

## **Mission Statement**

The mission of the Dallastown Soccer Club is to foster the development of local youth through the sport of soccer. We are dedicated to providing our participants with a fun, high-quality soccer experience that encourages sportsmanship and a love of the game through the development of player, coach, team and family.

## **Values**

**Dedication:** We value dedication to the club. Dedication means practicing at home, consistent attendance, punctuality and individual effort. A Coach's time with the team is limited; technical proficiency can only be achieved at home through individual effort. The club can only achieve its mission through the dedication of its coaches, parents, and players.

**Teamwork:** The key to our club's success is our ability to work with others. This entails our players knowing their teammates' strengths and weaknesses and their ability to translate this knowledge into success on the field. Our club is focused on developing good **team** soccer players. We value teamwork over pure technical skill.

**Sportsmanship:** Our club stresses respect for others—peers, coaches, and officials. A player's "coachability" and their ability to get along with others is just as important as the technical aspects of the game. Skilled players with good attitudes (and parents who are easy to get along with) are assets to any team. A player's (**and parents'**) sportsmanship is a factor in determining team composition. We are ambassadors of our community: our coaches, players and parents interact with people from all over the mid-Atlantic. Our club will protect our good reputation within the larger community.

**Physical Fitness:** We value strength, agility, flexibility, speed and endurance. Athletes should be athletic! Kids who are physically fit show their dedication to the sport and are an asset to their teams. We design our program to be physically challenging; however, parents and players are the only ones who control their level of fitness. Coaches and parents should model good fitness.

**Openness and Honesty:** Our club's purpose is to foster the development of our youth. We need to be open and honest with each other to achieve this objective. If members have a criticism or complaint about another member they need to have the courage to bring the issue directly to that individual. Gossip and innuendo about issues are a detriment to our organization. Matters should be addressed in private and only with the people who have direct control over the issue. Be part of the solution.

## **Vision:**

**Have the best coaches, best developmental training program, best support staff, and thus the best youth soccer program in the region.** *Become the premiere soccer club in the region by adopting the best practices of the most successful clubs in the area. Actively research and mimic successful youth soccer programs in other parts of the country.*

**Best Coaches:** Identify prospective coaches early in the program (U6 or U8). Nurture these coaches through mentorships and superior training/licensing. Establish a *meritocracy* where effectiveness (not win/loss record) is rewarded.

**Best Coaches—Training:** Provide the best training and logistical support for our coaches. Offer convenient and effective training programs that are easy to fit into a busy volunteer coach's schedule. Pay for training classes and training aids. Keep feedback on specific classes, instructors, and training aids; only use instructors and programs that work.

**Best Coaches—Coach Feedback and Evaluation:** Make sure **coaches are open to feedback**. Provide avenues for constructive criticism. Do not be afraid as an organization to fire/hire based on merit. (We must realize that some people are better coaches than others, just as some players are more skilled than others. Make sure coaches are as open to playing whatever role is needed in the organization—just as they expect their players to be open to whatever position their needed on the field. We need to subjugate our egos for the good of the organization. When a coach isn't working out do not be afraid to make an adjustment. Rotate new coaches onto teams when possible every two years based on team dynamics and availability of good coaching prospects.

**Best Support Staff:** Recruit a staff of executive officers that will make the administrative side of the **club easy and convenient for the coaches** so they can concentrate on just teaching. Add paid positions where appropriate and beneficial to the club. Develop a way to recognize, reward, and retain your best staff members. Do not be afraid of removing volunteers who are not pulling their weight. The staff has to be as open to change and the needs of the organization as the coaches.

**Best Program:** Once we have the best trained coaches with the best support framework we can **provide our players with the best training** available at the club level.

**Best Program—U6:** Field a superior U6 soccer program that emphasizes enjoyment of the game. Use the U6 program to recruit motivated parents into the organization. *Our goal for U6 is simply to get kids an opportunity to put a foot on the ball and have fun.*

**Best Program—U8:** Organize a U8 Intramural Soccer Program that emphasizes fundamentals and fun. Ensure all participants in the program receive the same basic soccer training. Use the U8 program to evaluate coaches and players for the travel program. Convince parents and coaches everyone is part of the same soccer club with the same long term goals. *Our goal is for every player to come out of U8 with a basic knowledge of proper technique for dribbling, passing, trapping and striking the ball. They should understand positions and how to work with a teammate on defense (pressure, cover, etc) and on offense (cross, give and go, etc.). They should be able to describe set plays (kick off, goal kick, corner kick) and be able to perform a proper throw in.*

**Best Program—Player Evaluations:** Hold the most equitable and accurate evaluations possible for the U9-U19 travel program. Set our club up so that the emphasis is on training and development, not whose kid can make the travel A team. Make transition from each team more fluid season to season, especially at the U9-U12 years. Evaluations should balance observation by coaches during the season

with technical ability. *Technical Proficiency, Fitness, Dedication, Sportsmanship and Teamwork should be evaluated.*

**Best Program—U9-U12 Travel:** Field the best age appropriate teams with emphasis on player development. Kids should not be placed on the travel A teams unless they demonstrate the appropriate level of fitness, dedication, and sportsmanship. Rosters shouldn't be maxed out simply to fill slots in the club. However, practices should be open to age appropriate club members who are "on the bubble" skill wise. "A team" members and parents should be supportive of ALL club members.

**Best Program—U9-U12 Recreation:** Provide new and less skilled players the opportunity to play and develop. Use secondary players to fill out rosters or make room for odd numbers of players. Make every effort not to turn away kids, but do not sacrifice the quality of the "A teams". When possible field kids of like skill on a travel B team as opposed to filling out two equal rosters of recreational teams.

**Best Program—U13-U19 Club:** Provide a place for local youth to continue to play soccer with their peers. (Typically only field a team when it doesn't conflict with the school soccer season.)