



Bradford Soccer Club

TECHNICAL DEVELOPMENT PLAN

Covered under pages 4 to 7

- Alignment to Provincial Pathway
- National Player Pathway
- Established pathway to provide players with access to opportunities for participation in Grassroots, Community, Competitive and Development/Performance Streams
- An established pathway that provides opportunities for players to continue participation in the Soccer for Life Stage

Covered under pages 12 to 17

- Program alignment to LTPD stage-appropriate

Covered under pages 5, 8, 9

- Alignment to Strategic and Operational Plans

Covered under pages 9 to 16

- Coach recruitment, Retention, Development, Assessment, Advancement & Recognition

Covered under page 17

- Strategy targets women in coaching
- Strategy focuses on transition of players to coaching roles



Technical Development Plan

The Bradford Soccer Club has a proud history of delivering quality community soccer programs to the youth of Bradford, striving to provide a stimulating and enjoyable environment for players and coaches to support their development and growth in soccer. The club provides multiple levels of programming making the opportunity to play soccer affordable and accessible for all able bodied players and also All-Abilities players.

The Technical Development Plan is designed to align the pathway of an athlete at the Bradford Soccer Club with the concept of Long-Term Player Development (LTPD). The success of an athlete is leveraged through participation in the appropriate athlete development program within the club. This Technical Development Plan provides you with an in-depth overview of our current athlete development programs at the Bradford Soccer Club.

PLAYER DEVELOPMENT

COACH DEVELOPMENT

MATCHED OFFICIAL DEVELOPMENT

INTRODUCTION

The concept of Long-Term Player Development (LTPD) was introduced by Canada Soccer in 2008. It follows the principles of athlete development as laid out in the generic model Long-Term Athlete Development (LTAD).

The seven stage model provides a framework for development that ensures enjoyable lifelong playing opportunities for players of all levels of ability, as well as development of a pathway for elite players who pursue excellence.

The LTPD program eliminates gaps in the player development system and guides planning for optimal athlete performance at all stages. It provides a framework for program alignment and integration, from volunteer club coaches to national and professional teams. The LTPD program follows scientific principles and practical coaching experiences.

The benefits for clubs include the guidelines for appropriate game structures, the guidelines on appropriate competition levels, and the establishment of pathways for athlete development for all levels of ability and ambition.

The Bradford Soccer Club carries a long-standing tradition of athlete development across all levels of play. LTPD is a natural fit for our organization and we continue to serve all our members with regards to offering the opportunity to reach their personal best.

PLAYER DEVELOPMENT

The Bradford Soccer Club's strategic plan includes ambitious goals in the area of Player Development. It is our vision of having a total of 3 The Bradford Soccer Club players (male or female) being part of the "Training To Win" stage of development (LTPD-stage 6) in 2028. A player at this stage is involved in a full professional environment in Canada (Toronto FC, Montreal Impact, Vancouver Whitecaps,) or around the world (EPL, SPL, Bundesliga, La Liga, Women's Professional League). In addition, 90% of players continue to play soccer at The Bradford Soccer Club or elsewhere in the "Active For Life" stage of development.

3-Year Objective

- Align the player development pathway with Ontario Soccer standards and ensure that all players, parents, coaches, officials and administrators are aware of it and understand it
- Establish key partnerships with regards to implementing the Player Development Plan, e.g. university affiliations, partnerships with neighboring organizations, professional club relationships, Huronia District, Ontario Soccer and Canada Soccer

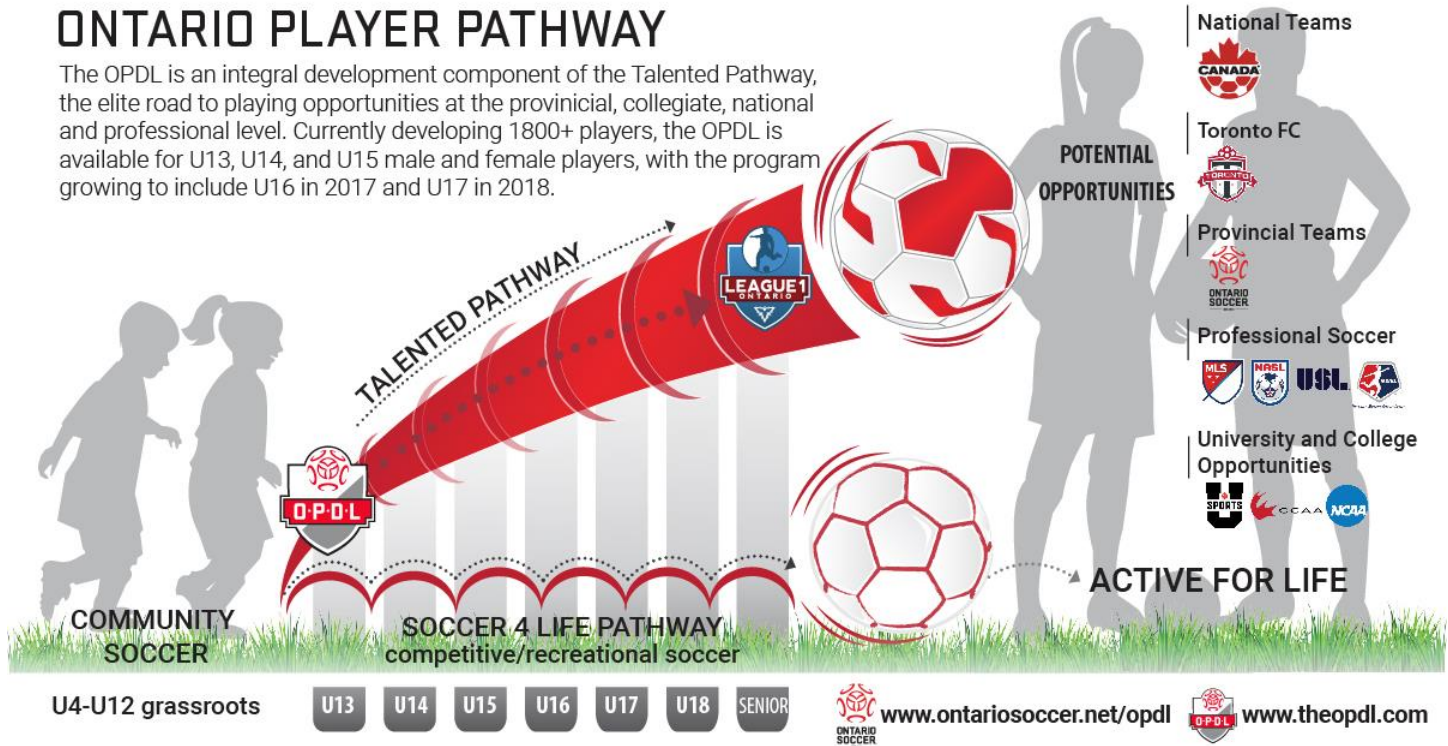
5-Year Objective

- Conduct a full review of the implementation and effectiveness of the Player Development Plan in line with identified success measures
- Conduct a full review of established partnerships in terms of effectiveness

The following graphic shows the current player development pathway within The Bradford

ONTARIO PLAYER PATHWAY

The OPDL is an integral development component of the Talented Pathway, the elite road to playing opportunities at the provincial, collegiate, national and professional level. Currently developing 1800+ players, the OPDL is available for U13, U14, and U15 male and female players, with the program growing to include U16 in 2017 and U17 in 2018.



Guiding Principles of Player Development at the Bradford Soccer

1) **Player-centric program design**

Decisions on technical design of the programs are made in the best interest of the development of the player. The results of a game, success of a team, or winning of trophies and on-pitch accolades for The Bradford Soccer Club are secondary in importance to this overriding principle of focusing on the development of the player.

2) **Consistent and routine player evaluation**

A consistent and routine player evaluation process is built into the program design for the following programs:

- Recreational Program (RP)
 - Recreational
- Academy Program (AP)

- Academy

The player evaluations are easy to understand, they offer the opportunity for parent feedback, qualification and dialogue. Player evaluations are part of a sound technical program to highlight both strengths in a player as well as to identify specific shortcomings.

3) **Talent identification**

The Bradford Soccer Club Player Development Plan takes a vertical approach to player assessment at key developmental age groups, to assess all players, regardless of whether they are playing in the Recreational Program (RP), train in the Open Development Program (ODP) or are currently enrolled in the Advanced Development Program (ADP) and Competitive Development Program (CDP).

LTPD Coaches are responsible in each age group (U7 – U12) for assessing and identifying upcoming talent within the various programs, so these players can advance according to the Player Development Plan.

4) **Program accessibility**

As a non-profit, community-driven organization The Bradford Soccer Club is striving to ensure all players can access the level of development that matches their potential. The Bradford Soccer Club has established a Youth Reach and Jump start to ensure that financial barriers that may exist for some players to access the club's programs are brought down. Whilst extra development fees must exist for programs that extend over and above a regular playing schedule, the club supports fees where appropriate in order to make its full program base as affordable as possible. It is the Bradford Soccer Club's goal to ensure that by 2020 no child's soccer development at the club is compromised for financial reasons.

5) **Building of long-term partnerships that put the player first**

The Bradford Soccer Club's Player Development Plan includes the vision of developing mutually-beneficial partnerships with other soccer organization in order to enhance the development experience of its players. The partnerships (NCAA, CIS...) will complement the process.

MATCH OFFICIAL DEVELOPMENT

The Bradford Soccer Club strategic plan includes ambitious goals in the area of Match Official Development. It is our vision to having all of our Match Officials possess a strong base of skills and understanding of the Laws of the Game, enabling these individuals to pass on this knowledge to the next generation of the Bradford Soccer Club Match Officials.

The Bradford Soccer Club Strategic and Operational Plan support the recruitment, development, education and promotion of referees from the grassroots (club) level. This is achieved through on-going education, assessment and mentoring throughout the soccer season. The Bradford Soccer Club hosts an OS Entry level Match Official course each year to accredit U14 players (both recreational and competitive) to officiate 7 v7, 9 v 9 and 11 v 11 games. The Mentorship Program run by the Club's Head Referee supports Club Matched Officials by mentoring all new match officials on the field and provides constructive feedback, monthly meetings, and provides ongoing support and education.

3-Year Objective

- Improve the base level knowledge of the Laws of the Game in all Ontario Soccer referees
- Increase the volume of qualified Match Officials developed at The Bradford Soccer Club to assist in our projected program expansion

5-Year Objective

- Conduct a full review of the implementation and effectiveness of the Match Official Development Plan in line with identified objectives
- Maximize the retention rate of The Bradford soccer Club Match Officials (all ages)
- Minimize abuse and inappropriate behavior aimed at match officials through the effectiveness of other related initiatives (parent education, Coach Development Plan, Player Development Plan)

All Matched Official are advised that Development programs including mentorship, Long Term Official development, Women in soccer Empowering Referees inquiries should be directed to the Manager, Match Officials at Ontario Soccer. All resources can be found on the Ontario website – <http://www.ontariosoccer.net/match-officials>. Rules of the game, respect in soccer, forms and severe weather information can also be found there.

COACH DEVELOPMENT

The Bradford Soccer Club's strategic plan includes ambitious goals in the area of Coach Development. It is our visions to having all of our coaching staff (volunteer and paid coaches) possess the required and desired coaching qualification in all of the Bradford Soccer Club's Programs (Recreational, ODP, ADP) by 2021. Each Bradford Soccer Club coach contributes equally to the overall success of the organization in developing players at all levels with the same passion and objectives in mind.

CORE STRATEGIC GOALS FOR COACH DEVELOPMENT

Vision:

All of the Bradford Soccer Club coaching staff (volunteer and paid coaches) has the

required and desired coaching qualification in all the Bradford Soccer Club programs (Recreational, ODP, ADP. Each Bradford Soccer Club coach contributes equally to the overall success of the organization in developing players at all levels with the same passion and objectives in mind.

3-Year Objective

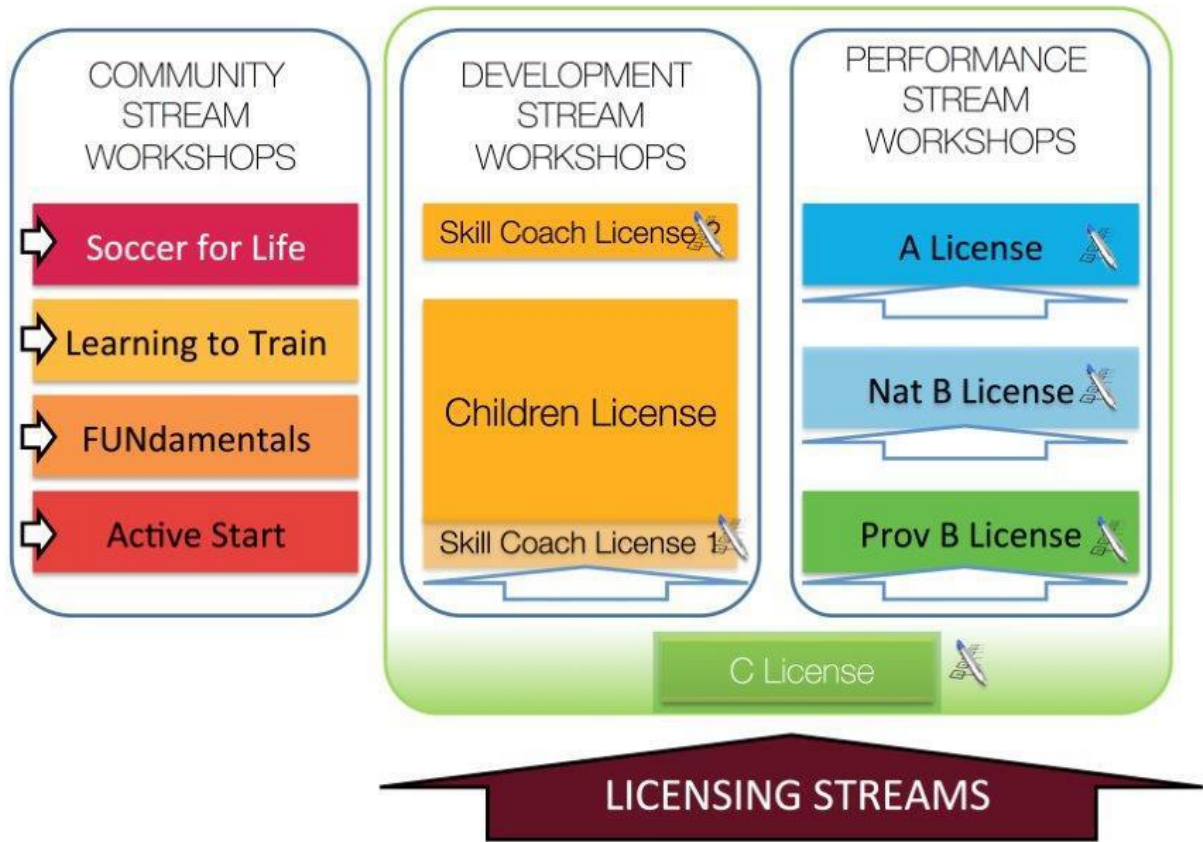
- Align the coach development pathway with Ontario Soccer standards and ensure that all players, parents, coaches, officials and administrators are aware of it and understand it
- Establish key milestones with regards to implementing the Coach Development Plan, e.g. Acceptance into OPDL, Acceptance into League 1.

5-Year Objective

- Conduct a full review of the implementation and effectiveness of the Coach Development Plan in line with identified milestones
- Conduct a full review of the implementation of the new program structure in terms of effectiveness with regards to the Coach Development Plan

The following graphic shows the current coach development pathway, as outlined by Canada Soccer:

Coach Education Model



Guiding Principles of Coach Development at The Bradford soccer Club

1) **Player-centric program design**

Decisions on technical design of the programs are made in the best interest of the developmental needs of the player. The result of a game, success of a team, or winning of trophies and on-pitch accolades for The Bradford soccer Club are secondary in importance to this overriding principle of focusing on the development of the player.

2) **Consistent and routine player evaluation**

A consistent and routine player evaluation process is built into the program design for the following programs:

- Recreational Program (RP)
 - Recreational

- Open Development Program (OPD)
 - Elite
 - Development

- Advanced Development Program (ADP)
 - Academy

- Competitive Development Program (CPD)
 - Competitive

The player evaluations are easy to understand, they offer the opportunity for parent feedback, qualification and dialogue. Player evaluations are part of a sound technical program to highlight both strengths in a player as well as to identify specific shortcomings.

3) **Talent identification**

The Bradford Soccer Club Player Development Plan takes a vertical approach to player assessment at key developmental age groups, to assess all players, regardless of whether they are playing in the Recreational Program (RP), train in the Open Development Program (ODP) or are currently training in the Advanced Development Program (ADP) as well as the Competitive Development Programs (CDP).

LTPD Coaches are responsible in each age group (U7 – U12) for assessing and identifying upcoming talent within the various programs, so these players can advance according the Player Development Plan.

OPDL Coaches are responsible in the U13+ age groups for assessing and identifying high-performance players to allow for these players to become the best soccer player possible.

4) **Personal Development as milestones to coaching excellence**

The Bradford soccer Club Coach Development Plan is designed to offer personal development opportunities to all of our coaches. Each coach possesses an Individual Coach Development Plan (ICDP) that is tailored towards the needs and ambitions of the individual coach. Both the coach and The Bradford Soccer Club agree on a personal development plan for each coach. The agreement is discussed and signed by the Technical Director.

RECREATIONAL PROGRAM (RP)

The Recreational Program (RP) is a program that is designed for all coaches.

The first stage of the RP is the “Active Start” stage at U4/U5. At this stage, the objective is to get children moving and to keep them active. No competitive games should be played, the objective is for adults and children to play together informally. We want players at this stage to fall in love with the game!

The recommendation is to encourage player success. It is highly recommended to possess an “Active Start” Coach Certificate to best assist the youngest players to be engaged in the game.

The next stage of the RP is the “FUNdamental” stage at U6/U7. At this stage, children should be encouraged to participate in “unstructured” play, every day, with their friends or siblings. The most important focus at this stage is the continued development of physical literacy and the recognition that individual technique development is paramount. Players will now start to play games within their own organization.

The recommendation is to possess the “FUNdamental” Coach Certificate to assure the players are being provided with age-appropriate information and coaching input.

Coaches then move on to the “Learn To Train” stage from U8 – U11 for coaching female players and U8 – U12 for coaching male players. This stage is the third stage of development, also known as the “Golden Age of Learning”. The effect of the role-model is very important at this stage and children begin to identify with famous players and successful teams, and they want to learn imaginative skills and skill demonstration is very important. The players learn best by “doing” and repetition leads to technical excellence.

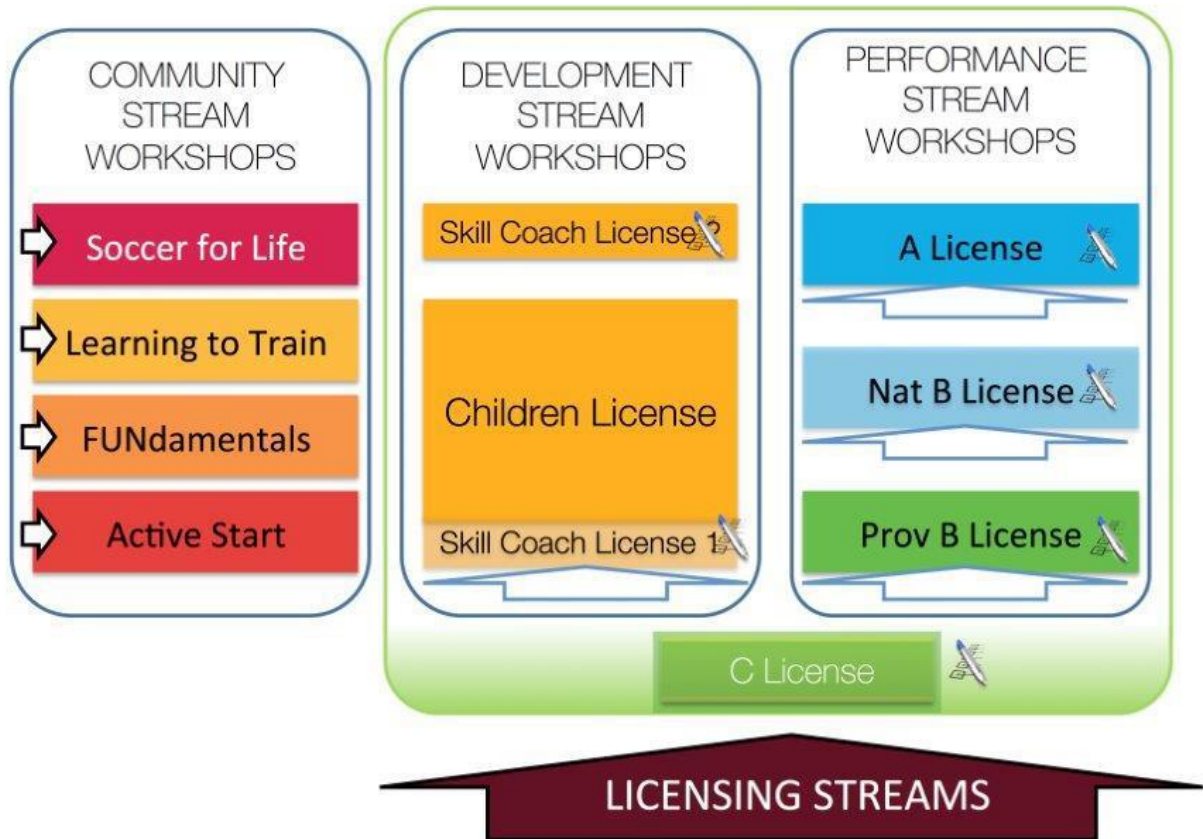
Coaches in the “Learn To Train” stage should preferably possess playing experience as demonstration becomes more important for players. The phrase “a picture paints a thousand words” best delivers the desire of having a coach in place that is comfortable in demonstrating new skills to the players.

The “Soccer For Life” stage applies to all coaches U12 and older. This is the seventh stage in the development model that our players go through. The players could be newcomers to the game or have many years of experience. This stage requires a fun and challenging environment to keep them interested and active in soccer. These recreational players will enjoy and benefit from exciting and stimulating practices and games. The objective is to make soccer a positive, fun place to be!

Coaches at this stage require basic to advanced knowledge of the Principles of Play as well as Systems of Play. “Soccer For Life” coaches also should be comfortable with dealing with the physical and social/emotional side of players when running training sessions and coaching games.

Here is an overview of the coaching pathway:

Coach Education Model



Recreational coaches belong to the Community Sport Stream where they are able to coach all ages from U4 (Active Start) – U18 (Soccer For Life).

Every coach that wants to be a certified coach must complete the following components:

- Respect in Soccer (Online Certification Program)
- Community Sport Stream Coaching Clinic (depending on stage of development)
- Making Ethical Decisions Workshop

Academy Program (AP)

The Advanced Development Program (ADP) is a program designed for U8 – U18 players that are showing an advanced skillset and that have the desire to pursue the talented player development pathway.

Players will experience structured training sessions under the leadership of LTPD coaches that work together with ADP coaches. The training sessions include an Intro-Game, an Activity on a specific theme and a Final-Game (GAG-Model). The ADP is based on a thoroughly designed age-specific player development curriculum that closely follows the four corner approach:

technical/tactical – social/emotional – physical - mental

For Coaches to qualify as an ADP Coach, the candidate must be and/or become certified. In addition to the administrative requirements of coaching, coaches that wish to work as an ADP Coach at The Bradford Soccer Club must also possess the following attributes:

- *Love to work with children*
- *Be patient with an ability to teach*
- *Be passionate about the game of soccer*
- *Show the ability to distinguish between a coach and a parent*

The role of the ADP Coach is to assist the LTPD Coach in implementing the LTPD age-specific curriculum for the respective age group and to follow the seasonal plan as outlined by the LTPD Coach. The ADP Coach is able to learn and develop as a coach in a pressure-free environment, and is also able to focus on their coaching pathway without major distractions. ADP Coaches will work under the supervision and guidance of the LTPD Coach and assigned to coach squads as the LTPD Coach sees fit.

ADP Coaches are able to continue their coaching pathway within The Bradford Soccer Club, working towards entering the licensing stream where opportunities exist.

ADP Coaches are assigned each year in September (before the identification process) by the Technical Director.

Age Groups Structure (Competition Teams)

U7

- Game Format: GK + 4
- Training Duration: 2 Practices a Week (55 mins/Winter; 60 mins/Summer)
- Game Duration: 40 minutes
- Season Length: October to April (Winter) and May to September (Summer)
- Competitions: NO COMPETITION (Winter) and Friendlies (Summer)
- Coaches: Head Coach + Assistant Coach; Ratio - 5:1
- Ball Size: 3
- Goal Size: 5ft x 8ft; Field Size: 25m x 36m

U8

- Game Format: GK + 4
- Training Duration: 3 Practices a Week (55 mins/Winter; 60 mins/Summer)
- Game Duration: 40 minutes
- Season Length: October to April (Winter) and May to September (Summer)
- Competitions: YRSL (Winter) and YRSL (Summer)

- Coaches: Head Coach + Assistant Coach; Ratio – 7:1
- Ball Size: 4
- Goal Size: 5ft x 8ft; Field Size: 25m x 36m

U9

- Game Format: GK + 6
- Training Duration: 3 Practices a Week (55 mins/Winter; 70 mins/Summer)
- Game Duration: 50 minutes
- Season Length: October to April (Winter) and May to September (Summer)
- Competitions: YRSL (Winter) and YRSL (Summer)
- Coaches: Head Coach + Assistant Coach; Ratio – 9:1
- Ball Size: 4
- Goal Size: 6ft x 12ft; Field Size: 35m x 50m

U10

- Game Format: GK + 6
- Training Duration: 3 Practices a Week (55 mins/Winter; 70 mins/Summer)
- Game Duration: 50 minutes
- Season Length: October to April (Winter) and May to September (Summer)
- Competitions: YRSL (Winter) and YRSL (Summer)
- Coaches: Head Coach + Assistant Coach; Ratio – 10:1
- Ball Size: 4
- Goal Size: 6ft x 12ft; Field Size: 35m x 50m

U11

- Game Format: GK + 8
- Training Duration: 3 Practices a Week (55 mins/Winter; 70 mins/Summer)
- Game Duration: 70 minutes
- Season Length: October to April (Winter) and May to September (Summer)
- Competitions: YRSL (Winter) and YRSL (Summer)
- Coaches: Head Coach + Assistant Coach; Ratio – 12:1
- Ball Size: 4
- Goal Size: 6ft x 16ft; Field Size: 50m x 70m

U12

- Game Format: GK + 8
- Training Duration: 3 Practices a Week (55 mins/Winter; 70 mins/Summer)
- Game Duration: 70 minutes
- Season Length: October to April (Winter) and May to September (Summer)
- Competitions: YRSL (Winter) and YRSL (Summer)
- Coaches: Head Coach + Assistant Coach; Ratio – 14:1
- Ball Size: 4
- Goal Size: 6ft x 16ft; Field Size: 50m x 70m

U13 – U18

- Game Format: GK + 10
- Training Duration: 3 Practices a Week (55 mins/Winter; 70 mins/Summer)
- Game Duration: 90 minutes
- Season Length: October to April (Winter) and May to September (Summer)
- Competitions: PISL (Winter) and IModel (Summer)
- Coaches: Head Coach + Assistant Coach; Ratio – 18:1
- Ball Size: 5
- Goal Size: 8ft x 24ft; Field Size: 80m x 110m

Yearly Training Plan (with current academy Age Groups)

Age	Practices (Winter)	Practices (Summer)	Competition (Winter)	Competition (Summer)	Playing Time (Winter)	Playing Time (Summer)
U13	3/ Week (85 mins)	3/ Week (90 mins)	PISL	IModel	2 * 25 mins	2 * 45 mins
U15	3/ Week (85 mins)	3/ Week (90 mins)	PISL	IModel	2 * 25 mins	2 * 45 mins
U16	3/ Week (85 mins)	3/ Week (90 mins)	PISL	IModel	2 * 25 mins	2 * 45 mins
U17	3/ Week (85 mins)	3/ Week (90 mins)	PISL	IModel	2 * 25 mins	2 * 45 mins
U18	3/ Week (85 mins)	3/ Week (90 mins)	PISL	IModel	2 * 25 mins	2 * 45 mins

*****Winter Season – October to April**

*****Summer Season – May to September**

*****Breaks – Christmas Break (2 weeks) and March Break (1 week)**

Qualified Goalkeeper:

The Bradford Soccer Club's Technical Director is a qualified goalkeeper coach and the club also employs a qualified goalkeeper. The BSC provides a series of goalkeeper sessions in both the indoor and outdoor programs based upon age group.

Female Mentorship Program:

The BSC has endorsed the OS's commitment to supporting and developing female coaches in Ontario by setting up a Club Female Mentorship Program. Similar to the OS's program, the BSC's Technical Director has trained a female coach, who in turn acts as an educator and mentor to other club female coaches who wish to further develop and progress their coaching careers. This approach allows the Bradford Soccer Club to continue improving its female coaching culture.

Game Leader Program:

The Bradford Soccer Club has implemented the game leader program for its U6 to U8 player group. This is a child friendly approach to supervising small sided games for children U6-U8 and allows more opportunities for parents to get involved. The game leaders are trained (through the OS training module) to achieve the following objectives on the field:

- Enable children to have a fun and rewarding experience while competing in small sided games
- Ensure player safety
- Implement simplified rules while keeping the game moving – limiting stoppages and assisting the young players with all restarts.

Adult Program:

The Bradford Soccer Club has established an adult program, and refers youth players to the programs.

All-Abilities Program:

The All Abilities soccer program offers all children and youth with intellectual and/or physical disabilities, within Simcoe County, the District of Huronia, York Region and the Surrounding Areas, an opportunity to learn and play the great game of soccer

Reporting Structure:

Technical Director

- Head Coach
- Recreational Program Coaches(Timbits/Recreational)
- Open Development Program Coaches(Elite/Development)
- Advanced Development Program Coaches(Academy)
- Competitive Development Program Coaches

Equipment Requirements:

The Bradford Soccer Club's Technical Director annually reviews the Club's equipment requirements with the Club's treasurer who ensures the budget reflects requirements.

Facility Requirements:

The Bradford's Soccer Club's Technical Director annually reviews the facility requirements and reports to the Board of Directors. The Bradford's Soccer Club's Strategic Plan identifies the Club's infrastructure access to both a Dome and soccer park with multiple grass fields. The club continues to work with the town for a future development of a turf field.

Marketing Plan:

The Bradford's Soccer Club's Recruitment, Retention and Compensation Plan enable the club to attract well qualified coaches. The Club's treasurer ensures the budget reflects the requirements and is reviewed annually.

