

# THE Code of Conduct of VOLUNTEERS (Coaches, Assistant Coaches and Helpers) ...

The roles that volunteers play have tremendous impact on themselves as individuals, the team, the FDSA and the players that look up to them as role models. With this in mind, we have taken some time to write down some helpful reminders for all of us. If you should have any questions about these thoughts, please feel free to discuss your concerns with any of the FDSA executive.

## RESPONSIBILITIES OF VOLUNTEERS

*The coaches' purpose is not to shape a youth to your values, but to help them be everything they have the potential to be.*

1. **COMMUNICATION:** Ensure the terminology you use is clear and precise. Let players know you are in charge.
2. **POSITIVE REINFORCEMENT:** Whenever possible give individuals and/or groups positive reinforcement. Refrain from using negative comments. Use praise as an incentive.
3. **PROPER CONDUCT** - Coaches are expected to be punctual and maintain a positive *TEAM* attitude at all times. Proper conduct and language is expected of all coaches both on and off the field
4. **SHOW RESPECT:** Coach's are required to show respect for other coaches, officials, parents and FDSA authorities, opponents, officials, fans and anyone else associated with the sport of soccer. Poor sportsmanship cannot be tolerated – remember – you are the role model for the players. Win or lose – stay positive.
5. **BE CREATIVE AND USE INITIATIVE:** If the drill or game is too advanced, modify to increase the chances of success.
6. **MAKE A DIFFERENCE:** Be motivational and inspirational. Enthusiasm and being energetic are contagious.
7. **KEEP PLAYERS ACTIVE:** If the drill is static, create need of helpers or assistants to keep everyone involved.
8. **EACH PLAYER IS AN INDIVIDUAL:** Be aware of player differences. Aggressive or quiet, recognition of player personalities will allow you to respond to all players, and they will respond to you positively.
9. **STRIVE FOR QUALITY:** In all demonstrations make the desired objectives clear. If a player shows mastery of a skill, use him/her to demonstrate.
10. **REINFORCE CORRECT TECHNIQUE:** In all drills and games continually emphasize the use of correct techniques.
11. **DEVELOP PLAYER RESPECT:** Continually get players to support one another. To show good sportsmanship towards all players including opponents, and respect for others attempts and effort.
12. **EQUALITY AMONGST PLAYERS:** Give equal attention to all players in group or games. Do not leave the less competent players behind.
13. **FUN AND ENJOYMENT:** Players will respond and want to continue if things are fun. Create their enjoyment.
14. **EQUAL PLAYING TIME:** In all recreational games – remember all players must play equal time.

**REMEMBER AS A COACH YOU SHOULD BE DEDICATED TO THE DEVELOPMENT OF ALL PLAYERS WHETHER TECHNICALLY ABLED OR NEW TO THE GAME. YOUR POSITION IS VERY IMPORTANT. YOU ARE A ROLE MODEL TO THESE CHILDREN. SET EXEMPLARY STANDARDS AND SPORTSMANSHIP. STRIVE TO MAINTAIN A POSITIVE ATMOSPHERE – THIS IS THE GOAL OF KEEPING PLAYERS IN THE GAME OF SOCCER. KEEP AWAY FROM CREATING A PRESSURE TO WIN. MAINTAIN EQUALITY THROUGHOUT YOUR SESSIONS AND EMPHASIZE FUN AND DEVELOPMENT.**

## **COACHES MUST UNDERSTAND WHO THEY ARE COACHING**

Since each child matures at different levels and since you must treat each person as an individual and since not all players participate for the same reason – please read the typical characteristics of each age level listed below:

### **CHARACTERISTICS OF U - 6 PLAYERS**

- Short attention span.
- Can attend to only one problem at a time.
- May understand simple rules that are explained briefly and demonstrated.
- May or may not understand or remember: what lines mean on the field; what team they are on; what goal they are going for. We need to be patient and laugh with them as they get 'lost' on the field.
- Easily bruised psychologically. Shout praise often. Give "hints", don't criticize.
- Need generous praise and to play without pressure. No extrinsic rewards (trophies, medals, etc.) should be given for winning.
- Prefer "parallel play" (Will play on a team, but will not really engage with their teammates. Thus, a 3 against 3 game is, in reality, a 1 against 5 game because they all want the ball at the same time.
- Very individually oriented (me, mine, my).
- Constantly in motion, but, with no sense of pace. They will chase something until they drop. They are easily fatigued but recover rapidly.
- Development for boys and girls are quite similar.
- Physical coordination limited. Eye - hand and eye - foot coordination is not developed. Need to explore qualities of a rolling ball.
- Love to run, jump, roll, hop, etc..
- Prefer large, soft balls.
- Catching or throwing skills not developed.

- Can balance on their "good" foot.

## INVOLVING THE PARENTS

It is imperative that coaches get the parents involved. Not only are they a major resource for your team, but the U-6 player still views their parents as the most significant people in their lives. A pre-season meeting should be held with the parents so that objectives and team policies can be addressed.

Some topics that you may want to address at this meeting are:

A means of contacting everyone without one person doing all of the calling. (Phone chains.)

- Choosing a team administrator-someone to handle all of the details.
- Complete all paperwork required by your league or club.
- Discuss the laws of the game.
- Carpool needs.
- Training and game schedules. How you feel about starting and ending on time, what your attendance expectations are, what you think is a good excuse to miss training.
- What each player should bring to training: inflated ball, filled water bottle, soccer attire, shin guards (Cleats are not mandatory.)
- Most importantly, your philosophy about coaching U-6 players. Let them know that everyone plays; that the game does not look like the older player's games; that you are there to ensure that their player is safe and has a good time, as well as learn about soccer.
- What your expectations for them is during game time. How do you want them to cheer? Do they know that they should not coach from the sidelines?
- Above all, try to enjoy yourself. If you do they probably will too.

## THINGS YOU CAN EXPECT

As coaches of these younger players there are things that we know that we can expect during training and games. If we know what to expect, we will be more effective in dealing with the hundreds of situations that come up. This will help us relax, and, in turn, allow us to enjoy the unpredictable nature of working with these children even more. Here are some of the things that we can expect.

- Most players cry immediately when something is hurt. Some cry even when something is not hurt.
- No matter how loud we shout, or how much we "practice" it, they can not or will not pass the ball.
- Somebody will come off the field in need of a toilet. Somebody will stay on the field in need of a toilet.
- The only player to hold a position is the goalkeeper (if you play with one). Don't even consider teaching positional play.
- Twenty seconds after the start of a game, every player will be within 5 yards of the ball.
- Several players will slap at the ball with their hands, or pick it up. Several parents will yell at them not to do that.
- During a season, you will end up tying at least 40 - 50 shoe laces. They will do something

- that is absolutely
- They will do something that is absolutely hysterical. Make sure that you laugh!

## COACHING RATIONAL

It is important to understand at the outset that players coming to any sport prior to the age of 6 years old, in general, do not do so by their own choice. As a result, their coaches need to give them something about which to get excited. Further, at this age, learning to play soccer is secondary to most other things in their lives.

With the above assumptions, let's look at some things that we can do to energize the U-6 players, and, hopefully, get them to the point where they will enthusiastically initiate the sign up for next year!

- Each session should be geared around touching the ball as many times as possible. Involve the ball in as many activities as possible. Basic movements such as running, skipping, hopping, etc. need to be emphasized. If these can be done while kicking, catching, rolling, or dribbling a ball... all the better!
- Training should not last for more than one hour. This is primarily due to physical fatigue and attention span considerations. Train once or twice a week. Any more than this may lead to their and your burnout.
- Have as many different kinds of activities ready as you can get into one hour. Emphasis needs to be placed on what is FUN!
- Remember, although they may have very similar in birthdates, their physical and / or mental maturity may vary as much as 36 months. Activities need to accommodate these individual differences whenever possible.
- Team play and passing is an alien concept to these players. They know that if they pass the ball, they may never get it back. In fact, they often will steal it from their own teammates. Do not get uptight if they do not pass, let them dribble to their heart's content.
- Plan for at least 4, 90 second drink breaks, especially in warmer weather. Their "cooling system" is not as efficient as in older players.

## CHARACTERISTICS OF U - 8 PLAYERS

- Attention span is a bit longer than U-6 players but still not at a "competitive" stage
- Inclined towards small group activities.
- Always in motion: scratching; blinking; jerking; rocking....
- Easily bruised psychologically. They will remember negative comments for a long time. Shout praise. Give "hints".
- They want everybody to like them.
- Developing physical confidence. (Most are able to ride a two-wheeler.)
- Starting to imitate older players or sports heroes. Want the same "gear" as them.
- Lack sense of pace. They go flat out until they drop.
- Skeletal system growing rapidly. Often results in apparent lack of coordination.
- Cardiovascular and temperature regulation system is not developed. Their heart rate peaks quickly and they overheat quickly. Make sure that they get adequate water breaks.
- Limited understanding with personal evaluation. "If they try hard, they performed well"

regardless of the actual performance. Thus, they need to be encouraged constantly, and asked "Now, can you do this?" •Better at recognizing when the ball is out of play and remembering what goal they are going for... but, in the heat of battle, they will sometimes still forget. They still find it difficult to really be aware of more than one thing at a time.

## INVOLVING THE PARENTS

It is imperative that coaches get the parents involved. Not only are they are a major resource for your team, but the U-8 player still views their parents as the most significant people in their lives. A pre-season meeting should be held with the parents so that objectives and team policies can be addressed. Some topics that you may want to address at this meeting are:

- A means of contacting everyone without one person doing all of the calling. (Phone chains.)
- Choosing a team administrator-someone to handle all of the details.
- Complete all paperwork required by your league or club.
- Discuss the laws of the game.
- Carpool needs.
- Training and game schedules. How you feel about starting and ending on time, what your attendance expectations are, what you think is a good excuse to miss training.
- What each player should bring to training: inflated ball, filled water bottle, soccer attire, shin guards (Cleats are not mandatory.)
- Most importantly, your philosophy about coaching U-8 players. Let them know that everyone plays; that the game does not look like the older player's games; that you are there to ensure that their player is safe and has a good time, as well as learn about soccer.
- What your expectations for them is during game time. How do you want them to cheer? Do they know that they should not coach from the sidelines?
- Above all, try to enjoy yourself. If you do they probably will too.

## THINGS YOU CAN EXPECT

Six, seven and eight year old players are a bit more compliant than their U-6 counterparts. They will be able to follow 2 or 3 step instructions and are starting to have a good understanding about what it means to play a "game". They are also starting to cooperate more with their teammates. In fact, they now will recognize that they even have teammates by the fact that they occasionally, and I mean occasionally, will pass the ball to a teammate, on purpose. Often, they will repeat the phrase "I can't do that!", but, will quickly run to you to show you that they can, even when they only think that they can. Some other things that you can expect to happen during a season with this age group are:

- There will be at least 200-300 falls during the season, but, now they will usually pick themselves back up.
- The puddle in front of the goal is still too tempting to resist.
- Keep a spare pump in your bag as the players usually do not realize that their ball is flat until they try to kick it, or the coach tells them that it is flat.
- Some of the girls are a lot tougher than the boys.
- They will still want to wear a pinnie, even when the color is identical to their shirt.
- It will be impossible to remember who is whose best friend as you try to make up teams.

- They will wear their uniform to bed.

## COACHING RATIONAL

Some of the players that are playing as a 7 year old have had two years of soccer experience and thus have already touched the ball a few thousand times in their lives. This, however, does not mean that these players are ready for the mental demands of tactical team soccer. True, they do have some idea of the game, but the emphasis still needs to be placed on the individual's ability to control the ball with his/her body. They are still there to have fun, and because some of the players may be brand new to the sport, it is imperative that activities are geared towards individual success and participation. Following are some more items that a coach of U-8 players should consider.

- Small sided soccer is the best option for these players. Not only will they get more touches on the ball, but, it is an easier game to understand.
- Because of rapid growth spurts during this age, players will go through times when they seem to have lost control of their body. What they could easily do 2 weeks ago now seems unattainable. Be patient.
- Passing is not an important part of their game, no matter how much anybody yells at them to do otherwise, it is much more fun to dribble and shoot. Let them.
- Training once or twice a week is plenty, and should not last longer than one hour and fifteen minutes.
- Learning how to control the ball should be the main objective. They need to touch it as many times as possible during fun activities that will engage them.
- Challenge them to get better by practicing on their own. There is no rule which states that they can't learn by themselves, no matter how important we think we are. •Incidental things are important. They are forming the habits that will impact their future participation. Ask them to take care of their equipment (water bottle included), cooperate, listen, behave, and try hard. Realize, however, that they often forget and will need to be reminded often.
- Ask them to work with others to solve a particular challenge. Start them with just one partner and work from there.

## CHARACTERISTICS OF U - 10 PLAYERS:

- Gross and small motor skills becoming more refined and reliable. " Boys and girls begin to develop separately.
- Ability to stay on task is lengthened. They have the ability to sequence thought and actions.
- Greater diversity in playing ability and physical maturity. •Skills are emerging. Becoming more predictable and recognizable.
- Some children begin moving from concrete thinking to abstract thinking.
- Able to pace themselves, to plan ahead.
- Increased self-responsibility. They remember to bring their own equipment.
- Starting to recognize basic tactical concepts, but not exactly sure why certain decisions are better.

- Repetition of technique is very important, but it must be dynamic, not static.
- Continued positive reinforcement needed.
- Explanations must be brief, concise, and mention "why".
- Becoming more "serious". Openly, intensively competitive, without intention of fouling.
- Still mostly intrinsically motivated. " Peer pressure starting to be a factor.
- Adult outside of the family may take on added significance.
- Prefer identification with a team. Like to have good uniforms, equipment, balls.
- More inclined towards wanting to play instead of being told to play. Will initiate play more often.

## INVOLVING THE PARENTS:

It is imperative that coaches get the parents involved. Not only are they a major resource for your team, but the U-10 player still views their parents as the most significant people in their lives. A pre-season meeting should be held with the parents so that objectives and team policies can be addressed. Some topics that you may want to address at this meeting are:

- A means of contacting everyone without one person doing all of the calling. (Phone chains)
- Choosing a team administrator, someone to handle all of the details.
- Complete all paperwork required by your league or club. •Discuss the laws of the game.
- Carpool needs.
- Training and game schedules. How you feel about starting and ending on time, what your attendance expectations are, what you think is a good excuse to miss training.
- What each player should bring to training: inflated ball, filled water bottle, soccer attire, shin guards cleats or sneakers.
- Most importantly, your philosophy about coaching U-10 players. Let them know that everyone plays; that the game does not look like the older player's games; that you are there to ensure that their player is safe and has a good time, as well as learn about soccer.
- What your expectations for them is during game time. How do you want them to cheer? Do they know that they should not coach from the sidelines?
- Above all, try to enjoy yourself. If you do they probably will too.

## THINGS YOU CAN EXPECT

Some coaches say that the 9 and 10 year-old players are beginning to "turn the corner" and starting to look like real soccer players. However, games are still frantically paced and unpredictable for the most part. These players are starting to find out how much fun it is to play the game skillfully, but they will still stop and laugh if the referee gets hit in the backside with the ball during a game. Some other things that we can expect when working with this aged player are:

- They start to understand off sides, but still forget themselves when the goal is in front of them.
- They will really beat up on each other during practice... especially boy's teams.
- They might cry after the game if they loose, but will forget it if you ask them if you want to go out for burgers and fries.

- You might actually catch them practicing on their own without you telling them to do so.
- Their parents are telling them to do one thing during the game, you are telling them another thing, but what they end up doing might be what their friend is telling them to do.
- You will see a pass that is deliberate. You might even see a "back pass".
- You will see your first \$100 pair of cleats during practice. They will call the other team bad names... really bad names.

## COACHING RATIONAL

Some of the players that are playing as U - 10's are seasoned veterans of the youth soccer scene. Some of them may have already been involved in traveling to play in tournaments. As a result, some of them might be very nervous about the whole process. It is our job to keep things in perspective for these young, developing players. True, some of them are becoming quite skillful and are seeing how fun it is to play the game when they can really control the ball. However, many of them are still learning the ropes. Even the more experienced players need to have the game be fun!!!

Emphasis is still placed on having players learn how to control the ball with his/her body, but now, they need to find themselves in more game-like situations. Training is more dynamic and starting to have players make simple, basic decisions such as "Which way is there more space?" or "Who should I pass to?"

Following are some more items that a coach of U-10 players should consider:

- Use small sided games as the main teaching vehicle. Not only will they get more touches on the ball, but the full sided game is still too complicated for them to understand.
- How we group players during training takes on even added significance because of the wide margins of ability levels. We need to mix players up often.
- Stretching is becoming more important, along with a good warm-up. Since the game is faster, make sure that they also have good shin guards. Safety and preventive measures take on added significance.
- Training twice a week is plenty. Sessions need not go longer than one hour, fifteen minutes.
- They need to be encouraged to play with the ball on their own as much as possible.
- Put them into competitive environments as much as possible. This will not only keep them focused, but, it will allow the game itself to teach them. It also will keep things fun for them, and allow you to deal with issues such as 'winning' and 'loosing' which is now a very big concern for them.
- Now it is possible to teach them positional play with the expectation that they will get it some of the time. However, it is absolutely necessary that you do not allow players to specialize in any one position. They need to learn basic principles of the game, first. Having them play all of the positions is best for their individual development. Remember, our first responsibility is to develop players and let them have fun.
- Whenever possible, allow them to solve their own puzzles. Don't immediately give them solutions on how they can play better.

- **Under 12**
- Enjoys competition
- Psychological development has progressed
- Team work has improved
- Technical competency has improved
- Development of speed and strength
- Problem solving with teammates
- Self appearance and peer pressure are a concern
- Varying stages of puberty
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- **Under 14**
- Differences in mental development

## **The “Older Players” – Highlights**

- Sense of belonging
- Varying stages of puberty
- Displays independence and is self critical
- Aware of praise, status and recognition
- A time of self discovery
- 
- **Under 16 and above**
- Transition from childhood to adulthood
- Biological, cultural and psychological transition
- Strive for a personal identity and self definition
- Independent
- Conflicting influences between parents and peers
- High expectations of themselves
- Need to belong
- Invincible