

U.S. Coach Development Framework

Aspen Institute Sports & Society



U.S. COACH DEVELOPMENT FRAMEWORK

For sport leaders building coach development into community

VISION

**Quality Coaching
Suited to Athletes
and Setting**



PROCESS

**Principles &
Practices for
Developing Coaches**



ECOSYSTEM

**System Drivers
of Coach
Development**



U.S. COACH DEVELOPMENT FRAMEWORK

For sport leaders building coach development into community

- Aim: Advancing holistic, long-term coach development
- Created by listening, finding, organizing, and translating ideas into a coherent framework
- A reference tool, not a prescribed approach or one-size-fits all method
- Supporting alignment across settings while empowering leaders to see coach development in their context

Quality Coaching Suited to Athlete & Setting

VISION



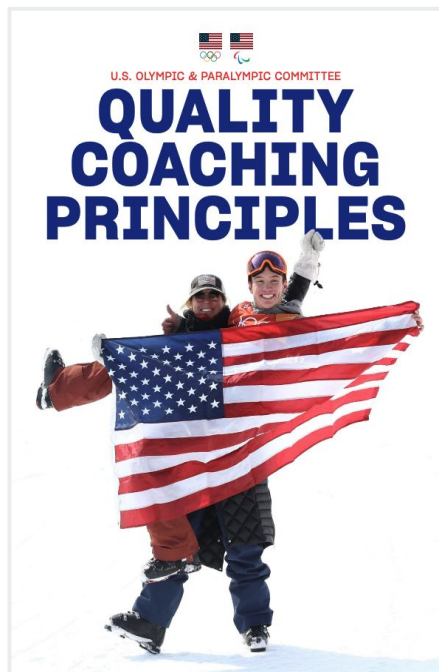
A Definition of Sports Coaching



**the intentional management of
human progress, in and through sports**

Element	What it is	Examples
Human Progress	The Goal	Connection; Learning; Risk-Taking; Sport Skill
In/through Sport(s)	The Tool	Basketball; Golf; Running; Flag; Lacrosse
Intentional Management	The How	Practice Activities; Teaching style; Game Strategy

Quality Coaching Principles



Athlete-Centered

Built around athlete needs

Contextual Fit

Tailored to setting & pathway

Essential Knowledge

Rests on Professional, Interpersonal & Intrapersonal

Evaluation & Recognition

Incorporates a process for growth

Coach Well-Being

Prioritizes wellness to flourish

Examples of Sports Coaches



Genre	Format	Examples of a Coach
Traditional Sports	Team Sport	Head Coach; Position Coach; Player Dev Coach
	Individual Sport	Track & Field Coach; Swim Coach; Tennis Coach
Sport Lessons & Camps	Group Instruction	Baseball Academy Director; Group Tennis Lessons
	Private Lessons	Private Swing Coach; Parent Coaching in Backyard
	Sports Camps & Clinics	Day Camp Counselor; Clinic Instructor
Sport-Based Youth Development	Adaptive Sports	Site Lead – Everyone Plays Soccer (Asphalt Green)
	PYD & Sport	First Tee Coach; Girls on the Run Coach
	After School/Recess	Soccer for Success; Playworks
	Sports & Academics	Philadelphia Youth Basketball

Key Functions of a Sports Coach

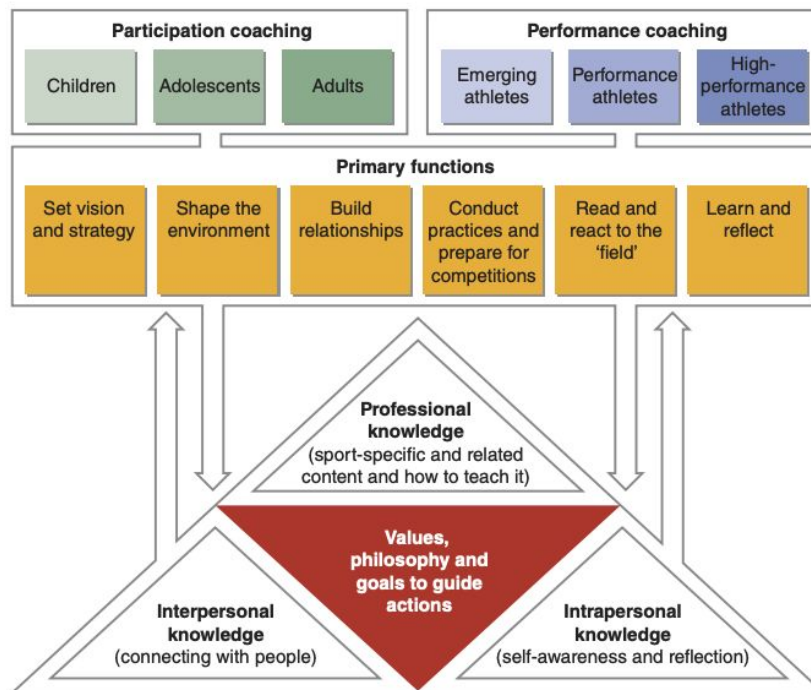


ICCE

International Council for
Coaching Excellence



UNITED STATES CENTER FOR
COACHING EXCELLENCE



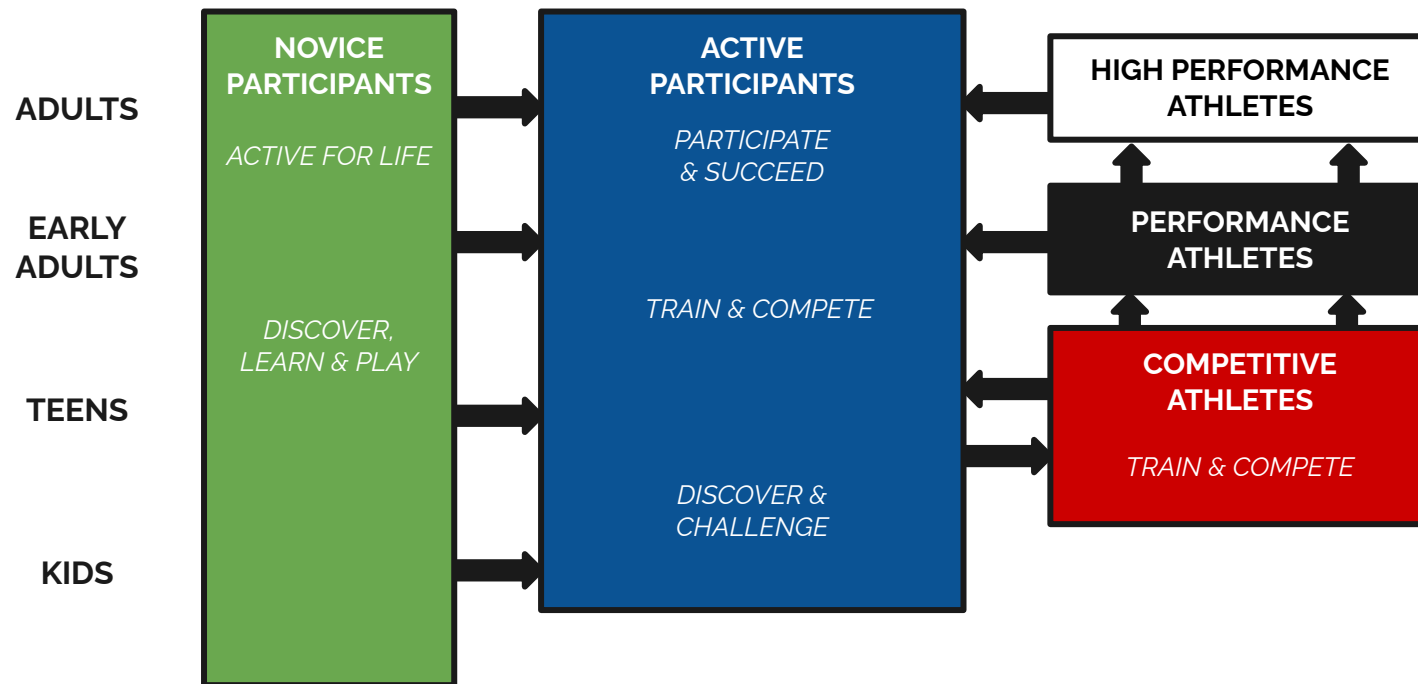
Key Functions of a Sports Coach

Set Vision & Strategy	Understand & account for population needs, org goals & sport trends
	Articulate a coaching philosophy and value system
	Obtain Resources, Facility & Equipment; Select/Confirm Staff & Participants
	Engage in appropriate process for scheduling, planning & goal setting
Shape Environment	Establish / enforce protocols for safety, injury risk & abuse prevention
	Set / reinforce boundaries, norms & expectations for behavior
	Create/ support a motivational climate
	Foster belonging, inclusion & connection
Build Relationships	Build/ sustain quality relationships with athletes & participants
	Build /sustain quality relationships with coaches & stakeholders

Key Functions of a Sports Coach

Conduct Sport Activities	Know the physical demands, skills, tactics/strategies, and rules of focus
	Design / implement activities suited to population needs
	Lead activities using appropriate teaching & learning principles
	Prepare, manage and evaluate competition (e.g. meets, matches & games)
Read & React to the Field	Adjust the goals, methods and environment to changing conditions
	Monitor volume and intensity; manage injury, health & wellbeing
	Engage parents, supervisors and community members
	Incorporate mental skills and/or transferable life skills
Learn & Reflect	Reflect on coaching, by oneself and with others;
	Engage in continuous learning
	Monitor personal wellbeing and practice self-care

Age-and-Stage Pathways



Four Coaching Approaches



FOUNDATION

Welcoming

methods and activities that build initial knowledge and skills for participation, leading to comfort and a desire to continue



PARTICIPATION

Engaging

methods and activities that build enjoyment and connection while growing foundational knowledge and skill.



COMPETITIVE

Challenging yet supportive

methods and activities that deepen knowledge, skill and confidence for competition, while fostering enjoyment, health and wellbeing.



PERFORMANCE

Demanding yet caring

methods and activities that facilitate higher stakes competitive performance and sport mastery while protecting enjoyment, health and wellbeing.

Matching Coaching to Athlete and Setting



INFORMAL	COMMUNITY	SCHOOL	PRIVATE					
Backyard	Programs	Leagues	Scholastic & Intramurals	Clubs	Lessons	Camps	Professional	International
Teens Pre-Teens Kids	Youth Leagues	Youth Leagues	High School Middle School Elementary School	U18 U16 U14 U12 U10 U8	Teens Kids	Teens Kids	Academies	Junior National Teams ODP

Principles & Practices for Developing Every Coach

PROCESS



Developing in Coaching



FOUNDATION
Coaching

●—————→
Novice Expert



PARTICIPATION
Coaching

●—————→
Novice Expert



COMPETITIVE
Coaching

●—————→
Novice Expert



PERFORMANCE
Coaching

●—————→
Novice Expert

“The functions of the coach are very different from effective coaching, and effectiveness relies, to a great extent, on the context in which the coaching is being delivered” - USCCE

Spectrum of Knowledge in Coaching



Professional	Organization	Populations Needs	Sport Knowledge
	Legal Responsibilities	Age/Stage Differences	Rules of Play
	Emergency Readiness	Disability & Inclusion	Techniques & Tactics
	Safety/Abuse Prev	Sex/Gender Needs	Style of Play & Strategy
	Codes of Conduct	Neighborhood/Community	Sport Pathways
	Schedules & Facilities	Health Needs & Injury Risks	Sport Governance
	Program Operation	Sport Science	Coaching Processes
	Selections & Talent ID	Physical Literacy / FMS	Practice & Activity Design
	Fundraising/Budgeting	Growth & Maturation	Instruction & Feedback
	Staffing & HR	Nutrition & Supplements	Scouting / Game-planning
	Public Communication	Volume & Periodization	Competition management
	Sports Information	Strength & Conditioning	Video, Data & Analytics

Desired and/or required knowledge will vary by context, sports, age/stage, setting and coaching approach. This spectrum illustrates the variety of knowledge areas that can shape coaching behavior.

Spectrum of Knowledge in Coaching

Interpersonal	Culture & Climate	People & Situations	Child / Adolescent Dev
	Motivational Technique	Mental Health Literacy	Positive Youth Dev (PYD)
	Managing Behavior	Parents & Caregivers	Trauma-Informed Practice
	Ethical Leadership	Burnout & Dropout Risk	Life Skills Development
	Team/Culture Building	Performance Anxiety	Social-Emotional Learning
	Effective Communication	Academic Support	Leadership Development
Intrapersonal	Self Awareness	Coaching Philosophy	Learning & Growth
	Regulating emotion	Motivation to coach	Learning Goals
	Reflective Practice	Coaching beliefs & values	PD Opportunities
	Self-Assessment	Coaching style	Self Care & Wellbeing

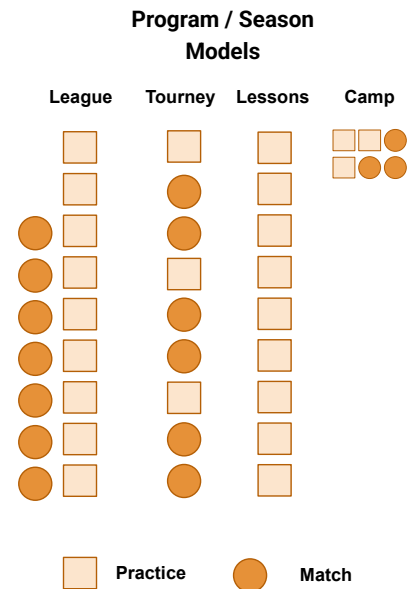
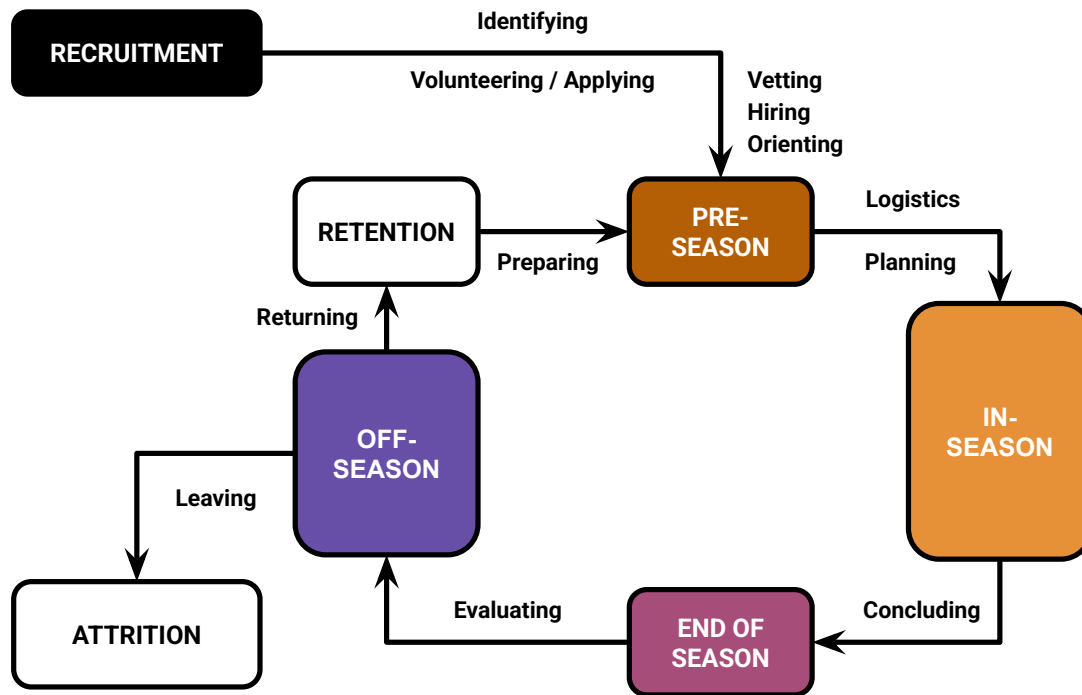
Desired and/or required knowledge will vary by context, sports, age/stage, setting and coaching approach. This spectrum illustrates a potential range of knowledge areas that can shape coaching behavior.

Activities in Coach Development



Structure	Type	Example(s)	Ways to Drive
Informal  Formal	Self-Directed Learning	Journaling Listening to Podcasts	Tools & Subscriptions Recommendations
	Communities of Practice	Learning Circles Group Chats	Organize social events Co-facilitate
	Mentoring & Apprenticeship	Shadowing Career Coaching	Local Partnerships In-House Programs
	Training & Professional Development	Workshops E-Learning	Set Requirements Individual Learning Plans
	Certification & Degree Programs	Coaching License University Certificate	Compensation Incentives

When to Build in Coach Development?



Coach Development in Practice



PRE-SEASON

Setting the Stage

Required training

Code of Conduct/
Coaching Charter

Assign mentor

Host Guest Speakers

IN-SEASON

Support and Quality Control

Mentor Check-ins

Observations

Conflict Support

Group Chat

Weekly Emails

END-OF-SEASON

Reflection & Retention

Self-Assessments

Coach Survey

Social event
& Learning Circle

Mentor Final Meeting

OFF-SEASON

Development & Community

Individual
Development Plans

PD Incentives

Strategic Planning &
Community Building

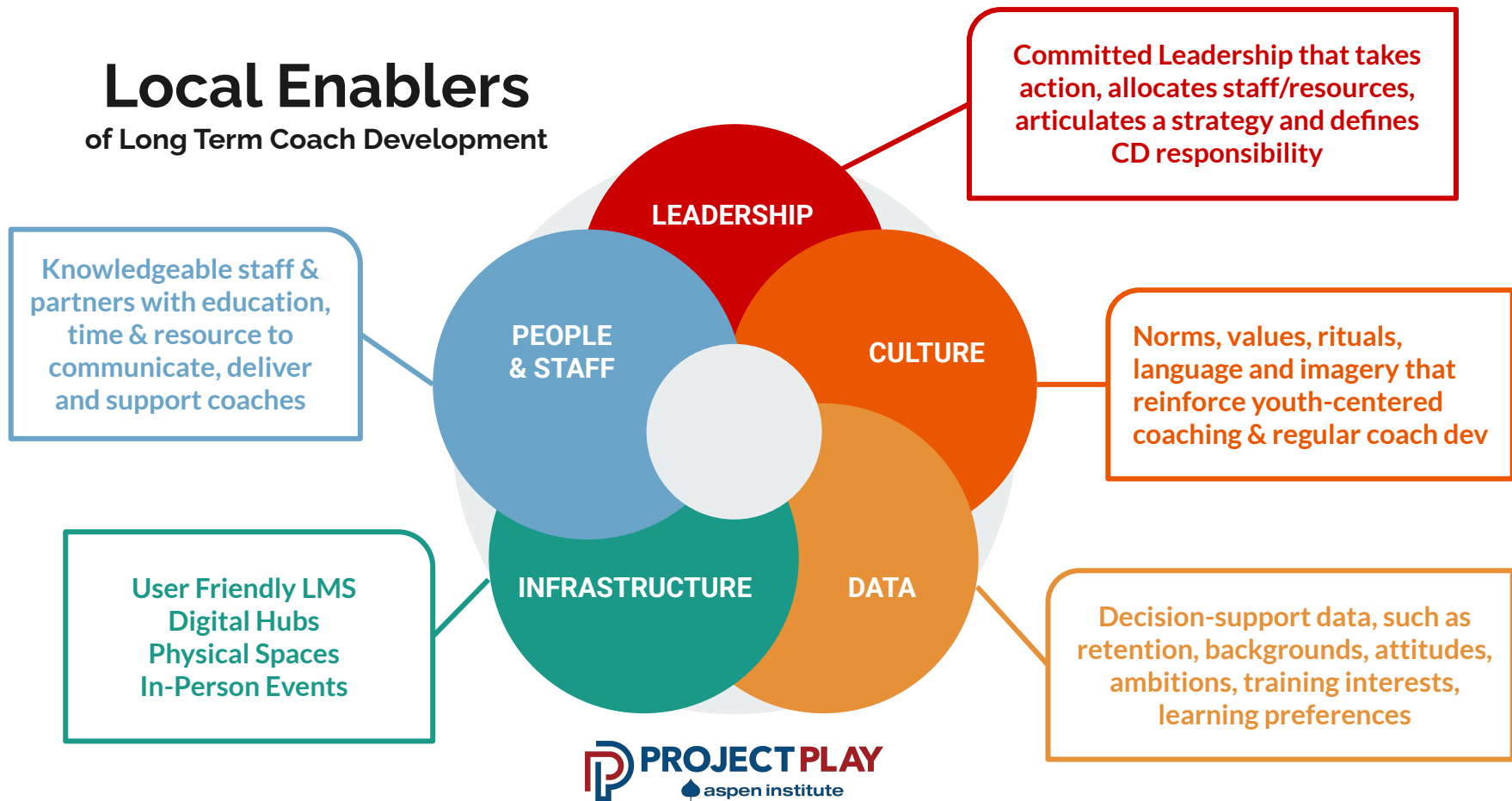
Host/Attend Clinics

System Drivers of Coach Development

ECOSYSTEM

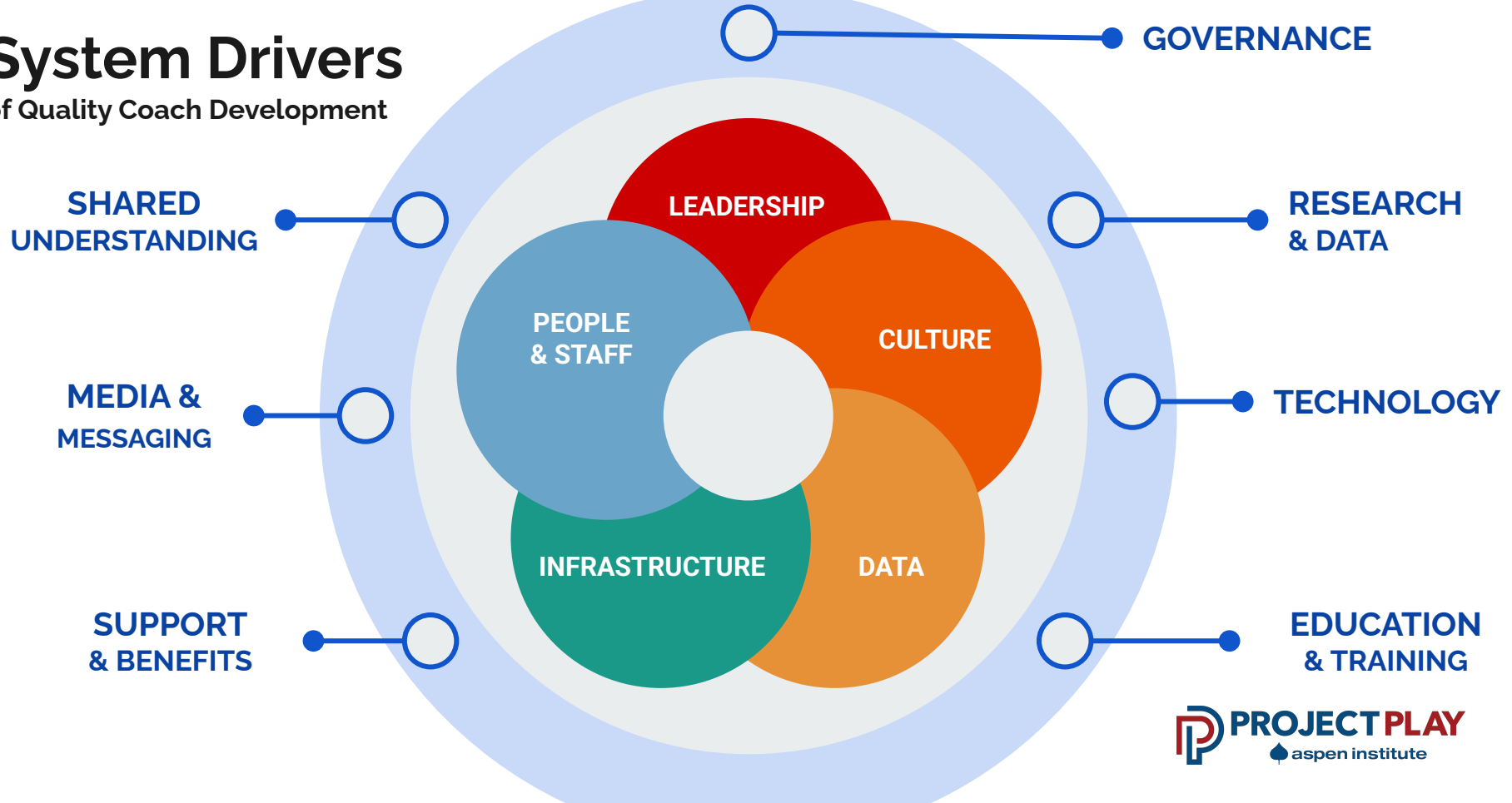
Local Enablers

of Long Term Coach Development



System Drivers

of Quality Coach Development



Acknowledgements

The creation of the U.S. Coach Development Framework was not possible without the support of the following individuals and organizations.

- **Craig Morris**, USTA Coaching
- **Steve Tanner & Anthony Vitale**, PGA of America
- **Dr. Kristen Dieffenbach**, U.S. Center of Coaching Excellence
- **Cameron O'Riordan**, etrainu
- **Chris Snyder**, Coach Development Consultant
- **Kevin Burton**, Asphalt Green



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