**Avon Little League Coach Job Description**

Our coaches play a vital role in determining the experience our athletes have within the sport of baseball/softball. While we all have a desire to win, our program's primary focus is positive youth development. We are here to develop children through baseball/softball, not develop baseball/softball through children.

As such, a successful coach in our program does not need to have a strong baseball/softball background. We are looking for moms, dads and other members of our community who love kids and want to provide a fun, positive experience to grow their love for the game and keep coming back year after year. If lack of knowledge of the game is causing hesitation, the league will assist with providing instruction and practice plans. Below is an outline of what we expect from our coaches:

1. Model and teach your players to respect the game and others.

a. Actively teach your athletes to respect the rules, their opponents, the officials, their teammates, and themselves.

b. Hold a parent meeting at the beginning of the season to make them aware of our organization's mission and what your goals/expectations are.

c. Appoint a parent to be “Culture Keeper” for the team.

d. Seize teachable moments throughout the season to talk with players about respecting the game and others.

2. Help players pursue mastery of their sport, not just scoreboard wins.

a. Create an environment that supports learning, emphasizes effort, and encourages mistakes to be made (that’s the fastest way for kids to learn and develop)

b. Help teach kids a “next play” mindset to help them move beyond mistakes quickly.

c. Reward effort, not just good outcomes. Recognize players even for “unsuccessful” efforts.

d. Encourage players to set “Effort Goals” tied to how hard they try.

3. Fill your players’ Emotional Tanks.

a. Use encouragement and positive reinforcement as your primary method of motivation. Research proves this is more effective than fear based tactics.

b. Encourage the players to fill each other’s Emotional Tanks and support one another.

c. Learn to give “Kid-Friendly Criticism,” such as criticizing in private, asking permission, using the Criticism Sandwich, and avoiding criticism in non-teachable moments.

4. Have conversations with your players at every practice and game.

a. Consistently communicate your goals/expectations with players throughout the season.

b. Ask questions and encourage players to speak and contribute during practices, games and team meetings.

5. Consistently Communicate with Parents.

a. Consistently communicate your goals/expectations with parents throughout the season.

b. Fill parents’ emotional tanks by sharing what you are specifically working on with their child and praise the positive efforts of their kids whenever possible, especially when outcome success isn’t visible.

Thank you for helping us grow the love of the game and shape the character of the kids in our community!