Montmorency Junior Football Netball Club

Player Development – Football - Guidelines & Principles Policy

This policy will outline Montmorency Junior Football Netball Club's approaches & expectations concerning Coaching & Player Development Guidelines & Principles:

Purpose

The purpose of this policy is to:

- provide a framework that MJFNC can identify, articulate and stand behind that aligns to the club constitution & mission statement in support of the development of its coaches & players.
- gives clarity to the roles and responsibilities of Coaches & players as members of the MJFNC.
- ensures governance and consistency in the club's approach to development that can be shared with parents, members, sponsors and the NFNL.

Focus

- maximise the potential that sits within the individual for the benefit of themselves (through personal growth on and off the football field), their teammates, the team and the club.

Key Areas of Responsibility

- **Playing**
- **Coaching**
- **Development**
- **Support**

Policy: Player Development Guidelines & Principles

PLAYING

Priority

1. Club;
2. Team;
3. Individual;

Decisions are always made in the best interests of the club first, as the club remains bigger than the team or any individual. Notwithstanding, to operate and achieve outcomes in the best interests of the club there must be focus on the individual and / or team to build from the bottom up.

NB: a team is a group of individuals working together to achieve their goal. Each age group within the MJFNC is considered the 'team' regardless of whether there are two (2) or more separate teams representing the Club during weekly matches.

Playing Group

Participation: Boys U9 & U10 Girls U10

- fun
- fall in love with the game
- develop friendships with and respect for teammates
- learn basic skills and principles of match play
- maximise time on field for all players
- high turnover of team personnel each season to build on the above aspects (mix up teams each year).

Development: Boys U11 to U13 Girls U12 & U14

- Coaches, Coordinators and Director of Coaching /Mentor to assess the skills and football knowledge of the group to determine most appropriate playing division to maximise group development
- Due to the NFNL junior competition available for girls not including each age group consistent with the boys competition; the Girls Coordinator will

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assist Coaches and Director of Coaching / Mentor with assessing individual players skill and football knowledge level for team selection
- if two (2) or more teams are warranted based on numbers review the playing list to categorise the level of Elite, Average - Above Average and Developing individuals within the group
- based on the group profile split into two (2) or more teams that promotes individuals being challenged to improve by playing with and against 'like' players and teams; make recommendations to the NFNL on the most appropriate playing division to support this split of the group into multiple teams; NB: ultimate discretion on playing division sits with the NFNL
- the two (2) or more teams that are determined are to have the appropriate personnel to ensure they are competitive on a weekly basis
- continue to develop friendships with, and respect for, teammates
- enhance football skill set and principles of match play
- maximise time on field for all players based on commitment to personal development evidenced by, but not limited to, attendance at training, listening to instruction, support for teammates and adhering to club and team guidelines
- team personnel individually reviewed each season to determine whether appropriate for changes to be made for the upcoming season e.g.to maximise player development does the player need to move to a higher or lower playing division.

Choice, Growth, Outcome: Boys U14 to U17 Girls U16 & U18

- the player has made a choice to participate in sport
- the player has made a choice to participate in team sport
- the player has made a choice to play football
- the player has made a choice to play football at MJFNC
- the player is to be encouraged to articulate to their coach what they are seeking to obtain from their decision to play football at MJFNC
- Coaches, Coordinators and Director of Coaching / Mentor to assess the skills and football knowledge of the group to determine most appropriate playing division to maximise group and individual development
- representative programs commence - incumbent on the club to have a full understanding of the programs available, the process required to be selected, and the attributes selectors are looking for to maximise the opportunity for participation of the individuals from respective age

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groups (such decisions to participate in representative programs remain at the discretion of the player and their family)

All Age Groups: Boys & Girls

- Team selection will not be specifically determined based on player friendship acknowledging the primary consideration is the growth and development of the player in both a football sense and as a person.

- Team selection will be impacted by the changing number of players available in each age group for each season. e.g.: 48 registrations and two (2) teams of 24 players in one year may shift to 40 registrations and two (2) teams of 20 players during the subsequent season hence player movement between the two (2) respective teams for the age group will be necessary to accommodate this shift in playing personnel.

- Players may seek permission from MJFNC to play permanently outside of their qualifying age group for the upcoming season. Such requests are expected to be communicated to the Coach, Coordinator, Football Director or a Committee Member with supporting reasoning from the players' parent / guardian; ultimate decision and discretion for the request resides with MJFNC with consideration given, as a minimum, to the following factors:

    - review of player performance from last season
    - understanding current skill level of the player plus the potential for improvement
    - consider if there is a need to mitigate against physicality or injury
    - player registrations / numbers in the qualifying and requested age group.

- Player jumpers remain the property of MJFNC and are provided / allocated to the player for the duration of the football season up to and including the final match. Individual jumper numbers may be requested and will be accommodated where possible noting that access to a number in a previous season does not guarantee or constitute the right to that number for the subsequent year(s).

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COACHING

Coaching

What to teach?

- general principles
- game style
- skills

NB: technique and focus areas are determined based on direction provided from elite pathway programs and filtered to the Club e.g. what are the key skills AFL recruiters seeking from players when assessing draft prospects?

This info is passed on to elite underage clubs (Northern Knights) and leagues (NFNL) to note when reviewing players for representative programs.

The Club is to maintain a link to this information through the Football Director / Director of Coaching.

Years in charge & support

- desired to be no more than three (3) consecutive years coaching a playing cohort (where possible)
- each Coach must have an identified 'coaching team' to support them and the playing group at training and during games; incumbent on the Club to assist in bringing this together as required.

Training

- minimum one (1) session per week of 75 minutes per team
- if multiple teams within an age group, then training where possible, should occur together (time and location); each session to include drills conducted as a whole group prior to breaking out into respective teams
- Director of Coaching to attend a minimum of three (3) training sessions per team per season to assist the Coach and provide feedback on the session to enable collaboration for ongoing improvement

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- minimum one (1) social activity per team per season financially supported by the Club; NB: where two (2) or more teams within an age group the social activity is expected to be undertaken collectively.

DEVELOPMENT

Individual

Players can be split into three (3) categories which assists in determining their specific needs:

- Elite
- Average to Above Average
- Developing.

Programs need to be in place to support age group coaches in identifying current levels and potential for future growth + highlight how to appropriately guide and challenge the individual to improve.

What goals / aspirations should we hold for each category of player that produces development to improve the individual and the team?

Coaches to work with Director of Coaching / Mentor(s) to set these prior to the commencement of the season and then meet throughout the season (minimum of two (2) sessions circa Round 5 and Round 10) to make any adjustment deemed necessary / appropriate e.g. change in approach / tactics; engage specialist support.

In the determination of setting stretched goals and performance standards to reach representative programs MJFNC must communicate with the appropriate bodies e.g. NFNL, Northern Knights & School Sports Victoria to understand:

- the age groups that have rep programs and when they occur (timing during the year)
- are these run by the NFNL or Northern Knights or other leagues / football bodies
- how are players identified, nominated, selected
- the type of communication, guidance and support provided to individuals and clubs when players are ‘cut’ from these programs.

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Tools and strategies to be in place to assist and support the developing footballer including the Coach ensuring there is diversity in training to suit the development of all players.

Director of Coaching to guide the Coach and be responsible for identifying opportunities for improvement in the structure and delivery of drills plus game plans implemented on game day.

SUPPORT

Director of Coaching **/ Mentor(s)**

Position(s) critical to the success of the Coach and their support team plus the consistent and ongoing development of individuals on and off the football field.

Proposed expansion of current structure in place to ensure individuals are not 'stretched' to the extent of the current Director of Coaching who is responsible for guiding coaches and teams - the Club is recommended to engage one (1) Coaching Coordinator / Mentor, in each playing group identified above with a separate position for the Girls teams e.g.

Participation
Development
Choice, Growth, Outcome
Girls

The impact of this structure would enable higher engagement plus more frequent observation and conversations between the coaching group across the Club at training and games.

NB: an alternative thought could be approaching a current / ex AFLW player to work more specifically with the Girls program in conjunction with above.

Age Group Co-Ordinator (Boys & Girls)

Two (2) individuals required to work collaboratively through MJFNC - that is, vertically within the respective Boys / Girls program + laterally with the Football Director / Director of Coaching / Mentor and each other.

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This role seeks to support in administering the Club's Player Development Policy Framework in conjunction with the Football Director acting as a conduit between the Committee and the coaching & playing group.

Within their responsibility is:

- understanding the nuances of game day management (e.g. the role of the Team Manager)
- personal growth challenges of each Playing Group (e.g. 8-year old girl versus 16-year old girl)
- record keeping / maintenance of team lists
- nomination + selection / non-selection in representative programs.

Version	Review date	Reviewed by:	Frequency of Review	Next Review due:
004	7th March 2025	BBroadbent & LHalliwell	3 Yearly	7th March 2028

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