

Vetting and Training Youth Coaches

The Bar has been Raised

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While We're Waiting to Get Started

Agenda:

- The Increase in State and Federal Requirements
- Real Time Survey of Recreation Department Programs
- Review of Approaches by Sport and Org Type
- Discussion of Local Initiatives, Risks/Challenges, etc.

Who is Alpha Youth Sports?

- Founded in 2011, providing services to volunteer-driven youth organizations
- Pioneered Age Based, Video Enabled, Coaching Materials PUSHED to Coaches



- In 2019, we released our Coach Administration Platform



Automating all “youth coach processes”: www.coachspan.com

Sign Ups | Applications/Forms | Training | Coaching Materials | Evaluations | Communications

got parent coaches?

We can help!

For What Youth Sports/Activities Do You Use Volunteer Youth Coaches?

Team Sports?

CORE PARTICIPATION IN SELECT SPORTS

Percentage of kids ages 6 to 12 who participated on a regular basis


	2008	2013	2017	2018	2017-18 CHANGE	# KIDS IN 2018
Baseball	16.5%	14.2%	13.1%	13.6%	+3.3%	4,100,000
Basketball	16.6%	16.0%	14.1%	14.1%	-0.3%	4,200,000
Bicycling	27.7%	19.8%	16.0%	15.7%	-2.2%	4,700,000
Cheerleading	n/a	1.8%	2.2%	2.6%	+18.2%	775,000
Field Hockey	n/a	0.6%	0.4%	0.4%	-7.8%	118,000
Flag Football	4.5%	2.8%	3.3%	3.3%	-0.3%	989,000
Tackle Football	3.7%	3.5%	2.9%	2.8%	-4.0%	839,000
Golf	5.0%	4.9%	4.9%	4.9%	0.0%	1,400,000
Gymnastics	2.3%	2.9%	3.1%	3.4%	+8.5%	1,000,000
Ice Hockey	0.5%	1.1%	1.2%	1.1%	-12.3%	324,000
Lacrosse	0.4%	0.8%	0.9%	1.0%	+4.7%	296,000
Soccer (Outdoor)	10.4%	9.3%	7.7%	7.4%	-3.3%	2,200,000
Softball (Fast-Pitch)	1.0%	1.1%	1.1%	1.2%	+4.9%	359,000
Swimming (Team)	n/a	1.6%	1.4%	1.4%	+1.6%	417,000
Tennis	n/a	4.1%	4.1%	4.3%	5.1%	1,300,000
Track and Field	1.0%	1.1%	1.1%	1.0%	-10.0%	307,000
Volleyball (Court)	2.9%	2.7%	2.7%	2.8%	+5.5%	846,000
Wrestling	1.1%	0.7%	0.6%	0.7%	+14.2%	218,000

Individual Sports?

Other Activities?

Source: 2019 Project Play

National Report Card - CTSA: C- Grade



CITIZENSHIP THROUGH SPORTS ALLIANCE

For the first time ever, CTSA convened a panel of youth sports experts from across the country to evaluate youth sports in the United States and articulate its successes and failures. The panel evaluated only community-based youth sports programs, focusing on those that serve children ages 6 to 14. To do so, panel members relied on their own experiences as youth sports leaders, authors, sociologists, sports psychologists, coaches and parents, as well as on current research and academic literature.

For more details on these grades, please turn the page.

The Citizenship Through Sports Alliance (CTSA) is an alliance committed to promoting positive behavior in youth sports by harnessing the collective resources of major U.S. sports organizations to provide practical and proven tools for parents and coaches in youth sports. Members of the CTSA are:



AREA of REVIEW	GRADE
Child-Centered Philosophy	D
Coaching	C-
Health and Safety	C+
Officiating	B-
Parental Behavior/Involvement	D

Grading key for each topic:
 A=Outstanding; B=Good; C=Fair; D=Poor; F=Failing

“Even with a cadre of well meaning parents as volunteers, youth sports have been criticized for not leading to the physical, psychological, and social outcomes possible through healthy sport participation. Over emphasis on winning, lack of understanding of scientific methods of training and conditioning, and an unacceptable rate of sports injuries suggest that more attention be given to the selection and development of youth sport coaches”

(Citizenship Through Sport Alliance, 2005)

Framework: Scope of Discussion

A) Vetting Coaches

- Coaching Applications and Reviews/"Interviews"
- Background Checks
 - Geographical Scope: County, State, National
 - Identity Depth: Identity Verification/SSN Trace, Current/ Former Addresses, Current/Former Names (Alias and Maiden)
 - Scope of Search: Criminal Records, Sex Offender Registries, Terrorist Watchlists

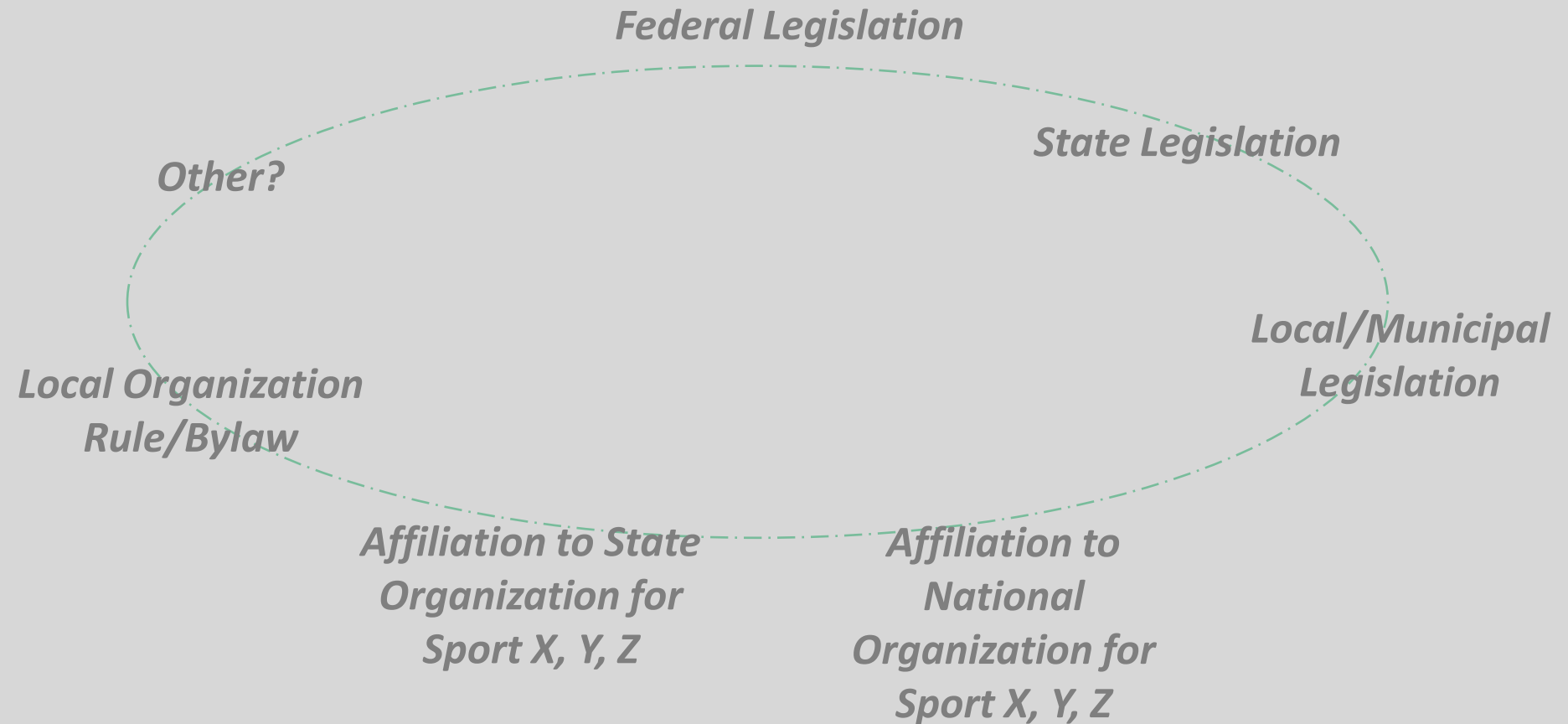
B) Training Coaches: Courses

- Safety and Injury Prevention/Management: Concussion, Cardiac Arrest, Heat/Weather, etc.
- Coaching Behaviors: How to Coach Kids
- Coaching Behaviors: Abuse Prevention
- Sport Specific Skills: Teaching Skills, Drills, Practice Plans, etc.

C) Training Coaches: Policies and Expectations

- Behavioral Expectation Setting
- Coaching Policies/Procedures: Communication/Acknowledgement
- Code of Conduct: Communication/Acknowledgement

What's Driving the Increase in Requirements?



The Growth of State Legislation

- (NJ) 1986: "[Little League Law](#)" (NJ 2A:62A-6 et. seq.)
 - A "safety orientation and training skills program"
 - Required to receive partial civil immunity protection
- (CA) 2010: Coaches added to 1980 [Mandated Reporter Law](#) (Penal Code Section 11166)
 - Required reporting of Child Abuse and Neglect to one of 3 types of law enforcement agencies
 - Training on recognizing and reporting signs of Abuse and Neglect (every 2 years)
- (GA) 2012: Coaches added to 2010 [Mandated Reporter Law](#) (O.C.G.A. [§19-7-5](#))
- (OH) 2017: [Lindsay's Law](#) (Ohio Revised Code 3313.5310, 3707.58 and 3707.59)
 - [Sudden Cardiac Arrest \(SCA\)](#) as #1 killer of youth during athletic activities
 - Annual requirements for Coaches, Parents, and Players to watch video, review handout, sign form
- (AL) 2018: [Coach Safety Act](#) (Alabama Act 2018-0496)
 - Complete 5 trainings regarding [injuries and injury prevention](#): 1) Emergency preparedness, 2) Concussions, 3) Heat and extreme weather, 4) Physical conditioning & training equipment usage, 5) Heart defects and SCA
 - Required annually by Coaches (for ages <15)

State by State Laws Vary for Concussion and Abuse Prevention

- **Maine Specific Information:**

- Concussion: see <https://www.maine.gov/doe/schools/safeschools/healthed/concussion>
- Abuse Prevention: see summary and links at: <https://www.littleleague.org/player-safety/child-protection-program/state-specific-information-child-abuse/>
- Summary of Both on Little League International's Website

- **This is all great, but...**

What is your interpretation on what volunteer youth coaches (Grade 8 and Under) in your state must do, and what the program sponsor (you) must do?

Federal Action: The Safe Sport Act (Feb 2018)

- September 2016: The Indianapolis Star first reports about USAG Abuse Scandal
- 2 Bills proposed in Senate in Q2 2017 eventually merged, passed, signed
- Officially the **Protecting Young Victims from Sexual Abuse and Safe Sport Authorization [Act](#)** (Public Law 115-126: 115th Congress.)
- Outcomes
 - Established **Center for Safe Sport** (independent from each USOC sanctioned NGB/Sport)
 - Mandated Reporting of Abuse Incidents (within 24hrs):
 - All volunteers of a local league are now mandated reporters
 - Risk of criminal charges if the org/coaches choose to ignore, or not report to the proper authorities, any witnessed act of child abuse, within 24 hours.
 - *Mandated* Abuse Prevention Training
 - Prohibits retaliation on "good faith" reports of child abuse
- Who it Applies to (*variety of interpretations*):
 - Amateur sports organizations seeking a sanction for amateur athletic competitions, generally those affiliated with a USOC-sanctioned NGB)
 - Amateur sports organizations, which participate in an interstate or international amateur athletic competition and whose membership includes any adult who is in regular contact with an amateur athlete who is a minor

More Coming?: [National Youth Sports Strategy](#), [Project Play](#)

“Adding Coaching Requirements (forms, training courses, certifications, etc.) will scare away many coaches and I won’t be able to fill all my coaching positions”

Myth or Reality?

Review of Approaches by Sport and Type of Organization

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Vetting and Training Youth Coaches - Analysis of Various Youth Sports Organizations

Analysis Done by Alpha Youth Sports, Inc. Draft for Discussion Purposes Only Rev: 2/04/2021

* = a firm requirement for all coaches that is tracked

	Affiliated Organizations				Un-Affiliated Organizations	
Area	Soccer Organizations - USYS (USSF/USOPC Affiliated) (via State Association where this is some variation)	Soccer Organizations - AYSO (USSF/USOPC Affiliated)	Baseball Organizations - Little League (USAB/USOPC Affiliated)	Lacrosse Organizations (USL/USOPC Affiliated)	Basketball Organizations run by Volunteer Youth Leagues (95+ % unaffiliated)	Team Sports programs run by Recreation Departments (95+ % unaffiliated)

A) Vetting Coaches

- Background Checks

	*All Adults/Annually: - Identity Verification? - National Criminal Search - National Sex Offender	*All Adults/Annually: (via Sterling Volunteers) - Identity Verification - National Criminal Search - National Sex Offender Search LEVEL 2	*All Adults/Annually: (via JD Palantine) - Identity Verification??? - National Criminal Search - National Sex Offender Search	*All Adults/Annually: (via NCSI, bi-annually) - Identity Verification??? - National Criminal Search - National Sex Offender Search	Random/Various but generally YES and generally annually (some likely not doing at all)	Q5-7
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B) Training Coaches: Courses

- Safety & Injury Prevention/Management: Concussion Training

	*Each State seems to have its own policy. Most require CDC Concussion Training (Repeat Annually)	Local Organizations are required to meet State Concussion Law notifications. AYSO requires CDC Concussion Training for all adult volunteers (One Time).	Direction to Meet State Requirement (notification or more). Many do more via ASAP plan (ex: First Aid Clinic, Heads Up Course), but no specific concussion course is required/tracked by LLI.	Local Organizations are required to meet State Concussion Law notifications. Unclear if any training is required.	Local Organizations are required to meet State Concussion Law notifications. Beyond that, resources and requirements are Random/Various.	Q8-9
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- Coaching Behaviors: Abuse Prevention

	*Each State seems to have its own policy. Most require Safe Sport: Initial & Annual Refresher	*Safe Haven Training (One Time) specific to coaches, referees and other volunteer roles. Periodic updates.	Lots of resources available via LLI (including SafeSport & State Info). Many local leagues do more via ASAP plan, but no specific course is required/tracked by LLI.	*Safe Sport: Initial & Annual Refresher.	Random/Various but generally VERY LITTLE TO NOTHING required	Q11
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- Coaching Behaviors: How to Coach Kids

	*Coach Development Program: Series of Classes/ Certifications	*Coach Development Program: Requirements by Age Group, increasing to a 5-6 hr course at 12U and 2 day course at 14U. Online resources	Lots of resources available via LLI. Many local leagues do more via ASAP plan (including PCA Training), but no specific course is required/tracked by LLI or State.	*Coach Development Program: Series of Classes/ Certifications (3 levels). PCA Training and In-Person/Virtual Courses required as well.	Random/Various but generally VERY LITTLE TO NOTHING required (often just high level discussion @ local clinic - attendance?)	Q10
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- Sport Specific Skills:

	*Coach Development Program: Series of Classes/ Certifications	*Coach Development Program: Requirements by Age Group, increasing to a 5-6 hr course at 12U and 2 day course at 14U. Online resources	Lots of resources available via LLI/LLU. Many local leagues do more via ASAP plan (local clinics, Tball book, etc.), but no specific course is required/tracked LLI.	*Coach Development Program: Series of Classes/ Certifications (3 levels)	Random/Various but generally VERY LITTLE required. Mostly local clinics (attendance varies) and links given to sites (are coaches using?)	Q12
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Discussion

WHAT ARE THE REASONS FOR LESS TRAINING?

- 1) BUDGET ISSUE/CONSTRAINT: X%
- 2) IT'S A LOT OF WORK TO ADMINISTER AND I DON'T HAVE THE TIME: X%
- 3) I'M CONCERNED ABOUT ASKING TOO MUCH OF MY VOLUNTEER COACHES: X%
- 4) OTHER: X% PLEASE EXPLAIN

IS THERE A LARGE PRICING/BUDGET DIFFERENCE VS. PARENT RUN YOUTH SPORTS LEAGUES/PROGRAMS?

Discussion: What does this mean to my recreation dept?

- **RISK ASSESSMENT: Are some programs increasing my municipality's risk?**
 - Which Ones? Which have the most risk?
 - Who decides this?
 - What is their knowledge of the situation and potential gap?
 - Is there something you should do? Being Proactive or Wait until Someone Tells you to do it?
 - What is Required? There are LOTS of Opinions on this. Ex: [CT Mandated Reporter Laws](#) (nothing - inform coaches - coaches acknowledge understanding - coaches pass course)
- **What are the PRIORITIES in making program improvements/addressing risks?**
- **What are the CHALLENGES in making program improvements/addressing risks?**
 - Financial/Budget
 - Policy
 - Operations/Systems
 - Overall, how to improve in these areas without becoming more "task oriented" vs. "mission focused" (a focus on program improvements and oversight, not clerical activities)
- **Other?**

Thank You

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