

OYSA US Soccer Club Development Tool Resources

Mission:

- A. Clubs have a plan to develop the club, coaches and kids.

Vision:

- A. Clubs work to develop the technical aspects of their clubs that in turn creates an environment where more kids play soccer, stay in soccer, and become better kids and players.

Goal:

- A. Reward clubs for their hard work in developing their plan.

Zone 1 - Club:

A. Philosophy

- a. Definition: [the most basic beliefs, concepts, and attitudes of an individual or group](#)
- b. Mission Statement Definition: [A written declaration of an organization's core purpose and focus that normally remains unchanged over time. Properly crafted mission statements \(1\) serve as filters to separate what is important from what is not, \(2\) clearly state which markets will be served and how, and \(3\) communicate a sense of intended direction to the entire organization.](#)
- c. [Examples](#)
 - i. [US Soccer Mission, Philosophy, Culture](#)
 - ii. [OYSA Mission Statement](#)
 - iii. [United PDX Mission/Purpose](#)
 - iv. [St. Louis Scott Gallagher SC Mission Statement/Core Values](#)
 - v. [Eugene Timbers Mission Statement](#)
 - vi. [Willamette United Mission and Philosophy](#)

B. Vision & Objectives

- a. Vision Statement Definition: [An aspirational description of what an organization would like to achieve or accomplish in the mid-term or long-term future. It is intended to serve as a clear guide for choosing current and future courses of action.](#)
- b. Objectives Definition: [A specific result that a person or system aims to achieve within a time frame and with available resources. In general, objectives are more specific and easier to measure than goals.](#)

C. Culture and Core Values (Identity)

- a. Culture Definition: [Broadly, social heritage of a group \(organized community or society\). It is a pattern of responses discovered, developed, or invented during the group's history of handling problems which arise from interactions among its members, and between them and their environment.](#)
- b. Core Values Definition:
- c. [Examples](#)
 - i. [United PDX](#)
 - ii. [Rush Soccer](#)
 - iii. Washington Timbers [Players](#) – [Family](#) - [Coaches](#)
 - iv. [St. Louis Scott Gallagher SC](#)
 - v. [Dallas Texans](#)

D. Organizational Chart

- a. Definition: [Visual representation of how a firm intends authority, responsibility, and information to flow within its formal organizational structure.](#)
- b. [Examples](#)
 - i. [Dallas Texans Organization](#)
 - ii. [Dallas Texans Technical Organization](#)

E. (Full) Pathway; Zone 1, 2, & 3

- a. See Samples in Appendix 1
- b. Zone 1 is U6 to U12
- c. Zone 2 is U13 to U15
- d. Zone 3 is U16 and older
- e. Examples
 - i. [Washington Timbers](#)
 - ii. [Willamette United FC](#)
 - iii. [Dallas Texans](#)

F. Additional Resources

- a. [Mission Statement vs Vision Statement](#)
- b. [Organizational Structure Definition with Video](#)

Zone 2 - Soccer:

A. Philosophy

- a. Develop a philosophy based around how and what your coaches will teach the game
 - i. [Rush Soccer](#)

B. Style of Play

- a. Develop a way to play for your club that all teams are striving towards
 - i. [Rush Soccer](#)
 - ii. [Arsenal FC \(California\)](#)

C. System of Play

- a. Develop a system for each of the game models
- b. Systems should be in line with your Philosophy and Style of Play

Zone 3 - Players:

A. Philosophy

- a. Statement based on how you want to accomplish player development.

B. Characteristics

- a. What qualities with in your Philosophy do you want to develop?

C. Profiles

- a. A position by position description of decisions and qualities of the players you want to develop.

Zone 4 - Development:

A. Philosophy on teaching

- a. Guidance for your coaches on how they are going to teach the players

B. Curriculum (Planning long-term)

- a. Provide a framework for staff coaches that helps them develop a season long plan for their teams
- b. Coach provides team curriculum to DOC for feedback and approval prior to the season starting

C. Periodization Plan

- a. Definition:
- b. Within your curriculum a plan is included to ensure the well being of your kids based on their training to game ratio, time of the season
- c. Should include workload for training sessions

D. Reality-based learning through game-like situations in training

- a. U6 to U12

E. Connection between training and game environment

F. Individual Development Plan (players have ownership)

- a. Players have quarterly individual meetings
 - i. Meetings include goal setting and play to accomplish goals

G. Roster Management (Squad rotation)

- a. Players are given opportunities to play or train up level or age group for development
- b. Players play in multiple positions throughout the season

- H. Additional Resources
 - a. [Arsenal FC \(California\)](#)

Zone 5 – Talent Identification:

- A. Age group analysis (Depth Charts)
 - a. Internal use only

Zone 6 – Staffing:

- A. Defined roles and responsibilities (job descriptions)
 - a. Board
 - b. Club staff
 - c. Coaches
 - d. Managers
- B. Continuity & stability of Staff
 - a. Coaches have been with club for 5 or more years
- C. Qualifications/Certification
 - a. Grassroots License - All coaches must have this
 - b. D License - All coaches must have this
 - c. C License - 25% of coaches must have this
 - d. A/B License - 25% of coaches must have this
- D. Experience
 - a. 0-2 years
 - b. 2-5 years
 - c. 5-10 years
 - d. 10 plus years
- E. Staff Development (PDP)
 - a. Each coach has a current PDP
 - b. Each coach is given training (3) and game (1) feedback 4 times a year
 - c. Club hosts quarterly in-house coaching education

Zone 7 - Integration between staff & departments:

- A. Communication & coordination between age groups

Zone 8 - Academy Environment:

- A. Contact Frequency (Number of training hours per week, month, year)
 - a. Set number of training sessions per age and level within club
- B. Code of conduct for
 - a. Club Staff
 - b. Players⁴
 - i. Examples
 - 1. [Willamette United FC](#)
 - c. Parents⁴
 - i. Examples
 - 1. [Willamette United FC](#)
- C. Parent Education/Engagement
 - a. Yearly Club hosted parent education
 - b. Coaches meet with parents 4 times per year

Zone 9 - Evaluation:

- A. Structured overall club self-assessment
- B. Individual staff meetings
- C. Individual player (and parent) meetings

- D. Staff and player database

Zone 10 - High Performance/Technology:

- A. Use of video to accelerate learning and reinforce concepts (players, teams, coaches)/video clips library
- B. Player rehabilitation plan and programming for injury prevention
- C. Nutrition/hydration educational plan

Zone 11 - Facilities and Resources

- A. Field availability meets minimum standards (turf and grass)
 - a. Game Set-Up
- B. Quality and availability (outdoor, indoor, & futsal)
- C. Meeting and video room
 - a. Access to a facility
- D. Fitness performance area and equipment

Zone 12 - Administration and Management

- A. Full-Time Club Administrator
- B. Administrative responsibility: Registration
- C. Administrative responsibility: Scheduling
- D. Discipline
- E. Video (filming and upload)