



Coaching Policy

All Divisions
Windham Baseball/Softball League

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Privileges and Responsibilities

It is a privilege, not a right to Manage/Coach children in Little League Baseball. The Manager/Coach (coach) must follow all the rules and regulations of Little League Baseball and Windham Baseball/Softball, while embracing the spirit of the game as expressed in the Code of Conduct section of this document. Anyone who cannot follow these guidelines may forfeit the privilege of coaching.

The philosophy of Managing/Coaching in Windham Baseball/Softball Leagues is ATHLETES FIRST – WINNING SECOND.

This means every decision made by a coach should be, first and foremost, in the best interests of all players on his team. Secondly, you should instill a desire to win (and lose) with good sportsmanship.

Helping young people develop physically, psychologically and socially is, and always should be, more important than beating the other team. A coach should instill in his/her players a desire to do their best, to pursue excellence in all aspects of the game, to respect their teammates, coaches, opponents and umpires, to play fairly and to try to win. If these objectives are met, both coach and players have been successful – regardless of the outcome of any game.

Code of Conduct

The Team Manager/Coach (coach) must act in accordance with the Privileges and Responsibilities defined above. In addition, coaches must conduct themselves with the following things in mind:

- You are in an influential position. How you teach is equally as important as what you teach.
- Be a good role model. Present a model of behavior that you want your players to copy. Set positive examples at games and practices. If you expect your players to copy you when you show them baseball/softball skills, then you should expect them to copy you in your other behavior as well.
- Everyone on the team is important. Treat each player as an important human being first, and as an athlete second. Each player has a different personality and will progress at a different



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- speed. You must be sensitive to each player's needs and skills. You should measure your success as a coach by the degree of improvement you were able to realize in each and every one of your players; not just by your win/loss record.
- Remember, baseball/softball is supposed to be fun. So, HAVE FUN! Organize your practices and games so that each player participates as much as possible. Avoid standing around. Think of ways to keep each player's interest. As a coach, you should be having fun too. Otherwise, why are you coaching? Do not pressure your players to win and/or focus on mistakes. Each mistake is a chance to teach something positive.
 - Include players in the coaching process. Ask them what positions they want to play. Explain why you are doing certain things. Ask them what they think they need to practice. After a game, pick their brains before you go home. They will constantly surprise you with their observations.
 - Be patient. Baseball and softball skills require high levels of timing, coordination and thinking. These skills can only be acquired through repeated practice. Encourage players to practice on their own in addition to team practices. Give them ideas for practicing at home alone (i.e. throwing a tennis ball at a target against a garage door or onto the roof and fielding it; swinging the bat, etc.).

Team Manager Description

As a Team Manager/Coach (coach), there are more things to do than just coaching baseball or softball. The coach's activities before, during and after the season are vital to the success of Windham Baseball/Softball. The following is an outline of these key activities:

- Review, understand and comply with the Code of Conduct;
- Attend league sponsored Coach's Clinic(s); First Aid Clinic & Umpire's Clinic
- Teach your players the fundamental skills necessary to master the core competencies applicable to your respective division;
- Review and understand the Official and League Supplemental rules of baseball/softball applicable to your respective division;
- Participate in player tryouts and player placements if applicable to your respective division;
- Notify your players of their team as soon as Final rosters are approved by the Division Director;
- Recruit assistant coach(es), get approval by Division Director and select a team parent;
- Communicate league philosophy and rules to all players and parents;
- Understand your obligation to maintain equipment in good condition Organize and run worthwhile practices throughout the season;
- Work with team parent to distribute schedules, uniforms, picture information, etc.;
- Instruct players during practices and support players during games. Do not teach during games. Let the kids play!
- Notify umpires and concessionaire when a decision is made to postpone a game prior to



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- arriving at the field;
- Make-up postponed games promptly;
- Update results of games on the website (Minors, Boys AAA and Majors only);
- Bring two (2) new “game” baseballs/softballs to every game;
- Ensure field is ready for play when your team is scheduled as the home team (i.e. rake, lime, etc.). Visitors should help and must help fix the field after the game.
- Ensure all trash is picked up from field, benches, bleachers, etc. at the end of each game;
- Return complete set of equipment to the Equipment Manager at the end of the season;
- Participate in All Star selections as required by your respective division.

Selection

On an annual basis, the Director for each division will recruit prospective managers and coaches, and recommend acceptable candidates to the President of Windham Baseball/Softball for appointment and subsequent approval by the Executive Board of Directors.

Development

It is mandatory for Team Managers/Coaches (coaches) at all division levels to attend league-sponsored coaching development events to be scheduled prior to the start of each season. This requirement will include such events as:

- Coach’s Clinic(s)
- Umpire’s Clinic(s) [Majors & Minors only]
- First Aid Clinic

In addition to the above, all coaches are encouraged to review any materials purchased by the league (i.e. videos, books, handouts, etc.) to improve each coach’s overall knowledge of the game. These materials are intended to be used by the coaches as a resource to: identify effective practice drills, key coaching points and organized practice strategies; focus on important aspects of the game (i.e. hitting, fielding, base running, pitching, etc.); and, increase/improve the overall understanding of the game from a coaching perspective.

All coaching development activities and materials are geared towards the teaching of “core competencies” to be stressed at each and every division as follows:

“PLAYER PROGRESSION/COACHING IMPERATIVES” MATRIX



Player Skills
Development Matrix

www.wbsl.org/policies/skills_grid.xls



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Evaluation

During the season, the Director for each division will observe the conduct of the managers and coaches,. Feedback from other coaches, umpires, parents, etc., as well as participation in the required coaching development activities, will be considered. At the conclusion of this process, the Division Director will share these observations and feedback with the individual coaches to help them improve from year-to-year.

Disciplinary Action

The Board of Directors, by a two-thirds vote of those present at any duly constituted meeting, shall have the authority to discipline, suspend or terminate the membership of any coach when his/her conduct is considered detrimental to the best interests of Windham Baseball/Softball. The person involved shall be notified of such meeting, informed of the general nature of the charges, and given an opportunity to appear at the meeting to answer such charges.