



Coaching Expectations

August 20, 2023

Purpose:

The goal of this document is to define and communicate clear expectations, so our coaches understand what it means to be a PGSL coach. This includes a list of their responsibilities, time commitments, management expectations, communication style, and ethical goals. We expect our coaches to adhere to these policies on and off the field. And as always, PGSL is committed to supporting and developing our coaches whenever support is needed.

Getting Set-up as a PGSL Coach:

Each team will have no fewer than two adult managers/coaches who have passed a background check and SafeSport online training, and online ASA Education (coach training). This needs to be renewed for every annual period from September 1 through August 31. Please see PGSL's "Coaching Certification Process" document. If SafeSport training and ASA training are not completed, the coach may not run practices or manage games.

Expectations from PGSL:

You are the MOST important person in our organization. You determine the kind of experience our athletes have with softball. Thank you for being a wonderful part of every player's experience!

1. Philosophy

- a. We are committed to the principles of Positive Coaching and incorporate them into our own league philosophy as stated in our Mission Statement: The mission of the Pacifica Girls Softball League is to provide an



opportunity for girls ages 4-14 to play softball in a positive, fair, instructional and safety-oriented environment with emphasis on the development of qualities such as leadership, teamwork, sportsmanship, citizenship and friendship with mindful adherence to the [Code of Ethics](#) of the American Softball Association.

- b. We expect our Managers and Coaches to help PGSL fulfill our mission. Adapted from the Positive Coaching Alliance, the following is what we expect from you during the coming season:
 - i. Model and teach your players to Honor the Game. Teach the elements of ROOTS --- Respect for: Rules, Opponents, Officials, Teammates and one's Self.
 - ii. Honor the Game during practices so it translates to the game itself. Seize teachable moments involving the player using constructive not destructive critique. Remember not to use belittling, yelling, or sarcasm, as it negates positive coaching.
 - iii. Fill your players' Emotional Tanks. Use encouragement and positive reinforcement as your primary method of motivating: motivate each child equally. Be especially careful to interact with all players and parents with respect. [Teach the ELM Tree of Mastery](#): Effort, Learning and bouncing back from Mistakes. Strive to achieve the 5:1 "Magic Ratio" of 5 positive reinforcements to each correction.



2. Organization

- a. Appoint a team parent who is fully committed to the overall success of the team. The team parent will assist you with scheduling and engage other parents for support (parent helpers/coaches, field maintenance, snack shack).
- b. Delegate and enlist your Team Parent for support. It is expected that all teams adhere to the following for equipment management, trash and field maintenance. Explicitly identify and communicate who is responsible for:
 - i. Checking the equipment and returning it to the container in an organized fashion and gear is put away and containers are secure
 - ii. All trash is picked up. All trash needs to be taken with you at the end of your practice
 - iii. Ensuring the bases and fields are in good condition. Required regular maintenance for infield can be found here: [PGSL Infield Maintenance List](#)

3. Practices

- a. Weather permitting, you are expected to conduct two instructional practices per week (one per week for 6U) before league play begins. These practices may not be held on a game day. Once play begins (two games per week), one practice per week is acceptable. A typical practice is at least one hour, but no more than two and will depend on age.
- b. Practices should be organized in advance of arrival. Plan ahead. What will you do at practice today? What skill(s) are you targeting? Every practice should include an opening cheer, stretching, running and targeted skill development with position specific training. You should have a goal of developing at least 2 pitchers and 2 catchers for each team (8U and above). Your league is here to support you, let us know what you need to accomplish these goals, in terms of additional coaching, training, and



equipment needs. The Coaching Coordinator will provide every team with a standardized practice plan.

4. Fields

- a. Honor the Pacifica School District rules for field use: no tobacco, alcohol or any controlled substances or dogs are permitted on school grounds (see more details [here](#)). As the league representative during your team's games and practices, remind others of this policy as needed and escalate to the Coaching Coordinator if it is repeatedly violated.
- b. Safeguard the access codes to the fields and secure locks properly to avoid theft during games or illegal access to District Property after hours.
- c. When Home Team Manager, maintain (or delegate other parents or guardians to do so) fields in accordance with the prescribed water-drag-chalk methods prescribed by The League. Make sure the fields are clean upon exiting the property and the containers and portable bathroom are secure to prevent theft and vandalism. Trash should be taken out with you and not left at the field or in the containers.

5. Safety

- a. Report safety issues or accidents immediately to the PGSL Board or activate 9-1-1 should an emergency hazard or situation exist. First aid kits are in each team cubby and may be taken with them for away games.

Coaching Support:

1. Coaching support will be provided with occasional PGSL sponsored clinics, particularly for pitching and catching. These clinics must be sanctioned and fully approved by the board. Please seek it out where and when you need it. The coaching coordinator will provide support with practice places, communication, and team organization as needed. Coaching shadowing is also available and



required for new coaches for those wishing to gain more on hands on experience as needed

2. PGSL encourages all teams of all divisions to have female parents and/or female coaches attending practices and games. For the 8U level only, per Peninsula League rules, *“Attendance of Adult Female: A mother or other responsible adult female associated with the team shall be in attendance at all team practices, games, and meetings,”* if a female coach is not present. Coaches should communicate this request at team kick-off meetings and engage assistant coach(es) and team parents for support. If a team cannot meet this requirement, they should contact the Coaching Coordinator for support immediately.
3. If any parent escalations occur, coaches should contact the PGSL Coaching Coordinator for support and visibility. Coaches are encouraged to find the right setting to meet in person or over a call with parents to collect any feedback or suggestions (not over email). The PGSL coaching coordinator and/or board can provide support to any coaches unable to resolve parent feedback and communication issues.
4. In case of an emergency or an urgent issue affecting player safety, contact the President or Vice President of the PGSL immediately. Save their contacts in your phone in advance.



Expectations from USA Softball:



Code of Ethics Pledge

1. I understand that my responsibilities as a youth coach are of great importance and that my actions have the potential to significantly influence the youth athletes I coach. Therefore, I promise to uphold the following rights of young athletes to the best of my ability.
 - a. Right to have fun in sports.
 - b. Right to participate in sports.
 - c. Right to participate at a level commensurate with each child's maturity and ability.
 - d. Right to have qualified adult leadership.
 - e. Right to play as a child and not as an adult.
 - f. Right of children to share in the leadership and decision-making of their sport participation.
 - g. Right to participate in safe and healthy environments.
 - h. Right to proper preparation for participation in sports.
 - i. Right to an equal opportunity to strive for success.
 - j. Right to be treated with dignity.

2. I also promise to conduct myself in accordance with the Code of Ethics for Coaches as given next:



- a. I will treat each athlete, opposing coach, official, parent, and administrator with respect and dignity.
- b. I will do my best to learn the fundamental skills, teaching and evaluation techniques and strategies of my sport.
- c. I will become thoroughly familiar with the rules of my sport.
- d. I will become familiar with the objectives of the youth sport program with which I am affiliated.
- e. I will uphold the authority of officials who are assigned to the contests in which I coach, and I will assist them in every way to conduct fair and impartial competitive contests.
- f. I will learn the strengths and weaknesses of my athletes so that I might place them in situations where they have a maximum opportunity to achieve success.
- g. I will conduct my practices and games so that all athletes have an opportunity to improve their skill level through active participation.
- h. I will communicate to my athletes and their parents the rights and responsibilities of individuals on our team.
- i. I will cooperate with the administration of our organization in the enforcement of rules and regulations, and I will report any irregularities that violate sound competitive practices.
- j. I will protect the health and safety of my athletes by insisting that all of the activities under my control are conducted for their psychological welfare rather than for the vicarious interests of adults.



- k. I will not tolerate any form of abuse of children, be it physical, verbal, emotional, ethical or sexual and will immediately report any such abuse to the proper authorities.
3. With my signature, I voluntarily affix to this pledge, I acknowledge that I have read, understood, and will do my best to fulfill the promises made herein. I have also reviewed and understand the [PGSL By-Laws](#) (including but not limited to Section 5 pertaining to Behavior).

Acknowledgement:

I have read and understand the expectations and requirements above.

Print Name of Coach _____ **Date** _____

Signature of Coach _____ **Date** _____