

Future Tiger Athletics Coach/Volunteer Job Description

TITLE: Coach/Volunteer for the Future Tiger Athletic Program of Northwestern Consolidated School District of Shelby County.

DESCRIPTION: You will be considered a role model for young athletes assigned to your team; therefore sportsmanship, fair play, and full participation are all mandatory.

RESPONSIBILITIES:

- *Plan and supervise games, practices and events
- *Teach the young athlete the fundamentals of the sport
- *Encourage the involvement of the parents in the sport
- *Schedule and conduct parent and other necessary team meetings
- *Provide a safe and fun environment for the children
- *Learn and follow ALL league rules, policies and procedures
- *Give each player required playing time
- *Put the well-being of players ahead of your desire to win
- *Attend all league meetings, classes, tryouts, and functions

QUALIFICATIONS:

- *Successfully complete the application procedure and pass a background check
- *Sign a GOOD SPORTSMANSHIP & FAIR PLAY AGREEMENT
- *Attend any scheduled coaches meetings
- *Be enthusiastic
- *Not want to win at all costs
- *Must be patient, especially with children
- *Be organized. Organization is critical to your success!
- *Be dependable

I agree that I have read and understand the above job description of a youth sports coaching/volunteer position and I accept the terms of the job description.

Applicant Name (printed clearly): _____

Applicant Signature: _____ Date: _____

YOUTH COACH/VOLUNTEER APPLICATION

FULL NAME: _____

FULL ADDRESS: _____

DATE OF BIRTH: _____ SOCIAL SECURITY NUMBER: _____

RACE: _____ SEX: _____

HOME PHONE: _____ CELL PHONE: _____

EMAIL ADDRESS: _____

PLEASE RETURN WITH A COPY OF YOUR DRIVERS LICENSE

PROGRAM/SPORT WISHING TO VOLUNTEER FOR: _____

Please list any special training, skills, experience you have that would make you a good candidate for a Future Tiger Athletics Youth Coach/Volunteer.

Please list any special certifications you possess (i.e.: CPR, medical, etc.):

Have you ever been refused participation in any program? Yes or No If, yes please explain.

AS A CONDITION OF VOLUNTEERING, I give permission for the Future Tiger Athletics to conduct background check(s) on me now and as long as I continue to be active with the organization, which may include a review of sex offender registries (some of which contain name only searches which may result in a report being generated that may or may not be me), child abuse and criminal history records. I understand that, if appointed, my position is conditional upon the league receiving no inappropriate information on my background. I hereby release and agree to hold harmless from liability the Future Tiger Athletics Association, Northwestern Consolidated Schools of Shelby County, the officers, employees and volunteers thereof, or any other person or organization that may provide such information. I also understand that, regardless of previous appointments, Future Tigers Athletics is not obligated to appoint me to a volunteer position. If appointed, I understand that, prior to the expiration of my term, I am subject to suspension by the FTA Director and removal by the Board of Directors for violation of Future Tiger Athletics policies or principles.

Applicant Signature: _____ Date: _____

If Minor/Parent Signature: _____ Date: _____

Applicant Name (please print or type): _____

NOTE: The FTA will not discriminate against any person on the basis of race, creed, color, national origin, marital status, gender, sexual orientation or disability.

“Good Sportsmanship & Fair Play Agreement”

By participating as a Youth Coach/Volunteer I hereby pledge to encourage youth sports in a positive manner by following the GOOD SPORTSMANSHIP & FAIR PLAY AGREEMENT:

- * I will demonstrate good sportsmanship and fair play
- * I will promise to make youth sports fun for everyone
- * I will become knowledgeable in the rules of the game
- * I will attend and participate in practices and games
- * I will properly maintain uniforms, equipment and recreation facilities
- * I will demand a drug, tobacco and alcohol free environment
- * I will encourage and promote a safe and healthy playing environment
- * I will respect all administrators, coaches, officials, players, parents and spectators
- * I will place the emotional and physical well-being of my players ahead of myself

I WILL REMEMBER THAT YOUTH SPORTS IS FOR THE KIDS!!!

SPORT: _____

COACHES NAME: _____

SIGNATURE: _____ DATE: _____

COACHES

Responsibilities & Expectations

1. A coach should be enthusiastic without being intimidating. He/she should be sensitive to the children's feelings and genuinely enjoy spending time with them. He/she should be dedicated to serving children and understand that youth sports provides physical and emotional growth for participants. Remember, youth sports are for the children!
2. A coach needs to realize that he/she is a teacher and not a drill sergeant. He/she should help children to learn and work to improve skills. Personal gains are never a consideration. The job does not depend on winning. The best interest of the child transforms into the best interests of the game.
3. The safety and welfare of the children should never be compromised. A coach will consider these factors above all others.
4. A coach needs a tremendous amount of patience. Don't push children beyond limits in regards to practice. Children have many daily pressures and the youth sports experience should not be one of them. Playing sports is meant to be fun!
5. A coach should care more about the players as people than as athletes.
6. A coach should encourage his/her players to dream and set lofty goals. It is important to remain positive and refrain from discouraging remarks. Negative comments are remembered far more often than positive affirmations.
7. A coach needs to remember that the rules of the game are designed to protect participants, as well as to set a standard for competition. He/she should never circumvent or take advantage of the rules by teaching deliberate misconduct. A coach who puts his/her team or opponents at risk should not be involved with children.
8. A coach should be the first person to demonstrate good sportsmanship. He/she should take a low profile during the game and allow the kids to be the center of attention.
9. Parents and players place a lot of trust and confidence in the coach. The coach has an important role in molding the athletic experience of the child.
10. A coach can measure success by the respect he/she gets from the players, regardless of victories or defeats. Children who mature socially and physically while participating in sports are the best indication of good coaching.

Coaches/Volunteers Code of Conduct & Code of Ethics

1. I will honor the fact that youth sports exist for youth, not adults.

Expected Behavior:

- a. Maintaining a positive, helpful and supportive attitude.
 - b. Exercising your authority/influence to control behavior of fans and spectators.
 - c. Exhibiting gracious acceptance of defeat or victory.
 - d. Accepting and adhering to all league rules and policies related to participation of adults and youth. Playing all players according to the equal participation rules established by the league and the follow the spirit of those rules.
 - e. Fulfilling the expected role of a youth coach to adopt a children first philosophy.
 - f. Allowing and encouraging the players to listen, learn and play hard within the rules.
 - g. Placing emphasis on fun, participation and team.
2. I will do my very best to make youth sports fun for my child and other children involved.

Expected Behavior:

- a. Recognizing the differences of each child and treating each player as an individual while demonstrating concern for their individual needs and well-being.
 - b. Encouraging all players, regardless of skill level, to be included as a member of the team.
 - c. Recognizing that some physical tasks, drills and demands are not appropriate for all youth.
 - d. Recognizing that youth may vary greatly in physical, social and emotional maturation and considering these factors when setting up competitions and when interacting with youth.
3. I will do my best to organize practices that are fun and challenging for all my players.

Expected Behavior:

- a. Establishing practice plans that are interesting, varied, productive and aimed at improving all player's skills and individual abilities.
- b. Devoting appropriate time to the individual improvement of each player.
- c. Conducting practices of reasonable length and intensity appropriate for the age and conditioning of the players.

4. I will exercise good sportsmanship by demonstrating positive support for all players & officials at every game, practice or other sports event.

Expected Behavior:

- a. Adopting the position, teaching and demonstrating that it is our basic moral code to treat others as we would like to be treated.
 - b. Abiding by and supporting the rules of the game as well as the spirit of the rules.
 - c. Providing an environment conducive to fair and equitable competition.
 - d. Using the influential position of youth coach as an opportunity to promote, teach and expect fair sportsmanship and fair play.
5. I will make sure all children play in a safe, healthy environment.

Expected Behavior:

- a. Maintaining a high level of awareness of potentially unsafe conditions.
 - b. Protecting players from sexual molestations, assault, physical abuse and emotional abuse.
 - c. Correcting or avoiding unsafe practice or playing conditions.
 - d. Using appropriate safety equipment necessary to protect all players.
 - e. Seeing that the players are provided with adequate adult supervision while under the coach's care.
6. I will insist that my team exercise good sportsmanship toward coaches, officials, fans, and other players.

Expected Behavior:

- a. Becoming knowledgeable, understanding and supportive of all applicable game rules, league rules, regulations and policies.
 - b. Teaching and requiring compliance of these rules among players, so that with this understanding good sportsmanship can be maintained.
 - c. Teaching techniques that reduce risk of injury to both the coaches own players and their opponents.
 - d. Discouraging illegal contact or intentional dangerous play and administering swift and equitable discipline to players involved in such activity.
7. I will provide a sports environment for my team that is free of drugs, tobacco, and alcohol. I will refrain from their use at all FTA sports events.

Expected Behavior:

- a. Being alcohol and drug free at all team activities or in the presence of players.

- b. Refraining from the use of any type of tobacco products at all team activities or in the presence of your players
 - c. Refraining from providing any type of alcohol, drug or tobacco products to any of your players
 - d. Encouraging parents to refrain from the public use of tobacco products or alcohol at team activities.
8. I will place the safety and physical development of my players ahead of my personal desire to win.

Expected Behavior:

- a. Using appropriate language in appropriate tones when interacting with league officials, players, game officials, parents and spectators. At no time is profanity acceptable!
 - b. Including all players in team activities without regard to race, religion, sex, body type, national origin, ancestry, disability, ability or any other legally protected classification.
 - c. Treating all players, league officials, game officials, parents, and spectators with dignity and respect.
 - d. Playing all players according to the equal participation rules established by the league and the playing by the spirit of those rules.
 - e. Encouraging youth to participate in other sports and activities to promote all aspects of their development.
 - f. Allowing reasonable absences from practices.
9. I will support other coaches and league officials.

Expected Behavior:

- a. I will back and support league officials and coaches when working with my players and parents. I will enforce league rules.
 - b. If I have concerns or questions, I will direct them to league official or coach at an appropriate time, not during a practice or game. I will not criticize another coach, an official, or a league official in front of my players or parents.
 - c. I will cooperate and offer assistance whenever I can.
10. I will remember that children play, referees call, fans cheer and coaches TEACH.

Expected Behavior:

- a. Anytime someone steps out of their area of responsibility, a strain is created on every other areas involved.

WHAT ARE THE CHARACTERISTICS OF A GREAT COACH?

Listed below are the essential qualities of this individual:

1. Must see self as teacher. Not just a coach. Your main responsibility is to educate by teaching skills of the game and Life Skills.
2. Must be motivated to help. Your ego can be a major limitation. Showcase the kids, not yourself. Success is measured by growth, not wins.
3. Must make games and practices fun. Praise players and be careful to avoid yelling.
4. Transform negative into positive. With so much failure associated with Youth Sports, staying positive is vital.
5. Must be a student of the game. Learn as much as you can. Be receptive to new information.
6. Must be organized. Establish practice, game and emergency plans.....have parents contact information.
7. Must emphasize efforts, not always results.
8. Must establish rules and enforce them. Where there is no discipline, there is no learning. Be fair and equal.
9. Be a positive example. You are a role model. How you are remembered is up to you!



GRIEVANCE AGAINST A COACH PROCEDURE

When the FTA Department receives a grievance/complaint about a member coach, the Department will:

1. Review the submitted complaint (in writing) and gather information from parties involved to determine if a violation of the Coaches Code of Conduct/Ethics has occurred. This process may include game officials and other coaches, parents and children as deemed necessary by FTA staff.
2. Speak directly with member coach to address the complaint and discuss his/her viewpoint.
3. The FTA Staff has the authority to determine the severity of the situation and whether or not the affected coach has violated the expected behaviors outlined under each of the canons of the Code of Conduct/Ethics.
4. The FTA Staff, after approval from the Director, has the ability to enforce the appropriate range of disciplinary actions outlined in FTA guidelines.
5. The accused coach has two business days from the delivery of the decision to make an appeal. He/she will be notified that there is a formal appeal process. If an appeal does occur, it must be done in writing to the League Director.
6. If a coach appeals the decision made by the FTA Department, a local review committee will be organized. It shall consist of the FTA Director, School Superintendent, members of the FTA Department and Coaches from the league.
7. The FTA Department will follow up each written complaint with a phone call and/or written notification to person registering the complaint. It may be to explain no violation had occurred and no action being taken or it will be to update as to progress of complaint procedure.

ENFORCEMENT CODE OF CONDUCT/ETHICS AND COACH RESPONSIBILITIES

The FTA Department and its guidelines are dedicated to raising the standard of service to youth in sports through the enforcement of the Code of Conduct/Ethics among its coaches.

This Code of Conduct/Ethics defines the expectations for adults serving as coaches in youth sports and provides the tools to be used by the FTA Department, when necessary, to check behavior and to respond with resolve to protect children from psychological, emotional, physical or social abuses that can be perpetrated against them by youth sport coaches.

The FTA Department firmly believe that for the sports experience to be positive, safe and a learning experience for youth, volunteer coaches must be trained and held accountable for their behavior when with and around children.

Possible Actions Include:

1. Warning to and/or apology from coach
2. Probation
3. One game suspension
4. Multiple game suspension
5. Season suspension
6. Permanent revocation of certification

When reviewing a complaint and deciding what action is most appropriate in a given situation, the FTA Department must take into consideration various extenuating circumstances.

Factors that might suggest a more lenient sanction include:

- a. First offense
- b. Remorse
- c. Apparent desire to reform
- d. Other good coaching attributes
- e. Dedication to youth sports

Factors that might suggest a harsher sanction include:

- a. Child endangerment
- b. Violation of law
- c. Prior complaints/review action
- d. Lack of remorse
- e. Number of ethics canons violated
- f. Number of expected behaviors violated
- g. Breach of duties as role model