the player has a basic understanding of why it is performed and how to do it.

#### ■ **DEVELOP (LEARN)**

After players have been introduced to a skill/tactic and have a fairly good understanding of what it should look like, the skill/tactic must now be repeated continuously and correctly in order to make it reliable. This is still an early stage of learning where the athlete is learning to coordinate the key components of the movement and execute them in the correct order to perform a rough form of the skill/tactic. The movements are not well synchronized or under control and lack rhythm and flow. The execution is inconsistent and lacks precision. The athlete must think about what they are doing while performing the skill. Both form and performance tend to deteriorate markedly when the athlete tries to execute movements quickly or is under pressure, as may be the case in a competitive situation. The develop stage is still part of the learning process with the focus on improving the success rate (outcome).

The athlete **develops** the basics of the skill - and can perform it in a way that others would recognize.

#### ■ **CONSOLIDATE (STABILIZE)**

During this skill development stage, the athlete can now execute the movements of the skill/tactic with correct form, good movement control, synchronization, and rhythm when performing the skill under easy and stable conditions. The movements can be repeated consistently and with precision under these conditions. Some elements of the performance can be maintained when the athlete is under pressure, when conditions change, or when demands increase, but performance remains inconsistent.

A **consolidated** skill is one that has been learned well, and can be executed without conscious thought by the player.





## Softball Canada's Athlete Development Matrix (ADM)

### REFINE (PERFECT)

This skill development stage is achieved only by the best athletes. The performance of the skill/tactic is highly automated which enables the athlete to focus on the environment to pick up visual cues in order to make rapid adjustments as necessary. The athlete can now execute the skill/tactic or movements in a way that is very close to the ideal in terms of form and speed but may also develop a personal style that is efficient for their physical make-up. For example, two players may possess the same variety of skills, but they will use different skills in a given situation due to differences in stature, speed, stamina, strength, and suppleness. At this stage, the execution of the skill may look different from another player's execution. Personal interpretation of movements or personal movements may also be combined into unique patterns in response to specific competitive situations. The performance is very consistent and precision is high, even under very demanding conditions and in situations that are both complex and varied. Only minor finetuning may be necessary to achieve optimal execution. The athlete can also reflect critically on his or her performance to make in-game corrections. It is expected that players involved in drills/games will read and react appropriately to changing tactical situations.

Once a skill is **refined**, the player can execute the skill at will, in game situations, and with variations that are triggered by "in game" situations that the player recognized and responds to.

### MAINTAIN (PRESERVE)

Once a skill/tactic is refined or a capacity has been achieved, there is a need to ensure it does not deteriorate or is not de-trained during different points within a season. Players in this stage of skill development can preserve consistency in the execution of the skill/tactic or level of conditioning usually with a lower level of training or practice than was necessary to reach the refined stage.

When a skill has been refined, there is a need to **maintain** it at an appropriate level, through specific training, through repeated in-game use, or both.

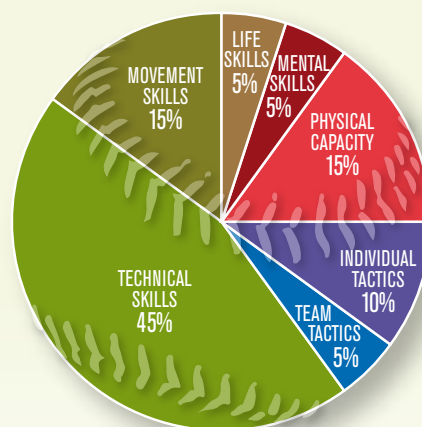
Keep the above definitions in mind as you work your way through the document.



### BEST USE OF SOFTBALL TIME

Once skills have been identified, it is important to decide where to spend valuable and **LIMITED** training time and that this time changes as the athlete develops. The ADM provides some guidance in every stage of development, the overall best use of softball time. Although, the amount of time spent will ultimately depend on the individual athlete and their specific strengths and weaknesses.

### This is an Example







### Long-Term Player Development in Softball

*Softball Canada has a plan to systematically develop players once they enter the sport up until they reach their full potential. We call this process Long-Term Player Development (LTPD). This means:*

- Teaching the right skills at the right time;
- Developing appropriate speed, strength, endurance and flexibility, and;
- Holding competitions suited to the developmental age of the players.

*It's all about doing the right things, at the right time and in the right way.*

For more information about LTPD and more details about this stage, visit:

<https://softball.ca>

### A note on Active for Life

*A lot of athletes competing in softball, particularly players in their late teens or early 20s, are confused between being Competitive for Life and being on the Podium Pathway (Train to Train to Living to Win stages). If an athlete is not making progress towards the VERY highest level of International competition, they can be very good - but are still Competitive for Life.*

### SLEEP

*Duration 7-9 hours +30 minute nap between 2-4pm*

- Get your sleep!
- Maintain meal routines and always eat breakfast
- Learn to nap
- Do not train if you are fatigued or sleep deprived

## ABOUT THE ACTIVE FOR LIFE STAGE

In this stage, athletes and participants enjoy lifelong participation in a variety of recreational and competitive opportunities in ALL the types of Softball (Fast Pitch, Slo-Pitch and Orthodox). Softball presents a unique opportunity because it allows players to challenge themselves mentally and physically, both in a team environment and as an individual. Not only can a player enjoy playing softball for a lifetime, but they can also become or stay involved in the sport as a coach, official, administrator, or volunteer.

Under ideal circumstances, athletes enter the Active for Life stage at one of two times:

1. While Physical Literacy is developed throughout an individual's lifetime, by the end of the Learn to Train stage some athletes choose to pursue softball according to the goals of the Active for Life stage.
2. After they have exited the Podium Pathway (Train to Train, Train to Compete, Learn and Train to Win and Living to Win stages).

The majority of softball players over the age of 11 or 12 are in the Active for Life stage. Active for Life athletes come in all shapes, sizes, and abilities. They come to this stage with a wide range of previous softball skill, knowledge and experience. Active for Life is broken down into:

- Competitive for Life: Anyone who is competitive but doesn't have the skills, the drive or the commitment to pursue the Podium Pathway. Some Active for Life athletes have played at the highest level, and now want to continue competing but at a slightly lower level. They fall into the Competitive for Life category. Competitive for Life also covers athletes whose main enjoyment is to be competitive - regardless of their level of play.
- Fit for Life: Anyone playing the game just for fun, personal satisfaction or for improved health. Fit for Life covers all those athletes who love the game, want to play, but do not want to be highly competitive. This doesn't mean they don't compete - it just means that the health and social benefits of playing are more important to them. Many Fit for Life athletes may not have ever played softball before, and so Learn To Play/Try Softball sessions and a welcoming softball environment are critical to attracting and keeping these players.

## SEASON STRUCTURE

- Competition/Training Ratio: As desired by players. Recommend 90%/10%
- Pre-Season: 4-6 practices
- Competitive Season: 10-14 weeks (possibly longer if climate permits)
- Softball-specific activities per week: As often as desired by players
- Daily participation in sport or unstructured moderate intensity physical activities. Minimum of 60 minutes of moderate activity 3 times a week.



### Athletes with Disabilities

**Athletes with a disability should be encouraged to take part in physical activity and sport for life-long participation.**

- Provide opportunities to participate in the game of softball (fastpitch, slo-pitch and orthodox) both recreationally and competitively.
- Minimize barriers and be cognisant of adaptive devices/equipment and support needs, while making sure the field of play is accessible.
- Allow rule and equipment adaptations to ensure athletes with disabilities can continue to be activity engaged in the sport of softball.





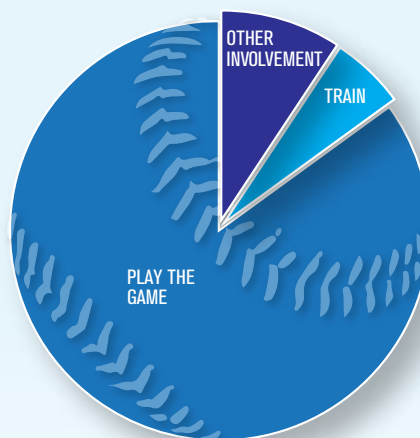
## Active For Life Basics:

- ✓ Have fun.
- ✓ Introduce or welcome a new player to the game—they will thank you for it.
- ✓ Take some lessons from a qualified instructor.
- ✓ Play the game at your desired level for health, social engagement or the thrill of competition.
- ✓ Play in a charity softball tournament—you will be glad you did.
- ✓ Play softball with your family and friends.
- ✓ Practice makes perfect—hone your skills in the batting cage or by playing catch with a friend.
- ✓ Try different forms of the game - Fast Pitch, Slo-Pitch or Orthodox.
- ✓ Take on a new role in softball by becoming a coach, team manager, game official, or local, provincial or national administrator or Board Member.
- ✓ Provide a positive environment in order to encourage lifelong physical activity.
- ✓ Provide ongoing community programming for all ages and abilities that balances participation and competition.
- ✓ Provide programs for athletes with disabilities.

## THE FIVE-SEGMENT MODEL

At every stage of LTPD, players need to develop stage and age appropriate skills and capacities in each of the 5 following areas: technical skills, tactical skills, physical capacities, mental skills and life skills. Each capacity has different levels of importance at different points in a player's development. For the Active for Life stage this means:

### Best Use of Activity Time



- Play the game for health, social engagement and satisfaction
- Give back to the game in another role

## SOFTBALL SKILLS

All softball technical and tactical skills, physical capacities, mental skills and life skills are developed in the Active for Life stage to meet the individual needs and aspirations of the athletes involved.

## ENCOURAGING PLAY: BUILDING THE GAME

Active for Life athletes in softball may be content to play with the technical and tactical skills they have already developed may be content to learn informally just from watching others play or they may wish to receive formal instruction.

Clubs and recreation facilities are encouraged to offer single-session "Try Softball" opportunities that are linked to instructional opportunities teaching the basics of the game and getting players started in informal competition play.

New Canadians and senior citizens may also benefit from simple "Learn to Play" instruction. These programs have the potential to make the sport better known to ALL Canadians, and to improve population health.

**For Fit for Life players**, building a strong social component to programs is important in attracting and retaining participants.

**Competitive for Life** athletes thrive when there are season-long leagues, and well scheduled competitions. Age-based Masters competitions at the local, Provincial, National and International level need to be further developed.

Competition organizers should build on Softball's well deserved reputation for always having an active social component to tournaments.





## This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There is no handwriting or other markings on the paper.







The current Softball Athlete Development Matrix is and will always be a “work in progress”. As new information emerges, the document will be updated and revised based on the best available information from softball experts, experts in growth and development and sport performance.

The ADM will change as the softball community continues to identify different or new needs. This document will evolve to better serve the softball community in Canada with your feedback so please **visit [softball.ca](http://softball.ca) to tell us your thoughts.**



## OTHER RESOURCES

Softball Canada offers additional resources to aid in the development of the skills listed in this document. To find out more about what is available visit **[www.softball.ca](http://www.softball.ca)**

## REFERENCES

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