



## LFC Coach Development Policy

### Introduction

At the heart of being a successful club is the coaching that we provide to all our players both those in the top teams and those in the social teams. The experience they have at training is also critical to their enjoyment of the game and their desire to return each year.

Our coach development policy is designed to support the development of LFC coaches from initial introduction to coaching at aged 14 to senior coaching roles within the club.

The coaching structure is designed to ensure that all teams at LFC receive the right level of coaching so that the players in the team enjoy their football, are able to develop their skills and to enable our top teams to be successful in NSFA and competitions.

The coaching structure is designed to support individual coach development through hands-on experience, mentoring by senior coaches and support for attendance at appropriate training courses and workshops.

### LFC Culture, Playing Style and Coach Minimum Standards

The LFC Coaching Philosophy is based on the National Curriculum. The nationally preferred playing style is defined as being: -

- *A pro-active brand of football, based on effective possession, with the cutting edge provided by creative individuals.*
- *Defensively the key components are quick transition and intelligent collective pressing.*
- *The Playing Style is underpinned by a strong 'team mentality', capitalizing on Australia's traditional strengths.*

Lindfield Football Club aims to be recognised not only for the quality of the football we play but also the way we behave both on and off the pitch. To support this goal, we expect that at a minimum LFC coaches will:-

- Follow the LFC Coaching outline - what we want to achieve, how we want to play, our Club Culture;
- Be punctual and if you can't make a session, take responsibility for finding a replacement and communicating with the team;
- Provide a safe fun learning environment for all LFC players;
- Coach in a positive manner;
- Be organised - prior to a training session or on match day;
- Act in a professional manner during training and games; and
- Take advice and be willing to learn.

### Coaching Levels

The coaching structure has five levels of coach and these levels provide guidance as to the experience expected at each level, the likely coaching role and the expected hourly rate. The five levels are outlined in the table below: -

Level	Title	Description
-------	-------	-------------

1	Assistant Coach	First year coaches generally supporting the Super Skills program and/or assisting senior coaches
2	Junior Coach	Second or third year coaches supporting the Super skills programs or coaching social / junior development teams
3	Coach	Third or fourth year coaches coaching development teams or junior SAP teams
4	Senior Coach	Coaches with five or more years' experience coaching SAP/SL or DL teams
5	Head Coach	Senior coaches overseeing coaches across the SL/DL or Super Skills or SAP programs. These coaches are also nominated to be part of the NSFA Club Coach Coordinator (CCC) program

These roles are overseen by the Head of Coaching who reports to the Coaching Director. There are separate job descriptions for these two roles. Recommendations on promoting coaches can be made by the Head Coaches and approved by the Head of Coaching. Appointment of the Head Coaches must be confirmed by the LFC committee.

### Coach Recruitment

The goal of the club is to grow all its coaches from within its playing ranks. This provides growth and development opportunities for our junior members both in terms of football knowledge as well as their ability to manage and lead people (as well as providing them with useful paid employment). This ensures a steady supply of experienced coaches for our SAP/DL/SL teams that understand the LFC culture, coaching philosophy and playing style.

We also encourage our coaches to continue their coaching career beyond the community level and coach teams at rep level and beyond.

Coaching positions are available for boys and girls aged 14 and over who are current or have been members at the club. The coaching office will promote these opportunities to girls and boys in the G14 (turning 14 in the year), U15, G16 & U16 age groups. A coach information session will be organised by the coaching office before the start of each season to brief potential coaches. Interested coaches will be offered a trial period (unpaid) of six sessions where their attitude and engagement will be assessed. If they succeed in the trial period, they will generally be offered a paid Assistant Coach role.

### Coach Qualification and Training

The NSFA, FFA and LFC all offer coach education aligned to the FFA curriculum. At the Community level these courses are free. The table below outlines the minimum and desired coaching qualification expected from LFC coaches at each level.

Level	Minimum Qualification	Desired Qualification
1 – Assistant coach	-	Skill Training Certificate
2 – Junior coach	Grassroots Certificate	Skill Training Certificate
3 - Coach	Skill Training / Game Training (11aside coaches) Certificate	Skill Training / Game Training Certificate
4 – Senior Coach	Skill Training & Game Training Certificate	Youth C Licence
5 – Head Coach	Skill Training & Game Training Certificate	Youth C Licence

The NSFA offers coaching scholarships for coaches wishing to undertake their Youth C Licence. LFC coaches are encouraged to apply for this scholarship and the coaching office can provide a recommendation to support their application.

In addition, the club offers a financial package to support coaches wishing to undertake their Youth C Licence. The package details is as follows:-

- The package will be offered to LFC coaches who have been offered or are being considered for a Senior or Head Coach role.
- The club will make available one / two package per year.
- Coaches to pay full course fees upfront. Coaches are reimbursed 50% of the course cost after they have coached at the club for a period of 12 months following completion of the course.

The Head Coaches and Senior Coaches are also encouraged to become MiniRoos / Grassroots Presenters. While the gaining of this qualification is at the coach's expense, Coaches will be reimbursed for the time they spend delivering these courses to LFC members. We expect to be able to run at least two MiniRoos / Grassroots courses each year for the benefit of our parent coaches and Assistant Coaches.

### Coach Responsibilities

This section outlines the responsibilities of coaches as different levels and for the different teams

Coach Level	Training	Game Day	Other
1 – Assistant coach	Assist with setup and pack-up of a session. Run a drill. Provide appropriate guidance on the execution of a skill.	May attend game day with a coach to observe and assist with warmup.	No requirement.
2 – Junior coach 3 - Coach	Execute a session plan provided by the Head Coach.	Attend match day and provide appropriate warmup activities. Conduct pregame, halftime & end of game team talks. Organise subs as per LFC policy. Provide appropriate guidance from the sidelines as per LFC Policy.	Support Grading activities.
4 – Senior Coach	Plan sessions in line with LFC periodisation guidelines for at least first 12 weeks. Plan periodisation for the balance of the season.	As per Coaches above.	Plan and submit session plans and periodisation for review by the Head of Coaching. Organise / run grading if required.

	Mentor and coach Assistant coaches (if assigned).		Participate in at least one age group's pre-season grading.
5 – Head Coach	As per Senior coaches. Attend 1-2 training sessions per season conducted by Level 2 & 3 coaches and provide feedback. Mentoring coaches at training as defined below.	Run match day for the team they coach (As defined for Level 3 coaches) Attend 1-2 match days per season conducted by level 2 & 3 coaches who they are mentoring and provide feedback.	Organise / run grading for assigned age groups. Oversee and finalise team selections (SL/DL/SAP/Dev) in consultation with the Head of Coaching for their assigned age groups Appoint coaches to teams (in consultation with the Head of Coaching) for their assigned age groups Assist Age Coordinators to confirm social teams for their assigned age groups Mentoring activities detailed below

As outlined in the table above, a key role of the Head Coaches and Senior Coaches is to support the development of our more junior coaches through mentoring and providing coaching feedback. The support of junior coaches has four components

- 1) **Support with session planning.** Head Coaches are to provide their coaches with appropriate session plans to be followed.
- 2) **Support with session execution.** Head Coaches or Senior Coaches should attend 1-2 sessions conducted by level 2 & 3 coaches and provide appropriate feedback using the LFC provided feedback form. We estimate this to be between attendance at 2-8 training sessions per season per Senior / Head Coach depending on the number of coaches assigned.
- 3) **Support with Game Day.** Head Coaches or Senior Coaches should attend 1-2 games coached by level 2 & 3 coaches and provide appropriate feedback using the LFC provided feedback form. We estimate this to be between attendance at 2-8 training sessions per season per Senior / Head Coach depending on the number of coaches assigned.
- 4) **Informal Mentoring.** Head Coaches or Senior Coaches should make themselves available to level 2 & 3 coaches to help them work through challenges that may encounter during the season e.g. dealing with difficult players or parents, making their sessions run more effectively or assisting and individual player develop a particular skill.

## **Coach assignment and Coach rotation**

The assignment of coaches to teams is the responsibility of the Head of Coaching, assisted by the Head Coaches. We recognise that the assigned coach and training times are often important factors in the decision to take up an offered spot in a SL/DL or SAP team

Our aim is to have all coach appointments for SL/DL and SAP teams confirmed in time for the briefing sessions for players that have been offered spots in these teams which are held in early December. This also allows us to confirm session times for each team and coach.

Development squad coaches and training times are confirmed in February.

It is important that we provide some continuity in coaching for coaches and teams but also ensure that coaches receive a variety of coaching during their LFC career. When assigning coaches to teams we endeavor to adhere to the following guidelines: -

- U8-11 - a team should have the same coach for no more than two years in a row; and
- U12-U18s – a coach will remain with a team for no more than 3 years in a row.

## **Coach Equipment and Attire**

LFC coaches are expected to attend LFC training sessions in the prescribed LFC coaching attire. Under no circumstances are LFC coaches to attend LFC games or training sessions (even as a spectator) in other football club or academy coaching attire.

The prescribed coaching attire (provided and funded by the club) is outlined below: -

- LFC Level 1 & 2 Coaches – LFC Polo, LFC rain jacket or LFC training top ( club supplied)
- LFC Level 3 Coaches - LFC Polo, LFC training top, LFC shorts, LFC tracksuit, LFC rain jacket (club supplied)
- LFC 4 & 5 Coaches – as above plus LFC winter jacket (provided to coaches attending Kanga Cup)

## **Academy Relationships**

Some coaches operate their own academy or work for a private academy in addition to the work they undertake with LFC. Coaches are required to inform the club if this is the case. LFC will not employ coaches through an academy unless this has been agreed by the LFC Executive Committee. Coaches are not to promote their own training camps/academies to LFC members (including their squad they coach) unless they have written permission from the Club Coaching Director prior to contacting LFC members.

## **Pre- Season Games and games outside of the Association**

There are clear guidelines regarding the organization of games in pre-season and games with teams outside of the Association that are specified by FNSW. LFC will organise games for all SL,DL and SAP teams in line with the budgets and development plans agreed by the LFC Technical Director and Coaching Director. If coaches would like to organise additional games outside of what the clubs plans these must be discussed and agreed with the LFC Technical or Coaching Director.

## **Coaching Payments**

The table overleaf outlines the expected rates and payments for LFC coaches. Variations to these guidelines must be requested in writing and approved by the Head of Coaching and Coaching Director.

### Tournament Payments

#### State Cup and CofC

For these competitions, the following guidelines apply: -

1. Games scheduled within the association – no additional payments
2. Games scheduled out of association – travel time and costs may be claimed as follows
  - a. Travel - \$80 to cover petrol
  - b. Daily rate – see rates below. Coaches can claim 1 day (in place of match payment)
3. Games scheduled out of association where an overnight stay is required – travel cost and a daily rate may be claimed as follows: -
  - a. Travel - \$80 to cover petrol
  - b. Daily rate – see rates below. Coaches can claim 1 day (in place of match payment)
  - c. Accommodation \$120 per night for a max of 1 night

#### Proctor Cup / Bathurst Cup

- a. Accommodation \$120 per night for a max of 2 nights
- b. Travel - \$80 to cover petrol
- c. Daily rate – see rates below. Coaches can claim for 2 days

#### Kanga Cup

- a. Accommodation \$120 per night for a max of 5 nights
- b. Travel - \$80 to cover petrol
- c. Daily rate – see rates below. Coaches can claim for 4 or 5 days

### Tournament Rates

The table below outlines the daily rate that can be claimed if travelling to a tournament.

Level	Title	Daily Rate (tournaments)
1	Assistant Coach	NA
2	Junior Coach	NA
3	Coach	\$100
4	Senior Coach	\$125
5	Head Coach	\$150

### Coach Training and Game Day - time expectations and pay rates

Training session payments are based on the preparation time plus session time (which varies by age group) multiplied by the rate for the level of coach.

### Training & Grading Session Rates

Training sessions are paid on an hourly rate (depend on the level of coach) and the length of the training session. Grading is paid at a reduced hourly rate.

The table below outlines the hourly rate based on the level of coach.

Level	Title	Hourly Rate (Training)	Hourly Rate (Grading)
1	Assistant Coach	\$17.5	\$15
2	Junior Coach	\$20.0	\$17.5
3	Coach	\$25.0	\$20.0
4	Senior Coach	\$30.0	\$25.0
5	Head Coach	\$40.0 (or as negotiated)	\$40.0 (or as negotiated)

The actual time present at the grading session may be claimed. This includes time spent on set-up, running grading and tidy-up at the end of grading.

The table below outlines the time that can be claimed for coaching at a training session and is based on the Age Group of the team being trained

Age Group	Expected Session time to be claimed*
U/G 8-9	75mins
U/G 10-12	90mins
U/G 13-14	90mins
U/G 15-16	105mins
U/G 18	105mins

\*This time includes preparation and actual training. Additional time over and above this time cannot be claimed.

### Game Day Payments

Game day payments are based on the age group being coached (not the level of coach). The exception to this is Assistant Coaches that are invited by the coach to attend a game to gain further experience. These coaches should claim based on their hourly rate using the expected Game hours

Age Group	Expected Session time to be claimed	Expected Game Hours	Rate per game
U/G 8-9	75mins	15min & 40min game	\$40
U/G 10-12	90mins	15min & 50min game	\$50
U/G 13-14	90mins	30min & 60min game	\$60
U/G 15-16	105mins	45min & 70min game	\$80
U/G 18	105mins	45min & 90min game	\$100

### Cancelation Policy

Coaches will receive 50% of the expected payment where a training session is cancelled due to circumstances outside of the coaches control i.e. ground closure due to weather

Coaches will not receive a cancellation payment for grading events or match days as these events will be rescheduled.

Where coaching falls on Public Holiday, and the club cancels training, coaches will not receive a cancellation payment. If training is held by the coach, with the club's approval, then the normal claim rules apply at usual rates