



Director of Soccer Development Profile



Director of Soccer Development (DSD) Profile

TASK #1: GAME DAY

Sub-tasks	Outcomes	Tools/Resources
Support Coaches to create a Pre, Half Time and Post Game Routine for the coaches to follow.	Players and parents are informed.	Pre-Game Email Template Half Time Team Talk Video Post Game Team Talk Video/Script
Support Coaches to create a safe fun, inclusive and organized environment for players.	Players are safe, enjoy playing, feel respected	Match line-up template Safety checklist Match-day objectives examples Formal / Informal Coach Education
Pre-Game Warm-up Routine	Players are physically and mentally prepared on game day	FIFA 11+ Videos / Handouts Pre-Game activities videos by age
Provide coaches with the tools to engage parents in appropriate sideline behaviors.	Atmosphere is fun and enjoyable for both players and parents.	Parents Code of Conduct Examples of Coach-Parent Communication regarding expectation of parents Videos and articles from Soccer Parenting and Positive Coaching Alliance Sideline Culture Keeper
Awareness of the US Soccer's Player Development Initiatives	Consistency and familiarity of rules throughout program	US Soccer Player Development Initiatives PDI video



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TASK #2: TRAINING SESSIONS

Sub-tasks	Outcomes	Tools/Resources
Advocate the philosophy of PPP (Model) and support coaches to understand the Play-Practice-Play format and encourage coaches to follow it.	Help promote consistent training that meets the developmental needs of the players. Players spend majority of time playing.	Play Practice Play webpage/article/video Pre-season Clinics Demonstrations on the Why and How of PPP.
Assist coaches to locate and access training plans to select their Play Practice Play sessions.	Coaches able to implement age appropriate training sessions.	Mass Youth Soccer / US Soccer Session Plans Session plan explanation video/webinar

TASK #3: LEADING THE PLAYER

Sub-tasks	Outcomes	Tools/Resources
Support the board in implementing guidelines for coach - player relationships.	Improved relationship between coaches and players.	Individual Player Meeting Template Player Profile Sheet Goal Setting Template Self Evaluation Template Player Competencies by Age Group Code of Conduct (Player, Coach , Parent)
Support coaches in understanding how to provide unconditional attention to each player	Develop the ability to build trust and respect between the coach and the player.	Articles on developing interpersonal skills Recommendations for interactions with players Information on child development Books e.g. Body Language 101, Mindset, Giving Effective Feedback



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TASK #4: LEADING THE TEAM

Sub-tasks	Outcomes	Tools
Support coaches in the organization to develop a positive team culture	An inclusive environment where all players feel valued.	Greet all players at arrival to practice Ensure every player receives positive coaching Praising positive behaviors between the players (Catch them being good)
Support the board and coaches to create an environment of teamwork and respect.	Core values of the soccer association are practiced.	Organization Core Values Role Modelling and praising positive behaviors (ie greeting opposing coach and referees, high-fiving players prior to the game) Highlighting examples of teamwork and respect in organization communications (e.g. Social Media/Newsletter)
Facilitate Team Building activities (Off the field) e.g. (Kick or Treat?)	Sense of community created	Team Building Activities Social Events Community/Charitable Initiatives



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TASK #5: MANAGING THE PERFORMANCE ENVIRONMENT

Sub-tasks	Outcomes	Tools/Resources
Support the BOD to establish guidelines for a safe environment.	Safe environment is created	Recognize to Recover - US Soccer Compliance with State and Local Policies and Procedures e.g. CORI Safety Checklist (Goals, Field e.t.c.) Sideline Culture Keeper
Facilitate Coach Education Courses	Licensed/Qualified soccer coaches. Improved player learning environment created.	US Soccer DCC Mass Youth Soccer Website Tamie Endow - Technical Dept. Manager
Collect feedback on organizational needs to share with BOD/ Mass Youth Soccer / DSD network	Organization needs are identified. Sharing of best practices implemented	Player/Parent/Coach Surveys Season wrap-up meeting Needs Assessment - 3rd Party
Identify key influential persons	List of key persons created and distributed (know who to go to if.....)	Organization Website Social Media Mass Youth Soccer Example Constituents - Players and Parents Field Coordinator Referee Assignor



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TASK #6: LEADERSHIP

Sub-tasks	Outcomes	Tools / Resources
Identify and Develop successor for DSD Position	Seamless transition of the DSD role	DSD Profile
Be a Positive Role Model (Set the example)	Example set for others to follow	Mentor
Collaborate on Organizations Mission and Vision	Mission and Vision endorsed	Organization Mission and Vision Statement



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COACHING GAMES:

Timelines	Tasks:	DSD Competencies	Responsibilities	Resources	Check for Outcomes
In Season Ongoing throughout the season. Day to day operations.	Game Day (CG)	<ul style="list-style-type: none"> Informed Understand Evaluate Reflect 	<ul style="list-style-type: none"> Observe Coach Performance/Behavior Ensure policies are followed (ie, safety - goals) 	<ul style="list-style-type: none"> Club rosters League Rules and by-laws Club rosters Weather Guidelines 	<ul style="list-style-type: none"> Ideal Acceptable Needs Improvement Attendance of Coach meetings/clinics What went well, what needs improvement?

COACHING TRAINING SESSIONS:

Timelines	Tasks:	DSD Competencies	Responsibilities	Resources	Check for Outcomes
In Season Ongoing throughout the season. Day to day operations.	Coaching Training Sessions (CTS)	Informed Understand Analyze Apply Evaluate Reflect Create Value	<ul style="list-style-type: none"> Ensure that training meets the developmental needs of the players Advocate the philosophy of PPP (Model) and support coaches to understand the Play-Practice-Play format and encourage coaches to follow it. 	<ul style="list-style-type: none"> MYSA Session Plans Mass Youth Tech Staff Play Practice Play webpage/article/video 	<ul style="list-style-type: none"> Ideal Acceptable Needs Improvement Attendance of Coach meetings/clinics What went well, what needs improvement? How do we improve it? Informed Implemented



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LEADING THE PLAYER:

Timelines	Tasks:	DSD Competencies	Responsibilities	Resources	Check for Outcomes
Pre - Season	Leading the player (LP)	Informed Educated/trained Understand Creative Relevance Efficient Patient Process-Oriented Proactive Positive	<ul style="list-style-type: none"> • Provide Pre-Game Warm-up Routine 	<ul style="list-style-type: none"> • MYSA Session Plans • Coaches Meeting • US Soccer PDIs • Mass Youth Tech Staff • YouTube videos 	<ul style="list-style-type: none"> • Ideal • Acceptable • Needs Improvement • Attendance of Coach meetings/clinics • What went well, what needs improvement? • How do we improve it? • Informed • Implemented
In Season Ongoing throughout the season. Day to day operations.	Leading the player (LP)	Informed Understand Analyze Apply Evaluate Reflect Create Value	<ul style="list-style-type: none"> • Provide players a fun and safe environment • Have coaches check-in on player individual and team goals • Oversight 	<ul style="list-style-type: none"> • MYSA Session Plans • Mass Youth Tech Staff • Play Practice Play webpage/article/video • Weather Guidelines 	
Post Season	Leading the player (LP)	Informed Understand Analyze Apply Evaluate Reflect Create Value	<ul style="list-style-type: none"> • Rest and recovery • Monitor player burnout 	<ul style="list-style-type: none"> • Coach and parent surveys • Board discussions 	



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MANAGING THE PERFORMANCE ENVIROMENT:

Timelines	Tasks:	DSD Competencies	Responsibilities	Resources	Check for Outcomes
Pre - Season	Managing the Performance Environment (MPE)	Informed Educated/trained Understand Creative Relevance Efficient Patient Process-Oriented Proactive Positive	<ul style="list-style-type: none"> • Inform coaches of licensing options • Inform coaches of age appropriate player development expectations • Ensure PDI are followed by organization • Coach clinics and meetings • Define success for parents and coaches • Coach Selection • Identify make-up of programs (skills clinics, group practices, etc.) • Assist coaches to locate and access training plans to select their Play Practice Play sessions • Identify player individual and team goals and develop • Attend BoD Meetings • Recruit High School players as Coaches • Promote soccer related club-level activities (HS games, Revolution games, etc.) • Guide the club through goals of Grassroots coaching by developing a curriculum or guidance document 	<ul style="list-style-type: none"> • Code of Conduct (Templates) • Pre-Season Parent Meeting (Template) • New Parent Welcome (Template) • MYSA Session Plans • Coaches Meeting [Presentation Templates] • US Soccer PDIs • Mass Youth Tech Staff • League Rules and by-laws • Coaches intro to players/parents (template) 	<ul style="list-style-type: none"> • Ideal • Acceptable • Needs Improvement • Attendance of Coach meetings/clinics • What went well, what needs improvement? • How do we improve it? • Informed • Implemented



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MANAGING THE PERFORMANCE ENVIRONMENT (Cont.):

Timelines	Tasks:	DSD Competencies	Responsibilities	Resources	Check for Outcomes
In Season Ongoing throughout the season. Day to day operations.	Managing the Performance Environment (MPE)	Informed Understand Analyze Apply Evaluate Reflect Create Value	<ul style="list-style-type: none"> Evaluate team flight assignments Engage parents about sideline behavior Attend BoD Meetings Evaluate referee performance Check-in with coaches to discuss season to-date 	<ul style="list-style-type: none"> MYSA Session Plans Mass Youth Tech Staff Play Practice Play webpage/article/video Weather Guidelines 	<ul style="list-style-type: none"> Ideal Acceptable Needs Improvement Attendance of Coach meetings/clinics What went well, what needs improvement? How do we improve it? Informed Implemented
Mid-Season The halfway mark used to measure effectiveness	Managing the Performance Environment (MPE)	Evaluate Reflect Value	<ul style="list-style-type: none"> Conduct midseason organizational well-being check Attend BoD Meetings Receive feedback 	<ul style="list-style-type: none"> Coaches meetings 	<ul style="list-style-type: none"> Attendance
Post Season	Managing the Performance Environment (MPE)	Informed Understand Analyze Apply Evaluate Reflect Create Value	<ul style="list-style-type: none"> Coaching Meetings Conduct surveys of coaches and parents. Plan for programmatic improvements Attend BoD Meetings 	<ul style="list-style-type: none"> Coach and parent surveys Board discussions 	<ul style="list-style-type: none"> Attendance to Coach meetings



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MANAGING THE PERFORMANCE ENVIRONMENT (Cont.):

Timelines	Tasks:	DSD Competencies	Responsibilities	Resources	Check for Outcomes
Between Seasons (Think of this as July and August)	Managing the Performance Environment (MPE)	<ul style="list-style-type: none"> • Informed • Understand • Analyze • Apply • Evaluate • Reflect • Create • Value 	<ul style="list-style-type: none"> • Review policies • Identify/mentor DSD replacement • Player Evaluations and Placements • Attend BoD Meetings • Communicate optional soccer opportunities (Winter/Summer soccer, camps, clinics) • Looking forward, Looking Back • Evaluate club soccer development objectives and whether achieving; fine tune as necessary • Program development and planning • Monitor player registrations for rostering and player attrition • Identify value-adding opportunities to retain players 	<ul style="list-style-type: none"> • Player evaluations • Parent feedback • League results • Player advancement to HS or college soccer • Respond to input, implement changes • Board discussions • Analyze participation numbers retention recruitment • Mass Youth Soccer Tech Staff BoD Assistance • US Soccer R2R • Mass Youth TDC and camps • Review Coach performance 	<ul style="list-style-type: none"> • Survey Participation • Total number of registrants • Total number of returning registrants • Profile of a Grassroots coach • Retention of Coach Volunteers



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LEADERSHIP:

Timelines	Tasks:	DSD Competencies	Responsibilities	Resources	Check for Outcomes
Pre - Season	Leadership (L)	Informed Educated/trained Understand Analytical Evaluate Inquisitive Reflective Creative Value & Relevance Efficient Patient Process-Oriented Proactive Positive	<ul style="list-style-type: none"> • Provide overall guidance on the philosophy/mission of the club to ensure all players feel welcome, safe and valued as players 	<ul style="list-style-type: none"> • Code of Conduct (Templates) • Pre-Season Parent Meeting (Template) • New Parent Welcome (Template) • MYSA Session Plans • Coaches Meeting [Presentation Templates] • US Soccer PDIs • Mass Youth Tech Staff • League Rules and by-laws • Coaches intro to players/parents (template) 	<ul style="list-style-type: none"> • Ideal • Acceptable • Needs Improvement • Attendance of Coach meetings/clinics • What went well, what needs improvement? • How do we improve it? • Informed • Implemented
In Season Ongoing throughout the season. Day to day operations.	Leadership (L)	Evaluate Reflect Value	<ul style="list-style-type: none"> • Have coaches check-in on player individual and team goals • Oversight 		
Mid-Season The halfway mark used to measure effectiveness	Leadership (L)	Evaluate Reflect Value	<ul style="list-style-type: none"> • Conduct midseason organizational well-being check • Attend BoD Meetings • Receive feedback 	<ul style="list-style-type: none"> • Coach meetings 	<ul style="list-style-type: none"> • Attendance



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LEADERSHIP (Cont):

Timelines	Tasks:	DSD Competencies	Responsibilities	Resources	Check for Outcomes
End of Season	Leadership (L)	Informed Understand Analyze Apply Evaluate Reflect Create Value	<ul style="list-style-type: none"> • Equipment inventory • Solicit feedback via coach and parent surveys • Identify opportunities for programmatic improvements • Attend BoD Meetings • Looking back - compare pre-season goals with outcomes 	<ul style="list-style-type: none"> • Coach and parent surveys • Board discussions 	<ul style="list-style-type: none"> • Survey responses
Post Season	Leadership (L)	Informed Understand Analyze Apply Evaluate Reflect Create Value	<ul style="list-style-type: none"> • Receive feedback 	<ul style="list-style-type: none"> • Coach and parent surveys • Board discussions 	<ul style="list-style-type: none"> • Attendance to Coach meetings
Between Seasons (Think of this as July and August)	Leadership (L)	Informed Understand Analyze Apply Evaluate Reflect Create Value	<ul style="list-style-type: none"> • Review policies • Identify/mentor DSD replacement • Player Evaluations and Placements • Attend BoD Meetings • Looking forward, Looking Back • Evaluate club soccer development objectives and whether achieving; fine tune as necessary • Identify value-adding opportunities to retain players 	<ul style="list-style-type: none"> • Player evaluations • Parent feedback • League results • Respond to input, implement changes • Board discussions • Analyze participation numbers retention recruitment • Mass Youth TDC and camps • Review Coach performance 	<ul style="list-style-type: none"> • Survey Participation • Total number of registrants • Total number of returning registrants • Profile of a Grassroots coach • Retentions of Coach Volunteers