

Coaching Guidelines Policy		03
Lead Program Area	Management Group	
Key Interfaces	Director of Coaching, Coaching Panel	
Policy Application	Coaching Panel	

Purpose

The following guidelines have been developed to ensure that the Club values & culture are embraced & maintained by the coaching panel. All appointed coaches should clearly understand & comply with the relevant Club policies & operational procedures (such as team selection policies, communication with Netball Victoria, heat policies, anti-doping policies, codes of conduct etc.) as determined by the Club & Netball Victoria.

Key Objectives

1. **Winning** – Achieve consistent success & maintain competitive performances at Championship team level.
2. **Team Performance** – Utilize & maximize available resources to ensure the individual players are technically, tactically, physically & mentally prepared to perform to the highest possible standard & to achieve success against any & all opposition.
3. **Individual Player Development** –
 - Identify & maximize underlying potential to deliver long term growth in individual athletes.
 - Maximize opportunities for potentially talented players to progress through Netball Victoria’s High-Performance Pathway.
 - Provide all players with an opportunity to perform & to be selected.
4. **Team Selection** – Take overall responsibility for ensuring the selection of the best available players for each game & to utilize the bench strategically to positively impact on the performance of the team & the result of the game.
5. **Team Player Depth** – Develop & prepare all players to increase depth of quality players in the Team & competition for places in future teams.
6. **The Rules of the Game** – Maintain positive & professional working relationships with umpiring personnel, keep up to date with all rule amendments & ensure players & Team support staff have a thorough understanding & respect for the rules of the game.

Coach Selection Criteria Guidelines

1. Current Netball Victoria registration.
2. Current Working with Children check.
3. Previous demonstrated successful coaching of teams at School, Club, & Representative Team &/or VNL level.
4. Ability to meet the work requirements & responsibilities, attendance & reporting requirements as outlined in the following guidelines & coaching position description.
5. Relevant ASC coaching qualifications as determined by Netball Victoria.
 - Championship Coach - ASC Advanced netball accreditation or above.
 - Division 1 & 19/u Coach - ASC Intermediate netball accreditation or above.
 - Championship Assistant Coach - ASC Intermediate netball accreditation or above.
 - Division 1 & 19/u Assistant Coach - ASC Development netball accreditation or above.
 - Lightning Bolts - ASC Development netball accreditation or above.

Leadership Objectives

1. Establish & document the team vision, values, performance culture & standards that fit within the goals of the Club coaching ethos.

2. Understand & model the Club values through demonstrating personal credibility, honesty & high standards of integrity.
3. Effectively lead the Team & Team Support Staff, demonstrating interpersonal skills that include:
 - Being approachable & available to players & team support staff.
 - Listening well, demonstrating empathy, being attentive to & understanding of the views of others.
 - Being open to feedback & criticism.
 - The capacity to resolve interpersonal differences in a constructive manner.
 - Recognizing issues & problems early & resolving them effectively & with integrity.
 - Leading & delegating appropriate responsibilities to the Assistant Coach & appointed Support Staff.
 - Working well with other members of the Team Support staff both individually & as a group.
4. Contribute positively to establishing & maintaining team culture & spirit.
5. Remain positive, confident & decisive under pressure:
 - Maintain focus & control in pressure situations
 - Maintain positive relationships under pressure situations
 - Remain positive even after disappointment
 - Remain calm & confident with the ability to make objective, quick & good decisions in pressure situations
6. Ensure that clear & appropriate team protocols & standards are established & maintained.
7. Ensure that the Team maintains an appropriate standard of discipline off the court.
8. Establish a performance culture with the Team that:
 - Sets challenging performance expectations
 - Reinforces & champions positive results

Coaching Responsibilities & Objectives

1. Participate as a member of the selection panel for your appointed Team &:
 - Demonstrate sound principles & methodology, including positional coverage & depth, in the team selection
 - Develop an understanding of & adhere to the criteria & guidelines documented in the Club selection policy, noting the following:
 - i. MUL teams are governed by the Club selection policy. Coaches are not permitted to recruit additional players during the season without the approval of the Committee of Management.
 - ii. Club policy is to promote players from within the Club. In the event of player shortages within a particular Team, coaches will be required in consultation with the Head Coach / Director of Coaching, to select replacement players from the existing player group.
 - iii. Coaches are expected to cooperate with one another in the promotion of players to accommodate player shortages in any given team. Where a conflict cannot be resolved amongst the coaching panel, the Coaches Coordinator will decide the outcome.
2. As the 19/u program is regarded as a development program, the priority is to ensure that all players receive court time consistently. It is expected that those players not taking the court on a regular basis with the 19/u team will be given the opportunity to play with the Parkville Lightning Bolts in the Parkville Premier League Competition. Coaches are expected to comply with this requirement & work cooperatively to ensure that fringe 19/u players are given ongoing development opportunities.
3. Supervise & mentor the Assistant Coach in both the training & competition environment, ensuring that they are actively involved in training program & match day preparations.
4. Ensure that selection of the playing team is consistent with individual & team performance strengths & weaknesses, & with regard to opposition strengths & weaknesses, for each game.

5. Demonstrate an understanding of the position & sub group specific technical & tactical requirements.
6. Manage & develop player performances in training by:
 - Providing players with direct learning at a practical level through individual, specialist & team coaching instruction.
 - Creating awareness & understanding that assists the players to learn & develop.
 - Explaining the specific training objectives for each coaching session & wherever appropriate setting & measuring successful implementation.
 - Creating an environment that supports players in remaining focused throughout the training session.
 - Providing activities & practices that enhance the player's technical & tactical development while also helping players to be able to adapt & change within the training environment.
7. Develop & practice game strategies to enhance strengths of own team & expose weaknesses in opposition teams.
8. Develop a club style of play & strategies across all teams, Development Squad through to Championship level.
9. Apply strategies to develop players' self-reliance, self-responsibility & leadership on & off the court.
10. Evaluate & assess individual & team performance, ensuring individuals are appropriately challenged, & provided with timely, specific & constructive feedback.
11. Encourage & work with players to set individual training goals & to monitor progress using training diaries.
12. Adapt training to meet the changing circumstances & to meet individual player needs.
13. Use a variety of approaches to player learning & use innovation effectively to enhance performance.
14. Adjust communication to different individuals.
15. Encourage players to have input into & take ownership of training sessions.
16. Manage & enhance player performance in competition by:
 - Understanding & creating an environment for the players to focus effectively pre-game.
 - Providing timely & effective feedback on performance.
 - Recognizing & adapting to the changing environment including use of tactical substitutions & changing game strategies.
 - Recognizing when the player(s) require support & provide it.
 - Using effective & varied player & game review procedures.
 - Clearly identifying errors/problems & taking appropriate corrective action.
 - Taking appropriate action to ensure that underperformance is effectively dealt with.
17. Improve performance by using technology & appropriate data:
 - Performance analysis used in preparation, during & after games.
 - Player review of their performances each week.
 - Performance analysis is shared with players appropriately & used to initiate improvement.

Planning & Organization

1. Develop the Team training program including skill development sessions, fitness & conditioning sessions & recovery sessions (both pre-season & in competition) that include:
 - Development of an effective written periodised season plan which is reviewed regularly & adjusted accordingly allowing for possible barriers /challenges.
 - Integration of all aspects of sports science into training programs.
 - Well-structured training sessions that maximize usage of time & available resources.
2. Schedule individual sessions with players to discuss & plan their personalised DTE, mapping their total commitments & relating them to their DTE. The meetings should also establish engagement & commitment & define expectations & goals mutually for player, team & club.

3. Compile written player profiles for various stages of the program.
4. Establish time outside of training & provide support for players' personal development.
5. Ensure, where practical, that all players within the team are qualified prior to the commencement of the finals series.
6. Keep up to date records of all training sessions; match play; matters pertaining to players including injuries, training attendance etc. & make these available upon request to the Committee of Management.
7. Supervision of the players' personal training diaries.
8. In the event of player injury/illness, documentation provided by medical personnel as to when the affected player will be fit to return to training &/or match play must be presented to the Team Sports Trainer/Club Physiotherapist
9. Liaise with the Director of Coaching, re the organization of practice matches against other teams & clubs.
10. Liaise with the Director of Coaching, on all matters of Team organization & administration.
11. Ensure that the Club uniform is worn by all Players & Team Support Staff for all matches & official Club functions where required.

Building Relationships

1. Establish & maintain positive working relationships with & be accessible to the Committee of Management.
2. Establish & maintain positive working relationships with all Team Support Staff.
3. Establish & maintain positive working relationships with all other appointed Club coaches.
4. Share best practice coaching experiences with all other appointed Club coaches as appropriate or when required.
5. Establish & maintain professional working relationships with umpires & opposition club coaches.
6. Communicate openly & appropriately with players to ensure expectations are met by both groups.
7. Communicate clearly, concisely & with a high level of integrity to both the player & parent group & escalate issues of conflict that may arise with players & parents to the Director of Coaching.
8. Participate in Club promotional activities as required.
9. Ensure that Players & Support Staff understand the importance of their responsibility to portray the Club brand positively.

Attendance

1. Coaches will be required to attend the following:
 - All scheduled team training sessions as determined by the Director of Coaching/Team Senior Coach.
 - Attendance at & active participation in the annual Club Player Induction Day.
 - Attendance at monthly coaching meetings with the Director of Coaching.
 - Attendance at review meetings as scheduled by the Committee of Management.
 - Attendance at compulsory Netball Victoria meetings & professional development sessions.
2. It is expected that all coaches will support the Club's development programs & community pathways through:
 - Attendance at Club Academy training sessions through the course of the year. All coaches will be expected to take part of the training session.
 - Attendance at community partner training sessions & selection trials as requested.
 - Attendance at Lightning Bolts matches on a rotational basis with the other members of the coaching panel.

Reports

1. The Senior Coach of each Team will be required to submit the following reports at the midpoint of the season

& at the completion of the season:

- Program Review Report highlighting issues relating to:
 - Coach appointment process
 - Team selection process
 - Team preparation – training sessions, fitness, nutrition, match results etc.
 - Team administration & organization

Note: The club will provide a template for the provision of such reports.

Escalation of Issues & Chain of Command

1. All coaching positions will report to the Director of Coaching who will report directly to the Management Group.
2. A Senior Coach & Assistant Coach will be appointed to each MUL Team. The Senior Coach shall oversee the training program for the Team & will be supported at all training sessions by the Assistant Coach.
3. The Senior Coach of each team will be required to bring to the attention of the Director of Coaching, disciplinary matters relating to players such as non-attendance at training, lateness, attitude, misconduct etc.
4. Requests for the termination of players for disciplinary reason must be submitted in writing to the Committee of Management.
5. All coaches will be required to comply with the Club chain of comm& in relation to escalating issues to the Committee of Management & Netball Victoria & acknowledge that the Club President is the official spokesperson of the Club.