

Templeogue United



Celebrating 40 years

Templeogue United FC

Football Development Plan

2018 - 2020

Mission Statement

"To provide football for children of all ages in the community in a fun, safe and positive environment to enable our players to develop their skills and to fulfill their ambition, no matter what their ability. TUFC aims to provide a lifetime of football education and participation with the Club's ethos, values and policies at the core of everything that we do"

Values

RESPECT – LOYALTY – PASSION – HARD WORK – INTEGRITY – PRIDE

HUMILITY – EXCELLENCE – INCLUSION – EMPATHY

CLUB – TEAM - PLAYER



VISION

Treat everyone with respect at all times

Every Player Matters

Mistakes are part of the game, we should learn from them.

Play our way, always

Lead don't follow

Ethos, apply Club values on and off the pitch

Our Club, create lifetime football pathways

Grow our profile in the Community

Uniformed Club kit for players and coaches

Encourage our players to express themselves always

Understand our strengths and weaknesses

Transition from Small Club mentality to progressive Club

Develop every player to ensure they fulfill their full potential



Introduction - Building a Club with a strong presence within the Community

The Club ethos is to provide a community service - football in a fun and learning environment for children. TUFC will always put the child and appropriate development very much at the heart of all our activities.

The Club has a record of achievement, mainly in the small sided game, and at this level has competed consistently with the strongest soccer clubs in the Dublin and District Schoolboys League - one of the strongest children's/youth leagues in Europe. This record should not be understated in any way, and is a reflection of the quality of our young players, the commitment shown by our coaches and the support and facilities provided by the Club.

However the Club will now look to move forward to achieve the goals set out in this document. To create the appropriate environment to achieve those goals the following areas of the Club will be reviewed, redefined and if required restructured, replaced or improved.

1. Facilities
2. Coaching
3. Support & Development
4. Player Development

The actions and objectives outlined in this document will have reasonable and achievable timelines and will be reviewed regularly by the Football Development Committee (FDC) to ensure timely delivery of same.



Facilities

TUFC will provide the best possible surfaces for teams to train and play on. The quality of the playing surfaces will always be a priority and the FDC will engage with South Dublin County Council on a regular basis to maintain the highest possible standards.

The new playing area adjacent to the TUFC All Weather pitch will be completed in 2018 and this will add additional quality playing surfaces to schoolboy and senior teams.

The FDC will allocate individual training times and area allocations on grass and all weather, when appropriate. Every effort will be made to ensure that teams get two slots a week and that training times are age appropriate. Winter indoor facilities for S7C sessions and team meetings will be provided.

A parent drop off policy will be encouraged and coaches will be reminded that at appropriate ages, players will be encouraged to be independent from parental influence at training and games. Coaches will remind parents that unless they are specifically asked to be involved, parents should be only watching training sessions from a distance. In particular, the All-weather pitch should NOT have parents on it at all.

Use of the Clubhouse should be promoted to all coaches for the purposes of Team meetings / Parents meetings / S&C sessions. The Club lounge should have photos of ALL current Club teams as well as historical teams of achievement.

All areas within the Club should promote an environment of success and endeavor. The FDC will provide signage advocating Club policy, ethos and achievement



Coaching

The definitive objective of the Coaching Team will be to ensure that players are technically proficient, tactically aware and physically prepared for their relevant age group and playing level.

Coaches will be encouraged to ensure that teams adopt a playing style that affords players the opportunity to express themselves and have the freedom to play expansive, open football and bring what they have learned at training to game time.

The FDC will provide coaches with a Charter and Year Pack outlining what is required through the season and also giving support around coaching and preparation best practice.

The Club Coaching Structure will consist of a Director of Football / Club Coach –Age Group Coordinator – Team coaches

Coach recruitment from The Academy will be the responsibility of the FDC and all potential candidates will be assessed for suitability by FDC members and if selected, assigned a Team / Group relative to their skillset.

Team coaches will receive coaching via several channels: Club Coach at training sessions and coaching meetings. Age group coordinators will filter coaching material to the relative team coaches from the Club Coach. Additional coaching will be provided by Reading FC coaches, invited guests, FAI and League of Ireland coaches and coaching material via the TUFC website.

The FDC will continue to actively search for new coaches (young and experienced) within the Club and beyond to ensure that we have a pool of available coaching talent.

Club policy will depict that teams have a minimum of 2 coaches with a recommendation that 3 coaches per team is preferred. There will be a Max of 5 teams per age group

Regular Player evaluation will be conducted by Team coaches in conjunction with age group coordinators.



Coaching

All TUFC Players MUST play at their appropriate level and players will be encourage to always strive to play at the highest possible level.

Coaches within the small sided games section, will rotate players, apply minimum game time rules, and ensure that players are coached to be comfortable with both feet.

Training will generally be conducted at game tempo and all content must be relative to the ability and age group concerned.

The Club website drill library should be used in addition to material provided by the Club coaches, sessions shared from other coaches and picked up from other sports

Coaches should manage the transition though age groups using experience of previous coaches including move from 5-7 aside, 7-9 aside and 9-11 aside, in particular.

The FDC will provide the opportunity for coach education via the FAI pathway.

Coaching Year Plans including all areas of development required for the age group /ability level will be provided by the FDC

Home practice (individualized) schedule for younger players will be provided both for in season and out of season work. Nutrition plans and eat healthy advice will be given to all players.

The FDC will give guidance to all Coaches via the coordinators on the following.....Best practice; Kit procurement and management; Player and Parent Behavior ; Player ability assessment ; Developing winning mentality; Creating a positive training and Playing environment to maximize potential

All Club Coaches will be Garda Vetted and MUST complete the compulsory Child Welfare Coarse



Support & Development

The FDC will consist of a small number of dedicated coaches, Club members with a mix of experience and enthusiasm. The FDC will ensure that team squads are based on the following criteria.

Under 8 -11

Format: 5 and 7 aside

Squad numbers: 10 / 13

Minimum Contact Coaching time per week: 3 hours

Minimum playing time: 20 mins

Under 12

Format: 9 aside

Squad numbers: 13

Minimum Contact Coaching time per week: 3 hours

Minimum playing time: 30 mins

Under 13 – 18

Format: 11 aside

Squad numbers: 15 / 16

Minimum Contact Coaching time per week: 4 hours

Minimum playing time: Coaches discretion (Within reason)

Coach Numbers: The advised coaching numbers per team are 3 (minimum 2)

Coaches should assign parents to help with all non – football relates tasks.

Football for Fun: TUFC will provide a Fun based “Football for Fun” environment on some Sunday afternoons from April through September (Ex Summer Break). Volunteer coaches will facilitate player’s not suited to competitive football and will also include invited participants from local organizations such as St Michaels House, Cheeverstown and other interested parties.



Support & Development

Club Kit: All TUFC Club kit will be bought via the Club shop

Your Club: Parental participation in non-football support should be encouraged

Weekly Communication: FDC will provide regular emails to Coaches related to all coaching and training related matters

Match Day Communication: All details related to games will come from the Club Secretary

Best Practice: The FDC will provide continuous advice on Best Practice for all Coaches

Monthly Meetings: Coaches will be invited to meetings with the FDC to share ideas and experiences and to hear sessions from the Club coach and invited guests

Parents Meetings: All Teams will have parents meetings at the start and finish of each season. The FDC will support Coaches in preparing for these meetings and will attend if required.

Funding of Coaching Accreditation: The FDC will refund in part or in full (subject to prior approval) all coaches who successfully complete relevant FAI coaching courses.

Encourage Parents: Coaches will encourage parents to actively participate in the club socially and to provide as much help as possible around non – football related activities on match days and otherwise.

Club Promotion: Coaches will use parents to actively promote the Club locally

Style of Play: Coaches will always encourage our players to play open attractive football with an emphasis on individual skill embedded in a strong Team bond.

A Teams: Each age group will endeavor to have an “elite” A team with non-parent coach and the target will be to play in under 12 Premier and remain.



Support & Development

Youth Football: FDC to pay specific attention to 12 – 18 age group to ensure that coaches and players are supported sufficiently to ensure retention of players through to Senior set up.

Off Season: FDC to organize regular off season tournaments and blitzes both internally and also to include invited Clubs of similar ethos

Age Group Interaction: The FDC encourages teams from the same age groups to mix and interact as much as possible.

Strength & Conditioning: FDC / Club coach to provide latest best practice for stretching – flexibility work – S&C

Coaching Teams: Any changes to Team coaching structures must be discussed with FDC via the age group coordinator.

Coach Appointments: All coaches involved with TUFC will be appointed by the FDC and will be assessed regularly. The FDC will add to or rescind appointments where required.

Team Coaches: A representative from each team will be required to attend monthly meetings and will have other weekly requirements such as score validations, coaching sessions, responsibility for equipment, dressing rooms, container, nets room etc.

Pre-Season training: Coaches at the appropriate age groups will define pre-season start dates based on playing level and ages.

Ability Levels: Coaches must adhere to the Club policy of players playing at the appropriate level. Any disputes related to this issue will be escalated to the FDC via the age group coordinator, if required

Girls Section: The FDC will actively look to grow the Club's Girls section through local schools and local media sources.



Player Development

3 golden Rules: Respect – Hard Work – Play the TUFC way

7-11: Develop basic skills: Learn by doing: Learn in small groups: Coach Fundamentals

12 – 15 Develop skills to use in games: Learn to play: Train to compete

16 – 19: Competition conditions: Use learning to win: Train to win

Personal Development: Encourage enjoyment using exercise and nutrition plans

Code of behavior: Commitment to Club via a positive participant environment

Performance pathway: Individual development plans and assessments

Playing level Selection: Transparent evaluation of players on an on- going basis

Individual Home practice: FDC to provide template to Coaches

Player retention: Be a part of a lifetime pathway with senior player as role models

Management of coaches: FDC will ensure all coaching is appropriate to that age group

Development fundamentals: Technical – Tactical – Physical –Lifestyle choices

Contact time: Contact time will be sufficient to support progress based on ability

Ultimate Goal: Facilitate players to create their own football pathway

Influence parents: Particularly those of non-football background to participate

Coach Player Ratio: Where possible, the Coach to Player Ratio will be 1: 5 max

Attracting New Players: TUFC ethos and structure will in conjunction with pro-active marketing of the club will attract new players and coaches

New player pack: All new players joining the Club will receive a pack containing details of Club rules of conduct, expectation of behavior, ethos and a brief history of the Club.



Academy

The TUFC academy will continue on Sunday mornings for 2 hours

All Academy Coaches will be approved by the FDC in conjunction with the Academy Head Coach. All Academy activity will be fun based learning, concentrating on an introduction to fundamental skills and developing an early bond between the children, the parents and the Club.

The Club coach with the support of the FDC will identify potential Team coaches over a period of time and will appoint coaches as per the Club policy including Garda Vetting and required completion of the Child Welfare Course.

The FDC will ensure that the Academy is promoted locally and academy coaches will be included in all FDC communications and meetings and will be supported fully to ensure that have all required equipment and kit.

The academy will have at least one representative on the FDC. The FDC will also liaise with the FAI to gain accreditation for the TUFC Academy if required / appropriate.

Girls

The FDC will actively promote the growth of the Girls section within the Club. This will include advertising training sessions and Academy for Girls in early 2018 plus close interaction with local schools to expand awareness of the Girls section and to attract new female players and coaches.



Seniors

The TUFC Senior Football setup will consist of 3 adult teams including a transition team to facilitate the progression of players from the schoolboy ranks through to represent the Club at senior level.

The FDC will pursue a policy of Interaction between schoolboy teams and senior players to create a viable journey through age groups and generate a progression

Closer alignment with the FDC is required to ensure that future development and growth of the Club is based on a strong senior set up with a yearly influx of players coming from the Schoolboy section. The senior coaches will provide a 3 team pyramid based on a target of having a Team in the top division of LSL football on Saturday and Sunday with a “3rd” team playing at a level appropriate to enable ex schoolboy players to bridge the gap to senior football if not yet ready post under 18 season.

The FDC will endeavor to provide a more suitable floodlit grass training area during winter months for senior training sessions and pre-astro warm ups.

FDC will review allocation of 11 a side playing pitches to ensure that the second senior team, are playing on the best possible surface.

Senior teams require better changing facilities including larger dressing rooms and improved quality shower areas. If possible, the FDC will look to procure portable goals suitable for senior training sessions.

Senior teams will continue to have at least one representative on the FDC



SWOT

Strengths:

Numbers: Large catchment area with young sporting families

Coaches: Large pool of potential coaches, parents and ex-players

Facilities: Improving facilities with new pitch on the way and potential for upgraded all-weather in the near future

Weaknesses:

Dropout levels: The Club needs to create a continuous pathway for all ages

Coaches: The “my team” thinking must be replaced with a Club first ethos

Small Club mentality: Big Club status is not just numbers

Outside influences: TUFC is competing with large sporting organizations in close proximity.

Lack of coach sharing: Club needs to embrace idea and experience sharing

Opportunities:

Schools: The Club needs to look to create links with local schools to promote TUFC

Link 3rd Level: The FDC will look at scholarship and partnership opportunities with UCD and other Colleges at home and abroad.

Player Education: FDC to promote clear player pathways through age groups

Senior Player involvement: Active recruitment of senior players to coach

Coach Pathway: Continued support of Coaches who want to further badges

Professional Pathway: FDC to consider expansion of links to professional clubs

Threats:

Schools: The physical impact on players in 10-15 age group is substantial

Injuries: Injury prevention stretching and flexibility work is a priority

Coaches Commitment: Coaches will be expected to commit to Club, long term.

Club size: Max Team numbers and squad numbers may have to be applied



Goals & Objectives

- Child protection and safety will always remain paramount in all TUFC activity
- All Coaches will be Garda Vetted and FDC assessed
- All Club coaches will have the appropriate qualifications relative to the age group
- The FDC will run all football related activity within the Club
- The Club Profile will be enhanced by structured engagement with local schools, charities and commercial organizations to broaden recognition of the Club
- The FDC through the Coaching structure will identify 100 small changes to be agreed and implemented with the 2018 calendar year
- Keep our players and create lifetime football pathways for all abilities by continuously improving the quality of facilities and coaches.
- Attract new players that fit within our ethos, work ethic and playing style
- Ensure that A and B teams at each age group play in the top division on Saturday and Sunday as depicted by the FDC
- Engage with local League of Ireland Clubs to explore the potential for partnership (one Ex Comm member will attend any meeting with 3rd parties)
- Actively pursue potential new coaches from within and outside the Club
- Improve quality of on-line coaching library on Website to provide Club coaches with on-going high quality session plans and drills
- Create robust coaching structure at each group with full transparency and accountability to the FDC
- Create a success driven mentality and promote our success internally and locally
- Encourage TUFC coaches to apply to be involved in representative teams
- FDC to identify appropriate players for professional pathway (e.g. Reading FC) and representative sides via age group coordinator



Football Development Committee

For the period 2018 - 2020 The FDC will consist of 11 dedicated members drawn from Club members, coaches and officials plus two Executive Committee members (including Club Secretary).

The Chairperson for the duration will be: Podge Kearney + 10 other members. The group will be split into three specific sub divisions to concentrate on the following areas and report back to the Chair at monthly meetings.

1. Facilities / Equipment / Nets room / Container / All Weather
2. Match Days / Pitches / Surfaces / Footballs / Training & Playing Kit
3. Internal Coaching Communications / Coaches Meetings / FAI Coaching accreditation & additional Coaching / Football relationship with other Clubs including Professional Clubs in ROI and UK

The FDC is responsible for all Football related activity within TUFC and operates independently of but under the governance of the Executive Committee TUFC as of December 2017.

The FDC decision making process will be based on a simple majority. All attending members will vote including the Chairperson and in the event of a tie, the Chairs vote is considered as casting. Any decisions with a potential financial or structural impact on the Club, must be ratified by Ex Comm