

Coaches:

Thank you for dedicating your time and talents to coach our youth. It was requested that I post my "Coaching with Integrity" notes onto the website.

My goal as the BAA Baseball City Director is to try to instill high moral character and integrity into kids through playing baseball. That is my expectation of my directors, umpires and coaches. I expect my coaches to coach with integrity.

My goal is to keep the kids playing baseball a long time. To do that we need good coaches. To keep good coaches we need good directors. We have good directors, so please make use of them. Please start with your level director if you have concerns, and then contact your BAA Baseball City Director if you feel you need to elevate a problem. Most directors will get to 1-2 of your games during the year, however some directors coach 4-5 nights a week, so it will be harder for them.

I want to emphasize our BAA Baseball goals:

- Instill a high moral character and integrity into the kids through playing baseball.
  - Baseball provides a lot of opportunities to teach kids how to positively respond to negative situations.
- Prioritize good sportsmanship, having fun, and teaching baseball skills over winning.
  - There is nothing wrong with wanting to win, but it should never come at the expense of our guiding principles.
  - It is okay to want to win, but do it with class. Teach the kids situational baseball and not just skills.
  - Remember this: 1 -2 years from now no one will remember the outcome of a given game, but they will remember coaches that were having a shouting match or playing unfairly.

**Things not to do:**

- Don't take advantage of weak kids.
  - There was a recent case where coaches basically ignored the rotation by having outfielders come in and play a base. This not only made a mockery of the game and taught bad baseball, but it also taught kids that winning is the most important thing.
  - If there is a weak kid at 3<sup>rd</sup> base don't round your kid past 2<sup>nd</sup> to 3<sup>rd</sup> just because the kid at 3<sup>rd</sup> can't catch the ball.
  - If the kid at 2<sup>nd</sup> base is really weak don't have your right fielder run the ball into the infield rather than throwing it to him.
    - Note that Mite coaches on both teams should encourage and instruct the kids to not throw to the pitching coach until time out is called. However, they often will. If you are a pitching coach please catch the ball, but then instruct the kid to throw it to his teammate. PLEASE DON'T avoid the ball, so that it rolls to the fence to enable your player to take another base.
- Do not play chicken on the bases.
- If you get mad at another coach do not have a shouting match or go nose to nose. If you can't resolve something then back down and contact your director. If you go nose to nose you will pay dearly when you get home as your spouse will read you the riot act.
- Don't be harsh with your kids. A coach who is harsh on the kids or does not rotate kids around will get kids to quit. I don't want those parents coaching BAA Baseball.

## Things to do:

- Show restraint if you don't agree with another coach's behavior. Some coaches get "caught up in the moment" and forget the score. They may not be trying to take advantage of the situation though it might appear that way. You can respectfully point out the incorrect behavior without making a scene. If the other coach does not agree then take the high road on the field and send your director an email with your concerns after the game. What a great example of displaying high character you can be when negative things happen.
- Be very positive with the kids. I recognize that with the limited practices that we have that we often have to teach during the game. This means providing verbal directions. Often a coach will have to raise their voice to be heard. There is a difference between providing instruction with an elevated voice and barking out criticism. Keep in mind that most kids have a tough time recognizing the differences. Therefore, try to provide 1-2 items of encouragement for every instruction. If you do the "2 for 1 rule" they will know that they also are doing some things properly. The praise could be as simple as being in the right spot on the field.
- Also, give praise to the opposing team's players. They likely will be on your team sometime in the future, so please consider all the BAA players as your players.
- You can have extra practices.
  - Plan out your practice.
  - Split the kids in stations – sort strongest and weakest, so you can focus on different items.
  - Assign dads (or moms) to help out at stations – don't ask for volunteers just ask a parent to go to a station.
  - Coaches should rotate around and not take a station. It is your job to teach the other parents what you learned today.
- Have a parent meeting at the first practice to emphasize our goal of instilling a positive character into our kids.
- Tell parents that if a kid brings a bat to a game then all kids have the right to use that bat.
- Please ensure that your parent umpires (Mites and Cub levels) have read the rule book a couple times. I can't emphasize this enough. It will remove a lot of arguments.
- If a kid is frequently not making it to practices, then reach out to them.

## Miscellaneous Items:

- Postponed games are automatically rescheduled. See our postponement policy on our website for details.
- The big item which usually causes the most frustration with coaches – when does play stop? Please review the rule in the rule book.
- Be respectful to your umpire. Recognize many are 16-18 year old kids. You need to be patient with them as they learn. Please treat them as you would want another adult to treat your son. There is an opportunity for all coaches to comment on umpires when you record your scores. We will use those comments to improve our umpire's skills.
- It is your responsibility to police your parents to ensure they give the same respect and patience to your umpires.
- You need to police your kids to ensure their behavior is in line with our code of conduct policy.
- Make sure parents/coaches have verified that a bat is of legal size.
- Rule: Instructional- If an infielder makes a play to get a base runner out, then that runner returns to the bench. It does not happen many times. The child will not have their self-esteem ruined. We want to reward kids in the field for making a good play.
- Ensure you have taken concussion training once every 3 years – see the BAA website for links to the training video.
- All kids need cups.
- Instructional coaches should pitch overhand unless a specific child cannot hit the ball.
  - At the BAA Instructional level we never use a batting tee during the game, however it is strongly encouraged during practice.
  - If a kid does not get a hit, then he can walk after 7-10 pitches.
- Encourage your parents to come to the St. Paul Saint's spotlight game for Bantams at Red Haddox (see the Important Dates tab on the BAA website for the specific date) – come out and watch – tailgate – have fun.
  - The St. Paul Saints bring their personnel and put on a fun night in Bloomington with their normal antics.
- Encourage your parents to come to the BAA night at the St. Paul Saint's game @ CHS Stadium (see the Important Dates tab on the BAA website for the specific date).
  - BAA kids get to take fielding on the CHS grounds prior to the game.
  - Discounted tickets are available.
  - The flyer in your coaches' packets provide more details.
- Evaluations – Please return them and don't make us hunt you down.
- Bantams/Majors – lights at Smith – Important to have lights off by 10:30 p.m.
- Majors –Home coach will open up and close Dred Scott properly.
- Background check forms are required for all coaches.