



MVHS Softball – Coaching Staff Expectations

- Model, teach and preach **Attitude and Effort**. Leadership/Respect is earned every day...
- Make sure that we have clear Expectations, a Plan, and shared Values. Sell our philosophy and approach continually. Repeat, Repeat, Repeat... Paint pictures! Everyone needs to share a common Vision!
- Our #1 priority is to help our players grow and develop into better people. We're building championship kids through trying to win championships. We use the game of softball to help people discover things about themselves. Be a teacher! - take advantage of teachable moments & "life lessons." We have 3 goals each season:
 1. **Each player becomes a better competitor and softball player**
 2. **Each player becomes a better teammate**
 3. **Each player becomes a better person**
- Continually teach and practice the key things that give us a chance to win a game:
 1. **Execute with Fundamentals**
 2. **Be Mentally Tough (Growth Mindset)**
 3. **Compete aggressively ("with a purpose")**
 4. **Attitude and Effort (two things that we all choose everyday)**
- We will be quick to welcome newcomers.
- We will not compromise the expectations, but we will strive to be a positive influence in a student's life for as long as possible without it being detrimental to the team...
- This is the pinnacle of the athletic career for most kids – we're committed to providing the best environment possible for them, to have a program they take extreme pride in, where they can develop and achieve whatever potential they have and are willing to work towards.
- Coach and teach for the benefit of the players. Keep the players' interest uppermost in mind.
 - Provide a safe environment; maintain control; be highly organized and prepared.
 - Get to know players as people. Be approachable. Know what's going on in their life. Know what they want; know what their expectations/goals are. **Make sure they know you care.** Develop as close a relationship with the player as their personality allows.
 - Focus on players you have, not the players you don't have
- Coach within the framework of the overall high school experience and priorities. We support, encourage participation in other sports – they learn to compete, skills are transferable, they learn different roles, experience different teammates, and it enhances their high school experience. This all helps them in softball.
- Have high expectations - of all involved - at all times:
 - Expect and accept nothing less than the best a player is capable of.
 - Model the expectations – Lead by example. Act as if you're being video taped.
 - Jump on the little things, and we may avoid the big problems.
 - Challenge them to believe in themselves; to be accountable – no excuses.
 - What gets rewarded, gets done... What you allow, you encourage...
 - Provide specific goals
- Simplify! Common sense leads to simplicity. Simplicity is the genius of great coaches

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- Coach as a team! Offer ideas and suggestions. The coaching staff can and should have differing points of view with each other - Be consistent as a coaching staff with the players.
- Focus is on the **TEAM!**
 - Coach to each player's style and strengths within team context.
 - Young people are naturally self-centered – help them see the bigger picture.
 - The player should be herself. We will work within that framework to build a team with different personalities. Find ways to achieve meeting their needs - on what they want – to also get to what you want as coach.
 - Team Chemistry: It's better than getting a new superstar player
- Provide effective and stimulating use of practice time:
 - Practice time is Coaches time – be really committed to it! Game time is for players.
 - Repetition of the things that happen most often: Preach, Teach, Preach some more...
 - Balance of Fundamentals and Games Approach – Pressure in Practice!
 - Plan It, Post It, Preview It, Execute It, Reflect on It - Did we improve?
 - If we haven't taught it, we can't expect the players to do it correctly.
- Provide a **REWARDING** and **FUN** environment:
 - Through hard work, competing, and improvement – commitment to daily improvement. Help players understand that rewarding experiences occur when you are willing to persevere through adversity.
 - Focus on “temporary setbacks” vs. “failures.” Be “not satisfied” vs. “disappointed.”
 - Through simply enjoying the game itself! Players want to enjoy the experience! – the #1 surveyed reason students participate in high school sports: “Fun...”
- Provide an environment where the player's **MOTIVATION** will thrive
 - Motivation comes from within the player – people want to do the best they can, and want to achieve their potential. It's our job as coaches to help them.
 - Focus on performance; on things the player controls, not on outcomes or results.
 - Be positive! Focus on and capitalize on their strengths! Use “and” instead of “but.” Be **PASSIONATE!** Expect **GREATNESS!** Speak **GREATNESS!** Be about helping to build confidence. **CONFIDENCE IS AN AMAZING THING...**
 - Our principles are not negotiable; be flexible with our methods.
- Communicate!
 - “4 At the Door” – Eye Contact, Name, Hand, Heart.
 - Be a good listener! Encourage lofty goals. Kids listen to coaches.
 - Be able to answer the question, “Why do we do this?” Explain “Why,” not just “How.” For most things, “Try this way” vs. “You **HAVE** to do it this way”
 - Provide appropriate levels of feedback to players – don't under or over coach
 - Provide “instruction,” not “criticism.” How you present it is critical!
 - Don't over-coach in games; don't fill their head with things better served for practice.
 - Don't take away aggressiveness. Help focus it, perhaps, but don't take it away.
 - Be honest. Each player should know where they stand.
- Remember: We are working with the most important person in someone's life!
- Take the blame; Give the credit.

1. Why do I Coach? 2. Why do I coach the way I do?
3. How does it feel to be coached by me? 4. How do you define success?

Players ask 3 questions of their Coach every day:

1. Can I trust him/her? 2. Is he/she committed to excellence? 3. Does he/she care about me?

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